

UFCW Local 1189 Union Proposals to
St. Paul Area Retail Supermarket Employers

- 1) The Employer will maintain health insurance coverage on all employees and for classifications currently covered by the Agreement. The Employer will sufficiently fund the Health Care Plan to maintain all benefits at their current levels.
- 2) The Employer will ensure that all employees who are required to work outside in inclement weather or extreme temperatures (hot or cold) are given adequate breaks, proper clothing or dress code relief (e.g. short sleeves and shorts in the summer), unlimited water or other beverages for hydration, rain suits, coats, boots, gloves, mittens and/or other necessary protective gear; or an allowance to purchase the same.
- 3) (Kowalski's/Rainbow/Festival) The employer will respond to vacation written requests outside the posting period within 7 calendar days.
- 4) Regular Part-time employees will be permitted to notify the Employer of their preferred hours within their stated availability and the Employer agrees to take such preferred hours, and seniority, into consideration in scheduling such Regular Part-time employees. The Employer is not required to guarantee any particular preferred schedule of hours.
- 5) The employee's seniority date and classification will be noted alongside their name on the posted schedule.
- 6) Add grandchild to funeral leave (3 days), add brother-in-law or sister-in-law to funeral leave (1-day).
- 7) Jury duty pay for employees in the top 24%, for time spent on jury duty, up to the number of hours actually lost. Time spent on jury duty will count as time worked.
- 8) The Employer (those who have members in Milwaukee plan) will make all required contributions to the Grocery Pension plan. For the Employer who no

longer participates in the Grocery Pension plan, an equivalent contribution will be made by the Employer to the individual employee's 401A plan.

- 9) For employer's participating in the National Plan (Meat pension): The Employer will increase contributions to the National Plan by 10%. For the Employer who no longer participates in the National Plan, an equivalent contribution will be made by the Employer to the individual employee's 401A plan.
- 10) The Employer will contribute \$.50/hour to the National Plan on behalf of any employee with at least one year of service who is not currently a participant of the National Plan (includes members with no pension plans, only 401A/K plans, and those covered under the Milwaukee plan).
- 11) Rainbow and Festival early retirement COBRA program Letter of Agreement.
- 12) Rainbow and Festival 2 week posted schedule for all employees.
- 13) Delete Small store agreement.
- 14) Significant Wage Increases, across the board for all wage scales, (including over-scale employees) and all classifications.
- 15) The Union reserves the right to add, modify, or delete proposals.

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