

## Brainerd Food Retailers

### Employer Proposal

1. Article 1.6- Probationary Period

Change probationary period to 90 calendar days, and delete last sentence regarding extension of probationary periods.

2. Article 3.1- Workweek and Workday- Revise to read as follows:

“The regular workweek shall be forty (40) hours to be worked in five (5) days, Sunday through Saturday. (All time worked in excess of forty (40) hours per week or ten (10) hours in one (1) day shall be paid for at one and one-half (1½) times the employee’s regular rate of pay.) For Bakery and Grocery Department employees, their shift may start on Sunday.

3. Article 3.11- Emergencies- Change to “Unanticipated Circumstances”

Revise to read as follows:

The Company reserves the right, in the event of an Act of God, conditions beyond the control of the Company, in the event a local, state, or federal emergency is declared, or other force majeure occurs, to unilaterally implement, and amend wages, hours, or conditions of employment, and discontinue such changes, including those included in this collective bargaining agreement, during the entire term of such events. The Company will give the Union no less than ten (10) days’ notice of such changes, and agrees to discuss the changes with the Union at the earliest mutually agreeable time, either in person, by phone, or alternative electronic medium.

4. Article 4.4- Ratios

Delete entire paragraph

5. Proposal to Ensure MN Earned Sick and Safe Compliance (see separate attachments)

6.

7. Article 7.3- Holiday Qualifications

Change part-time holiday qualification to “one year of service” from “ninety (90) calendar days of service”, and revise first sentence of 7.3, paragraph 2, as follows:

The Company reserves the right to add, delete, amend, alter, otherwise change its proposals during the course of negotiations.

“In addition to the above qualifications, employees must work the week of the holiday, unless they are on approved vacation during the week in which the holiday falls.”

8. Article 8 Health & Welfare

Discuss contributions and eligibility

9. Article 9 Pension

Discuss

10. Article 13.5- ABC Club

Delete

11. Article 14 Appendix A: Rates of Pay

Discuss

12. Article 19 Duration and Term of Agreement

Discuss