

December 11, 2023

REC'D
12/11/23
@ 1:33PM

Brainerd Food Retailers
12/11/23
Final Offer

1. All tentative agreements to date.
2. The Employers reject all remaining open Union proposals.
3. Wages - the Employers propose wage increases and wage schedules for a two-year contract, to be distributed by each employer.
4. PTO Proposal to ensure compliance with Minnesota Earned Sick and Safe Time – attached.
5. Union 3 – Redirect approximately three months of H&W contributions in year 1 of the contract to the Legacy pension.
6. Union 7 - Health & Welfare

	December 2023 TOTAL	Employer Contribution	Employee Contribution	December 2024 TOTAL	Employer Contribution	Employee Contribution
FT	\$269.83	\$249.83	\$20	\$287.82	\$267.82	\$20
PT	\$158.32	\$148.32	\$10	\$168.84	\$158.84	\$10

7. Union 10 - Counter - Should the plan revise, alter, or change the coverage tiers, eligibility, or contributions, the employers may reopen the contract on a limited basis only for the purposes of negotiating concerning the cost, employee contributions, and other effects of those changes. No other provisions of this agreement (including the no strike clause) shall be subject to the reopener. (Total true cost/break even rates will not be subject of those negotiations, but cost sharing within those rates will be).

8. Pension

Legacy Pension

Weekly Contribution	2022	December , 2023	March , 2024
FT	\$149.13	\$158.08	\$167.56
PT	\$48.64	\$51.56	\$54.65

VAPP

Weekly Contribution	Current	January 1, 2024	January 1, 2025
FT	\$52.36	\$52.36	\$52.36
PT	\$19.43	\$19.43	\$19.43

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

9. Union 18 - Counter - Baggers, carryout, custodial, general cleanup employees qualify for the following fringe benefits

- PTO
- Bereavement
- Jury duty
- Holiday pay

10. Union 33 - Counter - The Employer shall recognize three shop stewards appointed by the Union in each retail establishment.

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@ 1:49PM

Employees will move to the next higher
Wage rate on the appropriate scale

	Current		First pay period after Ratification of Contract		12/8/2024
Head Meat Cutter	\$ 25.69		\$ 27.19	\$	28.19
Journeyman	\$ 24.64		\$ 26.14	\$	27.14
Apprentices					
First year	\$ 17.21		\$ 18.71	\$	18.71
Second year	\$ 18.64		\$ 20.14	\$	20.14
Third year	\$ 20.07		\$ 21.57	\$	21.57
Fourth Year	\$ 20.99		\$ 22.49	\$	22.49
Thereafter Journeyman	\$ 24.64	1.00 plus 70 cents	\$ 26.14	\$	27.14
Wrappers					
0-1040 hours	\$ 13.00		\$ 14.00	\$	14.00
+2080	\$ 13.75		\$ 15.00	\$	15.00
+2080	\$ 15.03		\$ 16.00	\$	16.00
+2080	\$ 16.19		\$ 16.80	\$	16.80
+2080	\$ 16.93		\$ 17.50	\$	17.50
+2080 Top of scale	\$ 18.50		\$ 19.00	\$	19.00
over top scale	\$ 0.70		\$ 1.50	\$	1.00
Grocery/Bakery/Deli Dept Heads					
Assistant Manager	\$ 24.86		\$ 26.36	\$	27.36
Produce Manager	\$ 24.86		\$ 26.36	\$	27.36
Frozen Dairy Manage	\$ 24.86		\$ 26.36	\$	27.36
Head Cashier Bookke	\$ 24.86		\$ 26.36	\$	27.36
Deli Manager	\$ 24.86		\$ 26.36	\$	27.36
Bakery Manager	\$ 24.86		\$ 26.36	\$	27.36
overate	\$ 0.70		\$ 1.50	\$	1.00
Full-time Grocery bakery deli					
Start	\$ 12.75		\$ 16.00	\$	16.00
after 1 year	\$ 13.75		\$ 17.00	\$	17.00
After 2 years	\$ 14.75		\$ 18.00	\$	18.00
After 3 years	\$ 16.50		\$ 19.00	\$	19.00
After 4 Years	\$ 18.00		\$ 20.00	\$	20.00
After 5 years	\$ 19.55		\$ 22.00	\$	22.00
After 6 Years	\$ 23.41		\$ 24.00	\$	24.00
Over top Scale3	\$ 0.45		\$ 1.50	\$	1.00

Part-time Grocery/Bakery/Deli

0-1041	\$	12.75	\$	14.25	\$	14.25
+1041 Hours	\$	13.25	\$	15.00	\$	15.00
+1041 Hours	\$	14.25	\$	15.75	\$	15.75
+1041 Hours	\$	15.25	\$	16.50	\$	16.50
+1041 Hours	\$	16.50	\$	17.25	\$	17.25
+1041 Top of scale	\$	17.25	\$	18.00	\$	18.00
over the Top .25	\$	0.60	\$	1.00	\$	0.75

Part-time

Utility, Bagger, clean-up, Custodial

Start	\$	10.50	\$	12.00	\$	12.00
12 months	\$	11.00	\$	12.50	\$	12.50
18 months	\$	11.50	\$	13.00	\$	13.00
2 years	\$	12.00	\$	13.50	\$	13.50
Overrate	\$	0.50	\$	0.50	\$	0.50

each employee will move to the next higher rate from where they
 .75 cent increase excluding utility employees

are now on the new scale with no less than a

Quisberg Final Wage Offer – 12/11/23

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All current employees will get increases according to the attached scale.

Additionally, all full and part time employees employed by S&R Quisberg prior to July 2021, who have remained continuously employed through the date of ratification, will get an additional \$1.00 per hour wage increase, effective the first payroll date following ratification.

Finally, if and only if the contract is ratified on or before 12/18/23, all full time S&R Quisberg employees on the active payroll as of ratification will receive a bonus of \$2080, minus applicable deductions. If the contract is not ratified on or before 12/18/23, this bonus will be withdrawn.

Tentative Agreements
As of 12/01/2023
Brainerd Retailers/UFCW Local 663

12/11/23-2:30
MZ
12/11/23 1:27 PM

Article 1.3- Subsection 1.3(b)

Move language from existing Article 13.5 (ABC Deductions) to Section 1.3b.

NEW Article 1.8 - Bulletin Boards

The Employer agrees to provide a bulletin board in each store and will permit the Union to post and maintain any notices pertaining to Union business in connection with employees covered by this Agreement.

Article 3.6 - Lunch Periods

Change lunch period eligibility from 7 hrs to 6 hrs.

Article 5.11 - Discharge

Replace "good and sufficient cause" with "just cause."

Article 10 - Bereavement - Revise as follows:

All full-time and part-time employees, including extras and utilities, on the seniority list shall be entitled to bereavement pay according to the following:

A maximum of four (4) days of leave with pay in the event of the death of a spouse, parent, step-parent, child or stepchild, ~~A maximum of two (2) days of leave with pay in the event of the death of a brother, sister, step-sibling, mother-in-law or father-in-law, grandparent or grandchild.~~

~~Paid leave for days lost from work for bereavement may shall, except in the case of leaves for spouse or parent, be the date of the burial, and the day or days preceding such burial, or for the purposes of grieving (grieving within 30 days of the death).~~

Bereaved employees may take part of their paid bereavement leave for travel time for out of town burials.

Part-time employees shall not have their days rescheduled so as to defeat their paid bereavement leave.

Bereaved employees shall receive pay for scheduled hours lost to a maximum of eight (8) hours per day.

~~Extra Help part time employees will be eligible for bereavement pay for time lost if scheduled to work if they have completed ninety (90) calendar days of employment.~~

Article 14.3 - Revised as follows

When an employee relieves a department head, ~~and performs all such duties~~, during one (1) week period or longer he/she shall be paid the department head rate of pay.

NEW Article 14.11

The employer agrees that, in the event a department head is demoted or chooses to step down, the employer will make its best effort to maintain the employee's full time status though this may result in being transferred to another department or store.

NEW Minnesota Paid Family Medical Leave

The Company will develop a proposed policy for compliance with the Minnesota Paid Family and Medical Leave law that is scheduled to go into effect on January 1, 2026. No less than six (6) months before the implementation of the policy, the parties shall meet to negotiate over the policy and its impact.

Miscellaneous Language Changes

- Replace BMS with FMCS throughout the Agreement.
- Replace "business representative" with "Union representative" throughout Agreement.
- Quisberg pharmacy addendum renewed.

****Health and Welfare – Article 8**

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NEW – The employers will redirect approximately three months of H&W contributions in year 1 of the contract to the Legacy pension.

NEW

Should the majority of the MRMC participating employers agree to do so, and the trustees approve open enrollment, the Employer agrees to add an annual H&W open enrollment for employees who have waived coverage.

****Pension – Article 9**

Legacy

Weekly Contribution	2022	December , 2023	March , 2024
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VAP

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