



## Highlights of Tentative Agreement for 3 Year Contract with Peace Coffee Effective September 6, 2023

### Union Bargaining Committee

Peder Swanson, Production Roaster  
Michael LaCoste, Organizing Director

Jaime Staebler, Warehouse Specialist  
Jess Alexander, Organizer

Skylar Sorenson, Delivery Support Specialist  
Jayson Gallager, Union Representative

### Summary

Below is a general summary of highlights of the Collective Bargaining Agreement. Please refer to the actual Tentative Agreement documents for the exact language of the Agreement.

The highlights of our first contract include:

- Employees can only be disciplined, suspended, or terminated if the employer has Just Cause.
- Clear progressive discipline steps.
- Discipline more than 24-months old can not be used for further progressive discipline, except in cases of gross misconduct.
- Rights to notice when the employee is the subject of an investigative meeting.
- Rights to union representation when the subject of an investigation.
- A grievance procedure to resolve unjust discipline or other contract violations.
- Wage increases each year of the contract (see below).
- Work schedules for hourly employees will be consistent week to week. Employees will be notified at least 2-weeks in advance of any changes to regular work schedules.
- Job vacancies will be posted and hired/promoted from within before considering external applicants (subject to certain requirements)
- Seniority rights, including:
  - Should layoffs occur, the least senior employees in a department shall be laid off first, provided remaining employees are qualified to perform the work.
  - Anticipated overtime shall be offered on a voluntary basis in order of seniority in the department.
  - Involuntary (i.e. forced) overtime shall be assigned to the least senior qualified employee(s) in the department.
- Paid breaks and meal time language.
- Language which ensures proper training for employees to be able to perform their job.
- Language about transgender worker rights.
- Language about immigrant worker rights.
- Clear Job Classification Descriptions for each position.
- Work meetings will be on paid time and employees will be given at least 1-weeks' notice if they are to occur outside their regularly scheduled work hours.
- Language, for bike team, ensuring bike maintenance and replacement parts, and employer provided safety gear
- Employer payroll errors greater than \$100 shall be paid within one week after notifying the employer.
- PTO requests will be approved or denied within 7 business days.
- Employees will be notified when they are near or at the max PTO balance.
- Increased bereavement leave from 3 days to 5 days.
- Severance pay, in the event of permanent staffing reductions, for employees with 2+ years.
- Employer will develop a more equitable paid holiday structure.
- Commitment that the employer will develop a tuition reimbursement program.
- Language about Union Shop Stewards and Union Visitation.
- Labor-Management Committee – 3 employees, 3 management, and a Union Representative shall meet quarterly to discuss and resolve workplace issues.
- Maintain cost-share of current healthcare costs with language to meet and confer with the union should the healthcare plan have plan design changes.
- Maintain current other benefits (vision, dental, life and AD&D, STD, 401k, VTO) per the Employee Handbook.
- Maintain current weekly coffee allowance and employee discount.
- Temporary workers may be hired to fill temporary business needs, but not to exceed 9 months.

### Increase Wages for All Classifications over 3 Years

Wage increases for all employees each year thereafter:

- \$1.00 per hour increase effective September 18, 2023
- \$0.75 per hour increase effective first pay period following September 6, 2024
- \$0.75 per hour increase effective first pay period following September 6, 2025

Language that employees may advance to higher classifications within the company by notifying their supervisor of their interest in advancement; the employer will make reasonable efforts to train and promote interested employees.