

**UFCW Local 663 Proposals to Kowalski's  
UNION 5 - March 26, 2025 @ 2pm**

**UNION RESPONSE TO EMPLOYER PROPOSALS**

3/26 TA for Three Year Term

3/26 Union: TA

- **Article 2: Hours of Work - Overtime**

- **Section 2.5(E)**

- The minimum hours expressed in paragraphs (A), (B) and/or (C) above shall not apply if the employee makes a written request approved by the Employer to be regularly scheduled for less hours. Any such approved written request shall remain valid for six (6) months, at which time a new written request must be submitted by the employee for the Employer's approval . All such approval requests shall be promptly sent to the Union , and any employee who is working under such an approved written request shall not be counted for purposes of the ratio language expressed in Section 17.2(I).

3/26 Union Rejects. Maintain all current language. Union amenable to adding one sentence: "The employer will follow all applicable laws regarding Minnesota Earned Sick and Safe Time."

- **Article 4: Paid Time Off (PTO)**

- **Section 4.1:**

- Regular full-time, part-time, Custodial employees, and Courtesy employees in the continuous employ of the Employer (excluding Group 3 part-time employees) shall start to accrue (i) one (1) week of paid time off (PTO) up to forty (40) hours at the start of the first (1<sup>st</sup>) year of service; (ii) two (2) weeks of PTO up to weight (80) hours at the start of the second (2<sup>nd</sup>) year of service; (iii) three (3) weeks of PTO up to one hundred twenty (120) hours at the start of the eighth (8<sup>th</sup>) year of service; (iv) four (4) weeks of PTO up to one hundred sixty (160) hours at the start of the sixteenth (16<sup>th</sup>) year of service; and (v) five (5) weeks of PTO up to two hundred (200) hours at the start of the twentieth (20<sup>th</sup>) year of service with the same qualifications as stated herein. Eligible PTO shall accrue monthly in equal amounts over an eligible employee's anniversary year and be credited on the first day of each month.
- Group 3 Part-Time employees in continuous employment of the Employer shall start to accrue (i) one (1) week of PTO at the start of the first (1<sup>st</sup>) year of service, (ii) two (2) weeks of PTO at the start of the third (3<sup>rd</sup>) year of service, and (iii) three (3) weeks of PTO at the start of the eighth (8<sup>th</sup>) year of service. Eligible PTO shall accrue monthly in equal amounts over an eligible employee's anniversary year and be credited on the first day of each month.
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- For employees who fully accrue three (3) weeks of PTO or more, up to one (1) week per anniversary year of unused accrued PTO time may be cashed

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out.

- All employees who are eligible for two or more weeks of PTO per year shall be allowed to use their accrued but unused PTO in one (1) hour or one half (1/2) day increments. Requests to use unused accrued PTO must be made during the week prior to the posting of the schedule for the period when the PTO is to be used. These requests will be granted as mutually agreed to by the employee and the Employer, provided that the Employer's consent shall not be withheld simply because the time requested is a weekend day or would result in an extended weekend. All hours worked and/or paid for shall be considered as hours worked for purposes of determining PTO.

#### Previously TA'd

- **Article 5 (and others containing pharmacy language)**
  - Eliminate all Pharmacy language – Union TA'ed 2/27/2025
    - Sec. 5.9 (A), sec. 17.1 (D), Sec. 17.1 in paragraph 'All part-time...), sec. 17.2 Group 1 - (I) two times, sec. 17.2 Group 2 (D), sec. 17.5A, sec.17.5B, sec. 17.6, Article A-1 Food Handlers Sunday Clause, two instances in wages section Appendix C
  - And any other references to Pharmacy Language – Union TA'ed 2/27/2025

#### 3/26 Union Rejects. See Union Proposal Below.

- **New Section 5.8: City, State, or Federal Minimum Wage and Other Wage Increases:**
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#### 3/26 Union Rejects.

- **Article 11: Leaves of Absence**
  - **Section 11.2: Union Leave**

**An employee with at least one (1) year of seniority, who is elected or appointed to a full-time Union office, shall be granted a leave of absence for the term of such appointment, to a maximum of one (1) year. Temporary leaves of absence to attend state or national conventions shall be granted to all Executive Board members and elected delegates of the Union. Leaves of absence for Executive Board members for Union business will be granted as needed. Such members shall give their Employer a minimum of ~~one (1)~~ **two (2)** week's notice (except Union emergencies), stating the starting and ending time for such leave.**

**The Employer shall not be required to give a leave for more than one (1) employee from each store.**

#### Previously TA'd

- **New Section 11.11: TA'd by Union 2:05pm 3/18/2025**

3/26 Union Counter Proposal: [See Union changes in blue.](#)

● **Article 15: Health and Welfare –**

(A) The Employer agrees to pay into the Minneapolis Retail Meat Cutters and Food Handlers Health and Welfare Fund contributions on behalf of any employee who has worked thirty-two (32) or more hours (full-time), exclusive of hours worked on Sundays and holidays, except for floating and banked holidays. The Employer further agrees to pay into the Minneapolis Retail Meat Cutters and Food Handlers Health and Welfare Fund contributions on behalf of any employee (excluding Courtesy, Custodial and Group 3 part-time employees) working less than thirty-two (32) hours per week (part-time) exclusive of hours worked and/or paid for on Sundays and holidays. Such Trust Fund is jointly administered, is a part of this Agreement, and is in lieu of all Employer established programs including life insurance, sickness and accident insurance, hospitalization insurance, or any other said forms of insurance now in practice.

(B) The Employer agrees to pay contributions into the same Health and Welfare Fund on behalf of its Retail Specialist employees on the same basis as provided in Section A of this Article except that, in the case of such employees, hours worked on Sundays (but not on holidays, other than floating and banked holidays) shall be counted in calculating the amount of the contribution to be made for these employees for any particular week.

(C) Starting on May 1, 2021, the Employer will make contributions for Ancillary Benefits (Doctor on Demand, Dental, Vision, Life and AD&D) for Regular Part Time, Group 3 and Courtesy and Custodial Part Time employees who choose to opt-in for the benefit. New hires will have a ninety (90) day open enrollment period from their date of hire. An annual open enrollment will be held the months of January and February for all eligible employees. The Employer will make contributions to the Fund for Ancillary Benefits the month after a ninety (90) day waiting period for new hires. The Employer will make contributions to the Fund for Ancillary Benefits the month after the open enrollment period for current employees.

(D) The schedule of contributions is as follows (see example in Appendix D):

Effective March 2023			Effective March 2024			
Contract Classification	Total Contribution	Employee contribution	Employer contribution	Total Contribution	Employee contribution	Employer contribution
Full Time	\$269.83	\$25.00*	\$244.83	\$287.82	\$25.00*	\$262.82
Part Time: Modified	\$158.32	\$10.00*	\$148.32	\$168.84	\$10.00*	\$158.84

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Part Time:	\$6.58	\$1.00*	\$5.58	\$6.76	\$1.00*	\$5.76
Regular, Courtesy and Custodial						

\*See 15(M) below.

The Employer will collect the employee contributions which will offset the Employer contributions. The Employer will implement a pre-tax plan for employee contributions. In the event that an employee should “opt out” of coverage, then there will be no employer nor employee contribution due on their behalf.

(E) Modified part-time employees who wish to purchase dependent (not spousal) coverage will be required to contribute the difference between the Employer paid part-time contributions and the full-time contributions, as set forth in Article 15(C).

(F) The Employer agrees to make the health and welfare contributions for full-time employees and Retail Specialist employees only who work thirty (30) or more hours during the week.

(G) The program of benefits of this full-time plan and of this part-time plan are as agreed to between the Employer and the Union Trustees and will be maintained for the life of this labor Agreement. Benefits may be modified by mutual agreement of the Board of Trustees.

(H) The Employer is bound by the existing Trust Agreement covering the aforesaid Trust Fund and any amendments thereto.

(I) The Employer agrees to pay the weekly health and welfare payment for those modified part-time employees with five (5) years or more service, with the same Employer, when said part-time employees are on a paid vacation.

(J) The Employer agrees to make weekly health and welfare contributions on all participating employees (full-time employees and part-time employees in accordance with Paragraphs above) for all earned or accrued vacation and holidays, provided that in no case shall there be more than fifty-two (52) weeks of contributions in any anniversary year on behalf of any employee (as in the case where an employee chooses to work and take pay in lieu of earned vacation).

(K) Management will be allowed to pay a part-time employee vacation pay during a week they work without having to pay the full-time health and welfare and pension when requested by the employee.

(L) The Employer will not make any employer contributions to the MRMC fund for the time period from July 30, 2023 through September 23, 2023 but shall make employee contributions during the same period.

(M) FT and PT employees who currently have coverage through the MRMC plan will not make any weekly contributions from July 30, 2023 through June 21, 2025 but such contributions shall resume on June 22, 2025.

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**[Amend to ensure timely selection of which Tier so proper deductions can be made. Open to suggested language from Employer. Language subject to review with Plan Administrator.]**

- Full-time employees are eligible to elect one of the following tiers of coverage: Single, Single and Spouse, Single and Child(ren), Family, or Ancillary.
- Modified part-time employees are eligible to elect any tier of coverage. Employees who wish to purchase coverage other than Single will be required to contribute the difference in premiums between Single and the tier of coverage that they elect, with the Employer's contribution capped at the Single coverage rate.
- All other part-time employees (including courtesy and custodial employees) are eligible to elect Ancillary benefits that provide certain coverages for themselves. Upon completion of six (6) months of employment, all other part-time employees (including courtesy and custodial employees) are eligible to buy up to a different tier of coverage with the employee and employer contribution rates listed below.

Effective March 2025	TOTAL Weekly Contribution Rate	Full Time		Mod PT		All Other PT	
		Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Single	\$176.52	\$146.52	\$30.00	\$161.52	\$15.00	\$88.26	\$88.26
Single + Spouse	\$351.36	\$321.36	\$30.00	\$161.52	\$189.84	\$88.26	\$263.10
Single + Children	\$343.03	\$313.03	\$30.00	\$161.52	\$181.51	\$88.26	\$254.77
Family	\$584.48	\$554.48	\$30.00	\$161.52	\$422.96	\$88.26	\$496.22
Ancillary	\$7.54	\$6.54	\$1.00	\$6.54	\$1.00	\$6.54	\$1.00

Effective March 2026	TOTAL Weekly Contribution Rate	Full Time		Mod PT		All Other PT	
		Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Single	\$192.95	\$162.95	\$30.00	\$177.95	\$15.00	\$96.48	\$96.48
Single + Spouse	\$385.05	\$355.05	\$30.00	\$177.95	\$207.10	\$96.48	\$288.58
Single + Children	\$375.90	\$345.90	\$30.00	\$177.95	\$197.95	\$96.48	\$279.43
Family	\$641.17	\$611.17	\$30.00	\$177.95	\$463.22	\$96.48	\$544.70
Ancillary	\$8.29	\$7.29	\$1.00	\$7.29	\$1.00	\$7.29	\$1.00

Effective March 2027	TOTAL Weekly Contribution Rate	Full Time		Mod PT		All Other PT	
		Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Single	\$207.05	\$177.05	\$30.00	\$192.05	\$15.00	\$103.53	\$103.53
Single + Spouse	\$413.95	\$383.95	\$30.00	\$192.05	\$221.90	\$103.53	\$310.43
Single + Children	\$404.10	\$374.10	\$30.00	\$192.05	\$212.05	\$103.53	\$300.58
Family	\$689.83	\$659.83	\$30.00	\$192.05	\$497.78	\$103.53	\$586.31
Ancillary	\$8.58	\$7.58	\$1.00	\$7.58	\$1.00	\$7.58	\$1.00

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A pre-tax plan for employee contributions will be implemented by the Employer. The Employer and employee will not have to pay contributions into the Fund should the employee waive benefit coverage.

- I. **Remittance:** The Employer will remit contributions to the Fund each month on the date specified by the H&W Plan Administrator for the total contribution rate. The Employer will collect the Employee contribution for each week an employer contribution is due if the Employee was given a paycheck for the payroll period with sufficient net earnings to pay the Employee contribution. If the Employer did not issue a paycheck to the employee or the employee's paycheck does not have sufficient net earnings to pay the employee contribution, then the employer shall deduct any Employee contributions due from the Employee's next paycheck.
- J. Full-time and modified part-time employees who currently have coverage through the H&W Plan as July 29, 2023 will not make any weekly contributions from July 30, 2023 through June 21, 2025 but employee contributions shall resume on June 22, 2025.
- K. **Fund Reserves:** Both the Employer and the Union have a mutual interest in maintaining a financially healthy and stable Health & Welfare Fund that maintains sufficient reserves. As such, should Fund assets decline to an amount that is less than six (6) months of Continuation Value, as determined by the Fund's actuarial consultants, either the Union or Employer Trustees may request that the Fund's actuarial consultants recalculate the true-cost rates for the remainder of the term of the Agreement. Such recalculation shall occur within thirty (30) days of the request. Upon adoption of the new rates by the Trustees, such Total Contribution Rates shall replace those in this Agreement, however, the Employee Contribution Rates shall remain unchanged.

Likewise, effective September 2025, should Fund assets at any point exceed twelve (12) months of Continuation Value, as determined by the Fund's actuarial consultants, the Employer shall be granted a contribution holiday for thirteen (13) weeks. During such time, Employee Contributions shall still be deducted by the Employer and shall offset any future remittance to the Fund.

The provisions of this section shall be valid through March 3, 2028.

[The proposed language in this section is subject to review, modification, and agreement between Fund co-counsels consistent with the intent of the parties.]

3/26 Union Rejects. Counter change to panel of 7, reject other changes.

- **Article 16: Arbitration**

- **Section 16.1:** Any complaint to be processed under this Agreement must be registered within ten (10) days by either party to this Agreement except that a complaint as to the payment or nonpayment of the applicable wage rate must be registered within ninety (90) calendar days after the date of the alleged violation. The applicable wage rate means the

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minimum contract wage rates, overtime rates, and rates for PTO, holiday, jury pay and bereavement pay.

**Section 16.2:** Any controversy arising over the interpretation of or adherence to the terms and provisions of this Agreement shall be settled by negotiations between an officer of the Union and the Employer or his/her representative. Any controversy which cannot be so settled promptly may be referred to Arbitration. The Federal Mediation and Conciliation Service shall be called upon to furnish a panel of five (5) arbitrators from which the arbitrator will be selected. The panel of five (5) arbitrators furnished by the Federal Mediation and Conciliation Service will be from its master panel of arbitrators who have experience in grievance arbitration in the private sector. The decision of the arbitrator shall be final and binding on all parties concerned.

**Section 16.3:** The expense of the arbitrator shall be divided equally between the Employer and the Union.

**Section 16.4:** There shall be no strike or lockout during the life of this Agreement, except in the case of failure of either party to pursue the arbitration procedure within the time limits specified in the contract for each step or in case of failure to abide by an arbitration award.

**Section 16.5:** Failure to comply with the time limits set forth in Steps 1, 2, and 3 below, may result in an automatic decision in award by default in favor of the other party excepting in cases of extension of time mutually agreed upon. The steps to be followed are as follows:

- (A) The complaint must be registered in writing within the specified time limits of the particular type of grievance.
- (B) If the complaint is not satisfactorily resolved, either party may request arbitration within the next ten (10) day period and request a panel from the Federal Mediation and Conciliation Service.
- (C) The arbitration hearing shall be held within a ten (10) day period unless there is a mutual agreement to extend such hearing or unless the arbitrator is not available within such period.

In each of the above steps, the days referred to are working days.

### 3/26 Union Rejects.

- **Article 22: Safety and Store Security/No Match Letters:**
  - **Section 22.2(4)**
    - The Employer will not require the affected employee to bring in a copy of his or her Social Security card for the Employer to review, complete a new I-9 form, or provide new or additional proof of work authorization or immigration status.

### 3/26 Union Rejects.

- **New Article 29: Management Rights (re-number subsequent articles)**

### See Union Counter

- **Appendices B and C: Wages**

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- o **Remove existing appendices and replace with the attached.**

#### Previously TA'd

- **Clean-up Language – Union TA'ed 2/27/2025**
  - o **Article 3: Holidays**
    - **Section 3.1**

Except as provided in Article 3, Section 3.1, it is agreed that no clerk shall be required or permitted to work on the following holidays:
  - o **Article 5: Wages**
    - **Section 5.9**

(B) Part-time Employees: These employees are permitted to perform any work except for those job duties expressly reserved for the Journeyman, as set forth above in Section 5.8, Paragraph A. In addition, the employee may wait upon trade and use the knife or slicer when necessary to finish a product already supplied by the retail cutters as in the sale to an individual customer. This also includes portion cutting of fish fillets for traying purposes and fabricating and processing of all value added or specialty items.
  - o **Article 22: Safety and Store security/No Match Letters**
    - **Section 22.1: Health and Safety**

(D) Safety Meetings

      - o 1. Safety committee meetings will be held consistent with the Employer's health and safety practices and the law. Meeting dates and meeting outcomes will be posted in-store for all store employees to review and provide feedback.
      - o 1. An active Union steward, from within the store, may choose to be a part of the Safety Committee and attend/participate in the safety meetings. However, the Employer shall not be obligated to reschedule safety meetings on account of the Union steward's inability to make a meeting. A Union representative may attend safety meetings if they so choose.

#### Previously TA'd Responses to Union:

- 6(H) – Kowalski's TA'ed Feb. 27, 2025
- 11(A) – Kowalski's TA'ed addition of stepparent Feb. 27, 2025

#### 3/26 Union: TA Company Counter

- 10(A) – Kowalski's counters with the following change to this paragraph of Section 5.8: All full-time employees shall receive a minimum of two (2) weeks' notice in the event of an Employer-initiated transfer. Temporary transfers may occur without notice as a result of an emergency situation arising in the business. No employee will be transferred as a means of discipline. The Employer shall take into account the circumstances of the affected employee in making transfer decisions.

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- 10(E) – Kowalski’s TA’s the following addition: Full-time employees may request transfers to a store closer to their home. Requests will be considered based on the following criteria: store staffing needs, store full-time staff balancing, potential openings and employee’s experience and skill sets.
- 11(B) – Kowalski’s maintains its counter that it could agree to increase holiday pay from 4 to 6 hours paid for any PT employees who has 10 or more years of service.

**Responses to Union 4**

- 1(B)\$1.50 for MOD – **have language in the current contract Article 5, Section 5.7**

**UNION PROPOSALS**

\*\*\* Wages and all terms of a final TA retroactive to CBA expiration date in 2025 \*\*\*

Maintain all tentative agreements to-date.

All other employer proposals not referenced herein are rejected by the Union.

**1) Wages**

- A) See wage scales - [Union 5 - 3.26.25](#)
- B) Reclassify all employees with working titles that include “supervisor,” “head,” or “assistant” as department heads and deli chefs as Classified Assistants. [same as 12 E iii below]
- C) Within thirty (30) days of ratification, the parties will meet to perform an audit to determine if any other groups merit reclassification.

**Wage Differentials**

**A) Union Hold**

PT Supervisor - \$2.00 shift differential for all hours scheduled for the shift when supervising 2 or more employees

[clarification: expansion of FES language in 5.7 to include all supervisor shifts and increased amount]

**B) Union DROPS - maintain existing language**

MOD - ~~\$2.00~~ **\$1.50** shift differential for all hours scheduled for the shift

**2) Retirement Union Counter**

Upon ratification, increase all 401(k) rates to \$2.50/hr for all classifications.

**3) Health & Welfare Union Counter Above**

**4) Employee Discount Union Hold**

- Increase EE discount to 25% on all products

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## 6) Scheduling and Hours

### A) **Union DROPS**

All full-time and part-time employees will not be asked to be available:

- For more than 2x the number of hours they seek to work (i.e. part-time employees will provide 48 hours of availability to be scheduled for 24; full-time employees will provide 80 hours of availability to be scheduled for 40) OR
- For more availability than the employee provided at hiring

### B) **Union DROPS**

C) If employees in a department are on any form of leave or time off, paid or unpaid, those hours shall be made available for other employees (i.e. if 1 employee is on PTO for 3 days, they will be replaced in that department instead of department working short)

### E) **Union DROPS**

- No more than 2 night time shifts per week for full-time employees, unless by mutual agreement.
- Bookkeeping, receiving, bakery and pricing will not be scheduled for night shifts, unless by mutual agreement.

### F) **Union DROPS**

Employees will only be scheduled for more than 7 consecutive days in a row by mutual agreement.

### G) **Union Counter**

All part-time employees guaranteed 20 hours per week, unless waived by employee

### H) **Previously TA'd 2/27/2025**

Breaks - Employer will ensure scheduled hours do not lead to employees missing a second break, unless there are extenuating circumstances that require it (i.e. youth cannot work before / past certain time of day)

## 7) Ratios - The Employer shall reach at least:

### A) **Union Hold**

40% FT ratio by the end of this CBA (Employer shall make all necessary Fund contributions)

### B) **Union Hold**

40% PT Modified ratio by the end of this CBA (Employer shall make all necessary Fund contributions)

### C) **Union Hold**

Increase PT top 24% to 30%

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## 8) Wage Differentials

See Union 1 above

## 9) Cross training and working in more than one department

- A) **Union DROPS** Cross training and/or requiring employees to work outside their department will be by mutual agreement only
- B) **Union HOLD** If cross training is mutually agreed to, the employee will be scheduled to shadow department leadership for at least 3 consecutive shifts before expected to work independently

## 10) Transfer protections

See TA'd language above

## 11) PTO / ESST / Leave

- B) Holiday pay
  - ii. **Union Hold** - Holiday pay increased from 4 to 6 hours paid for all part-time

## 12) Classifications [Unless listed below, see wage scales and #1 above]

- A) **Union DROPS**  
**Union edits:** Part-time employees with five (5) or more years of service in each store shall be offered promotion to Modified part-time
- B) **N/A for Kowalski's** - ~~Maintain Custodial / Courtesy / Clean Team, but move to PT scale~~
- C) **Union Hold**  
Group 3 - reclassified as Regular Part-time
- D) **See wage scales**  
Retail Specialist - reclassified as Classified Assistant
- E) Department Heads:
  - i) **Union DROPS** All Department Heads shall be classified as Traditional Full-Time Food Handlers for purposes of Appendix A-1 "Food Handlers Sunday Clause."
  - ii) **Union DROPS** Any Department Head who is demoted or chooses to step down will revert to the classification they held prior to becoming a Department Head.
  - iii) **Union Hold**  
Ensure that all FT heads of departments are classified and paid as Department Heads

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(i.e. Pricing, Front End, E-Commerce, Floral, Gift, General Merchandising, Coffee, Cheese)

- iv) **Union edits:** Any time a department manager is scheduled to work less than 5 days in their designated work week, a replacement will be identified and assigned to fill in as department manager and will fill out the Employer's designated replacement form. In this instance, the employee assigned to fill in as a department manager will receive department manager pay for each shift replacing a department manager.

### 13) Safety and Wellbeing

- A) **Union Hold** Employer shall update schedules and nametags of an employee once informed of a name change and with employee's consent - **TA'd previously**
- B) **Union Hold** Employer will require that any federal immigration agent, Immigration and Customs Enforcement (ICE) agent, Department of Homeland Security (DHS) agent, or State and Local law enforcement officials present a valid judicial warrant signed by a judge before admission to employee only areas at the worksite or access to employee records. Employer shall immediately notify UFCW 663 in the event of such an incident.

### 14) Tools and Training

- C) **Union DROPS**  
**LOA** to define details for creating a joint UFCW 663 and Employer program for Meat Apprenticeships & Job Training
- D) **Union Hold**  
Edit CBA language: In the event the employer introduces technological changes, ~~which for the purpose of this article is defined as price marking and electronic scanners~~ that would result in the elimination of bargaining unit work...

### 15) Check-off

- A) **Union Hold**  
**Union will check in with designated Employer staff to determine processes and then language redlines needed.**  
All check-off remittances (dues, initiation fees, ABC) collected by the Company shall be promptly remitted to the Union no later than the 5th of the month following the month of such deductions.

<b>Union Proposal 5 to Kowalski's - 3.26.2025</b>				
<b>APPENDIX B</b>				
<b>Minimum Meat Rates</b>				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
<b>Head Meat Cutter</b>	\$33.94	\$35.44	\$36.94	\$38.44
<b>Journeyman</b>	\$31.94	\$33.44	\$34.94	\$36.44
Employees who are at the top or above scale will receive the following increases:				
	3/5/2025	\$1.50		
	3/1/2026	\$1.50		
	3/7/2027	\$1.50		
<b>APPENDIX C</b>				
<b>Minimum Grocery Rates</b>				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
<b>Assistant Mgr, Produce Head, FF Head, Bookkeeper, Deli Head, Company Designated</b>	\$32.83	\$34.33	\$35.83	\$37.33
<b>FT Food Handler</b>	\$30.83	\$32.33	\$33.83	\$35.33
<b>Classified Assistant</b>	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$20.50	\$22.00	x	x
Step 2	\$22.50	\$24.00	\$24.00	x
Step 3	\$23.50	\$25.50	\$25.50	\$25.50
Step 4	\$24.83	\$27.00	\$27.00	\$27.00
Step 5*	x	\$28.50	\$28.50	\$28.50
Step 6*	x	x	\$30.00	\$30.00
Step 7*	x	x	x	\$31.50
Top Step	\$28.83	\$30.33	\$31.83	\$33.33
All Retail Specialists eliminated & reclassified as Classified Assistants; current RSs & CAs place into this scale at next highest wage rate at least \$1.50 more than current rate.				
When a member is promoted from PT to FT, they slot into Step 1 of the Classified Assistant scale, or the next highest wage rate at least \$1 more than current rate.				
Step progression occurs annually in March				
* Only applies to employees hired after ratification				
Employees who are at the top or above scale will receive the following increases:				
	3/5/2025	\$1.50		
	3/1/2026	\$1.50		
	3/7/2027	\$1.50		
	<b>All PT, Courtesy/Custodial, and Group 3</b>	<b>PT Deli Specialist</b>		
Step 1	\$17.00	\$19.00		
Step 2	\$17.75	\$19.75		
Step 3	\$18.50	\$20.50		
Step 4	\$19.25	\$21.25		
Step 5	\$20.00	\$22.00		
Step 6	\$20.75	\$22.75		
Step 7	\$21.50	\$23.50		
Step 8	\$22.25	\$24.25		
Step 9	\$23.00	\$25.00		
Step 10	\$23.75	\$25.75		
Step 11	\$24.50	\$26.50		
Over & TOS yearly increase	\$1.50	\$1.50		
PT scale starting at \$17.00 - EEs place at step at least \$0.75 above current rate (retro to March), progress to next step every September and March of CBA				
Provided further that Food Handlers, Custodial, Courtesy, and Deli Specialists shall not receive less than fifty cents (\$0.50) above federal, state, city or county minimum wage, whichever is higher, during the term of this agreement.				