

Brainerd Food Retailers – Employers’ Proposal

- All TAs to date.
- The Employers withdraw 11/29/23 proposals 1, 2, 3, 4
- The Employers reject all remaining open Union proposals except as set forth below:
  - Union 6 - 14.3 - The Employers would agree to delete “and performs all such duties”
  - Union 7 - Health & Welfare - **pending clarification**, as part of a total agreement:
    - Employers would agree to total 2023 employer total weekly rate (referred to as March 2023 on Union proposal 2) as of first pay period of the month following ratification for FT and PT employees, as well March 2024 increase, with employee contributions to be \$30/week FT, \$15/week PT (for the two year term of the agreement)
      - **Need clarification on breakdown of total rate between H&W and pension**
    - Employers reject ancillary employee proposal
    - Employers agree to 3 month transfer of contributions to legacy plan from H&W plan, **subject to clarification of weekly rates**
  - Union 29 - TA
- Revised Company 5 - Proposal to ensure ESST Compliance - Attached
- Wage Scales - Attached
- Term - 2 years

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