



On June 5, Kowalski's refused to continue to bargain in good faith and gave a "Last, Best, and Final" offer, meaning that they have refused to offer wages and benefits that keep pace with the rest of the industry!

	UNFI (Cub Foods) Contract			Lunds & Byerlys Tentative Agreement			Kowalski's "Last, Best, Final" Offer		
	April 1, 2023	March 4, 2024	Total Increase	March 3, 2023 / July 3, 2023	March 4, 2024	Total Increase	March 5, 2023	March 3, 2024	Total Increase
Head Meatcutter	\$30.94	\$32.44	\$3.50	\$32.24 / \$33.24	\$35.24	\$4.00	\$31.44	\$32.44	\$2.50
Journeyman	\$29.94	\$31.44	\$3.50	\$29.50 / \$30.50	\$32.50	\$4.00	\$29.44	\$30.44	\$2.50
Asst Manager & Dept Heads	\$29.83	\$31.33	\$3.50	\$31.63 / \$32.63	\$34.63	\$4.50	\$30.33	\$31.33	\$2.50
FT Food Handler (top of scale)	\$28.83	\$30.33	\$3.50	\$28.13 / \$29.13	\$31.13	\$4.00	\$28.33	\$29.33	\$2.50
Classified Asst (top of scale)	\$26.83	\$28.33	\$3.50	\$26.13 / \$27.13	\$29.13	\$4.00	\$26.33	\$27.33	\$2.50
Retail Specialist (top of scale)	\$22.00*	\$28.33*	\$8.03*	N/A***	N/A***	N/A**	\$21.80	\$22.80	\$2.50
	* Retail Specialist class eliminated; All convert to Classified Asst			*** Classification Does Not Exist -- All Converted to Classified Asst in Previous CBA					
PT Deli Specialist (in progression)	Classification Does Not Exist			Classification Does Not Exist			1 step progression (\$0.50-\$1.00) every 6 months		\$3.50-\$4.00
PT Deli Specialist (top of scale)	Classification Does Not Exist			Classification Does Not Exist			\$1.00 Increase	\$0.85 Increase	\$1.85
PT Food Handler (in progression)	Initial placement 2 steps up and 1 step progression (\$0.50-\$0.75) every 6 months**		\$2.25-\$3.00	3 step progression (\$0.75) every 6 months****		\$3.00	1 step progression (\$0.50) every 6 months		\$2.00
PT Food Handler (top of scale)	\$1.50 Increase	\$1.50 Increase	\$3.00	\$0.75 increase / \$0.75 increase	\$0.75 increase / \$0.75 increase	\$3.00	\$1.00 Increase	\$0.85 Increase	\$1.85
PT Food Handler (top rate)	\$20.25	\$20.25		\$18.75 / \$19.50	\$20.25 / \$21.00		\$17.75	\$18.60	
	** PT Pharmacy initial placement 3 steps up			**** PT hired after ratification will receive 2 step progression (\$0.50) every 6 months					
Courtesy & Custodial (in progression) w/ 5+ years	Same at PT Food Handler			3 step progression (\$0.75) every 6 months***		\$3.00	Same at PT Food Handler		
Courtesy & Custodial (top of scale) w/ 5+ years	Same at PT Food Handler			\$0.75 increase / \$0.75 increase	\$0.75 increase / \$0.75 increase	\$3.00	Same at PT Food Handler		
Courtesy & Custodial (in progression) w/ less than 5 yrs	Same at PT Food Handler			2 step progression (\$0.50) every 6 months***		\$2.00	Same at PT Food Handler		
Courtesy & Custodial (top of scale) w/ less than 5 yrs	Same at PT Food Handler			\$0.50 increase / \$0.50 increase	\$0.50 increase / \$0.50 increase	\$2.00	Same at PT Food Handler		