

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

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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.

## **Quisberg Final Wage Offer – 12/27/23**

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 1/8/24, 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 1/8/24, this bonus will be withdrawn.

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

	Current		First pay period after Ratificaiton of Contract		12/8/2024
Head Meat Cutter	\$ 25.69		\$ 27.19	\$	28.19
Journeyman	\$ 24.64		\$ 26.14	\$	27.14
<b>Apprentices</b>					
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 Journeym	\$ 24.64	1.00 plus 70 cents	\$ 26.14	\$	27.14
<b>Wrappers</b>					
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
<b>Grocery/Bakery/Deli Dept Heads</b>					
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
<b>Full-time Grocery bakery deli</b>					
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 are now on the new scale with no less then a .75 cent increase excluding utility employees

**SICK AND SAFE TIME PROPOSAL**

The employer proposes the following modifications to the CBA and policy (see separate attachment) to comply with Minnesota’s Earned Sick and Safe Time law.

The following will replace and/or supplement Article 6 as indicated.

All references to vacation shall be changed to “PTO”

The “PTO year” shall be the twelve-month period commencing on the employee’s anniversary date.

The following accrual rates shall be in effect beginning January 1, 2024 for full-time employees. Employees shall also receive the amount of PTO earned based on 2023 hours compensated by the Employer in accordance with current Section 6.3 of the CBA on their employment anniversary date in 2024.

All of this PTO may be used for “ESST reasons” described in the Employer’s Sick and Safe Time Policy, and up to 80 hours of accrued, unused PTO may be carried over from the previous PTO year.

Delete current Section 6.1 and replace with:

- Article 6.1 Full-Time Vacation Benefits-Paid Time Off for Full-time Employees

Years of Service (as of anniversary)	PTO accrual rate:
0-1	.0333/hr compensated, capped at 56 hours per PTO year
1.01-7	.0462/hr compensated, capped at 96 hours per PTO year
7.01-17	.0654/hr compensated, capped at 136 hours per PTO year
17.01+	.0846/hr compensated, capped at 176 hours

An employee who is eligible for an increased accrual rate based on year of service will begin the higher accrual rate on their anniversary date.

Revise all references to “vacation with pay” to “paid time off.”

The Employer reserves the right to add to, delete from, or otherwise modify these proposals in bargaining

- Article 6.2- Part Time Vacation Benefits Paid Time Off for Part-Time Employees

Delete Article 6.2 and replace with:

Effective January 1, 2024, part-time employees (including bagger/carryout and Extra Help employees) with 0 – 3.99 years of service as of their anniversary date will accrue .0333 hours of PTO for every hour compensated, up to a maximum of 48 hours in a PTO year. Part-time employees with 4 or more years of service as of their anniversary date will accrue .0385 hours of PTO for every hour compensated by the employer.

- Article 6.3- Vacation Pay Pay for PTO

Delete and replace with the following

PTO hours shall be paid at the employee's regular hourly rate.

If a holiday falls during the employee's PTO, he or she shall receive an extra day of PTO or the equivalent in pay. When a Journeyman relieves a Head Meat Cutter for one (1) week or more and performs all Head Meat Cutters duties, he will receive Head Meat Cutter pay.

- Article 6.4- Pro-Rated Vacation

Delete

- Article 6.5. Forfeiture of Vacation and Other Accrued Benefits.

Add:

If an employee is rehired by the Employer within 180 days of separation from employment ("rehired employee"), any ESST-eligible PTO that was not previously paid out upon separation shall be immediately reinstated (up to the maximum of 80 hours). Rehired employees will be allowed immediate use of this time and to accrue additional ESST-eligible PTO upon rehiring, consistent with the use and accrual limitations of this policy.

- NEW 6.7 Use of ESST-eligible PTO

An absence for ESST reasons for which ESST-eligible PTO is properly used will be considered an excused absence under the Company's attendance policy, shall not result

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in the accrual of attendance points, and shall not lead to discipline under the of the CBA or otherwise.

ESST-eligible PTO may be used in 15 minute increments or more to cover all or part of a work day when used for ESST Reasons.

- NEW 6.8 Requesting and Designating ESST-Time

The scheduling of PTO unrelated to ESST reasons shall continue to be in accordance with Article 6.6. It shall be up to the employee whether to designate a particular absence as ESST-related, and the procedures for requesting PTO for ESST are outlined in the attached policy.

Delete personal holiday language in Article 7.1 as those days are being accounted for in the PTO system. Change reference from “personal holiday” in 7.1(a) to “PTO”

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