



**Highlights of Tentative Agreement  
3 Year Contract with Miner's Super One & Quisberg's  
Wages effective May 5, 2024  
All other terms retroactive to December 3, 2023**

**Union Bargaining Committee**

Amber Rosencrans, Crosby SuperOne  
Tony Ramberg, Baxter SuperOne  
Molly Cosert, Baxter Cub  
Matty Herold, Baxter Cub  
Trevor Nichols, Brainerd Cub

Jenn Jarvela, Crosby SuperOne  
Sandy Livingston, Baxter SuperOne  
Alyssa Grecula, Baxter Cub  
Doug Olson, Baxter Cub  
Denise Moss-Fredrick, Brainerd Cub

Adam Lies, Crosby SuperOne  
Mary Smude, Baxter SuperOne  
Samantha Sarff, Baxter Cub  
Faith Molby, Pequot SuperValu  
Kevin Tschida, Pequot SuperValu

Rena Wong, President  
Jim Schommer, Union Representative

Michael LaCoste, Secretary Treasurer  
Lauren Booth, Organizer

Jessica Hayssen, Communications Director  
Paul Swanson, Union Representative

The goals for the Union bargaining committee were based on members' input. Top priorities for negotiations included:

- Improve wages and conditions for all full-time and part-time classifications
- Maintain affordable health & welfare benefits
- Secure retirement
- Add worker protections for safety and well-being

**The bargaining committee recommends that members vote YES to accept the agreement.**

**Increase Wages for All Classifications**

Miner's Super One: Wage increases for all FT and PT employees with improved wage scales for all classifications

- FT will receive a \$3.50-\$5.45 wage increase over 3 years
- All PT will receive raises, with typical wage increases between \$2.25 - \$3.75 over 3 years
- Utility will receive raises, with typical wage increases between \$2.25 - \$3.00 over 3 years
- Average wage increase of over 17%

Quisberg's: Wage increases for all FT and PT employees with improved wage scales for all classifications

- FT will receive a \$4.45-\$7.15 wage increase over 3 years
- All PT will receive raises, with typical wage increases between \$2.25 - \$3.75 over 3 years
- Clean Team will receive raises, with typical wage increases between \$2.25 - \$4.00 over 3 years
- Average wage increase of over 21%

Ratification Bonus: \$600 for Dept Heads; \$500 for FT employees; Up to \$250 for PT employees (\$25/month of service)

**Maintain Affordable Health & Welfare Benefits and Legacy Pension Safety**

Employers agreed to the Union's proposal to cover the increased costs of Health & Welfare for all years of the contract. No increase to Employees' current contributions - will pay the same amount for healthcare for the next three years.

	<b>Dec 2023 TOTAL</b>	Employer contribution	Employee contribution	<b>Dec 2024 TOTAL</b>	Employer contribution	Employee contribution	<b>Dec 2025 TOTAL</b>	Employer contribution	Employee contribution
FT	<b>\$269.83</b>	\$249.83	\$20.00	<b>\$287.82</b>	\$267.82	\$20.00	<b>\$306.37</b>	\$286.37	\$20.00
Mod PT	<b>\$158.32</b>	\$148.32	\$10.00	<b>\$168.84</b>	\$158.84	\$10.00	<b>\$179.40</b>	\$169.40	\$10.00

Union's proposal to redirect H&W funds was negotiated with Miner's & Quisberg's to keep the Legacy pension safe.

**Make All Full-time and Part-time Jobs Better**

- Improved bereavement leave for ALL employees (including "extra employees" and Utility/Clean Team)
- Convert to PTO with increased accruals (rolling accrual)
- Seniority rights for "extra employees"
- Path for "extra employees" to become Regular PT (benefit eligible)
- New ratio to ensure at least 20% of PT employees are benefit eligible
- Path for Utility/Clean Team employees to move to the PT wage scale
- Safety and Security Captains with semi-annual meetings
- Subcontracting protections
- NEW language ensuring store transfers are offered by seniority and if forced would impact the least senior

## **What we will have won in this agreement since employees went on ULP Strike:**

- 3<sup>rd</sup> year – no health insurance increases for employees (employer pays all increases).
- Employer pays all pension increases for all 3 years.
- Baggers/Carryout/Custodial/Clean Team will now get:
  - PTO
  - Bereavement
  - Jury Duty
  - Holiday pay
- Additional permanent increases to the Meat Cutter, Journeyman, Apprentice (top step), and Department Head scale rates:
  - Additional \$1.00 increase in Year 1
  - \$1.00 increase in Year 3
- Better wage increases for Baggers/Carryout/Custodial/Clean Team:
  - Company previous “final offer” was \$0.50 each year
  - This Tentative Agreement includes higher initial wage placement and \$1.00 increase in Year 3
- Path for Baggers/Carryout/Custodial/Clean Team to move to PT scale:
  - On 12/7/2025 for those with 3+ years seniority will move to PT scale.
- Path for “Extra Employees” to move to Regular (a.k.a. “Modified”) PT.
  - Average 26+ hours during 3 years of employment automatically moved to Regular PT.
- Seniority rights for “Extra Employees” (do not get “renewed” each calendar year).
- Ratios: By 12/7/2024 at least 20% of all PT employees will be Regular PT (benefit eligible) employees.
- Safety and Security Captains:
  - Semi-Annual meetings to ensure that safety and security issues are being seriously addressed.
- Subcontracting protections
- Store Transfer language:
  - Involuntary transfers offered on a voluntary basis by seniority; forced transfers by least senior employee in the classification.
- Increased PTO accruals for all employees after their first year of employment.
- Ratification Bonus
- Those Super One employees who missed out on the COVID \$1.00/hr increase will receive the increase.
- Increase PT starting pay rate to \$15.00 in year 3