

UFCW LOCAL1442

9/23/2011

AGREED CHANGES TO EXPIRED AGREEMENT

Health Benefits	<p>Negotiated sufficient money to protect medical benefits.</p> <p>Negotiated hourly increases into Health and Welfare Fund of .45¢ on 9/2011, .25¢ on 3/2012, and .25¢ on 3/2013 for a total cents per hour increase of .95¢</p> <p>Plus three lump sum payments of 5 million dollars each on 3/2012, and 3/2013 and a 10 million dollar payment by 2/1/2014.</p>
Wages / Bonuses	<p>Within 30 days of ratification – bonus for top rate and over scale employees based on .25¢/ hour for all straight time hours worked during previous 12 months. For all employees in progressions and clerk’s helpers – bonus based on .15 ¢/ hour for all straight time hours worked during previous 12 months.</p> <p>March 5, 2012 - .25¢/ hour increase for all top rate Meat Cutters, Food Clerks, GM, Meat Clerks, Pharmacy Techs. .20¢ / hour for all top rate Appendix G employees</p> <p>March 4, 2013 - bonus for top rate and over scale employees based on .30¢/ hour for all straight time hours worked during previous 12 months. For clerk’s helpers – bonus based on ¢ .15 / hour for all straight time hours worked during previous 12 months.</p>
Pension Benefits	<p>Pension accruals protected. Golden 85 protected for active employees. Some changes to pension subsidies. Negotiated hourly increases to Pension Fund over term of contract equal to at least .22¢ per hour.</p>
Funeral Leave	<p>Clerk’s Helpers shall receive funeral leave.</p> <p>Include “registered domestic partners” in the definition of immediate family for funeral leave.</p>
Sick Leave – Doctor’s Certificate	<p>The Employer shall not automatically require a doctor’s note every time an employee calls in sick.</p>
Disciplinary Notices	<p>If more than one year (excluding absences for injury, illness or leave) has elapsed since the receipt of a written warning, that written warning will not be the sole basis for the next step of progressive discipline.</p>
Department Heads	<p>A department head who is not subject to disciplinary action related to job performance may request to voluntarily step down from his position.</p> <p>Management will grant the written request within a reasonable period of time.</p>
Split Shifts	<p>All employees shall receive 10 hours between shifts, including Sunday to Monday.</p>
Part-time Weekly Guarantee – Holiday Week	<p>All Part-time employees will receive their weekly guarantee each week, including weeks with holiday.</p>
Holiday Week	<p>In addition to holiday pay, employees shall receive straight time for up to 40 hours of work in a holiday week.</p>
Part-time Employees – Store Meetings	<p>No more than 2 times / year, an employee may be scheduled for a 2 hour minimum shift to attend a store meeting or training session.</p>
Part-time Weekly Guarantee - Waiver	<p>Part-time employees may agree in writing to work less than the weekly guarantee for up to 4 consecutive weeks. If the request to work less than the weekly guarantee exceeds 4 weeks then it shall also require the signature of the union representative.</p>
Expansion of GM Duties – Employers proposed to add self service wall deli, refrigerated pasta, refrigerated dairy (excluding milk), refunds for food products, sign making and hanging shelf tags for food items.	<p>Agreed to move refunds at service desk, luncheon meats, hot dogs and lunchables to GM Clerk work.</p> <p>Refrigerated pasta, refrigerated dairy, sign making and hanging shelf tags remain food clerk work.</p>
Expansion of GM Duties – Employers proposed unlimited use of cash registers in peripheral departments for food purchases.	<p>Allow limited use of cash registers in peripheral departments to purchase a limited number of items along with a purchase in that department. NO WIC, alcohol or tobacco. These registers may not be used as express check stands!</p>

ALL LOCALS RECOMMEND A YES VOTE!

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DEFEATED EMPLOYER PROPOSALS

Management Exclusions – Add 1 management exclusion to every store.	DEFEATED
Elimination of Clerk Helper Sunday Premium	DEFEATED
Expansion of Clerk’s Helper Duties – Allow Clerk’s Helpers to check code dates and face shelves. Allow Clerk’s Helpers to handle and assist with outdoor plants, Christmas Trees and products and handle seasonal merchandise and floral selling.	DEFEATED
Expand transfer limits from 25 miles to 40 miles	DEFEATED
Meat Cutters – Eliminate 8 hour guarantee	DEFEATED
General Merchandise Clerks working in Food Clerk Classification – Eliminates daily 2 hour guarantee for work in higher category.	DEFEATED
Working Hours and Overtime – Eliminate time and one half for consecutive days worked.	DEFEATED
Working Hours and Overtime – Eliminate time and one half for part-time employees working 6 th day.	DEFEATED
Night Premium – Eliminate all night premiums between 10 p.m. and midnight.	DEFEATED
Clerk’s Helpers Working as Clerks – Increase percentage of Clerk’s helper hours that can be worked as clerks from 15% to 25%. Also allow unlimited use of Clerk’s Helpers in higher classification during week preceding and week of: Super Bowl, Valentine’s Day, Mother’s Day, Thanksgiving and Christmas.	DEFEATED
Holidays – Lower Pay for employees hired prior to 2004 on holidays from triple time to 2 ½ times.	DEFEATED
Union Stewards – Allow Management to transfer any union steward who is a department head.	DEFEATED
Post – accident Alcohol and Drug Testing – Management may demand a drug test any time any product is damaged or individual is injured.	DEFEATED
Journeyman Meat Cutter on Duty – Eliminate	DEFEATED
Vacations – Ralphs and Albertsons – allow management to pay vacation at time of vacation instead of on anniversary date.	DEFEATED

Workers’ Compensation Alternative Dispute Resolution Side Letter of Agreement

The Employers and Unions agreed to develop an alternate method of resolving Workers’ Compensation cases that will help injured workers get the treatment they need and get back to work more quickly. By eliminating lawyers from the process, this dispute resolution method also saves money. The Employers and the Unions agreed to split these savings 50/50. The Unions’ half of these savings will be placed into a fund that can be used to supplement the Health & Welfare Fund if necessary. If we are able to reach our targeted savings in the Health & Welfare Fund and do not need to put the savings there, the savings can be used to pay additional bonuses to our members.

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HEALTH BENEFIT MODIFICATIONS

Modifications to benefit plan include:

- New HMO plan to be developed for employees hired after 3/2004 at the platinum benefit level (to be implemented by 3rd year of agreement).
- PPO Plan: HRA money to be earned in part by employees through various health activities (details to be worked out).
- Limited modifications to the HMO for platinum plus (details to be worked out).
- Extensive communication and health education program to be implemented.
- Employee Premiums (for all employees) – effective April 1, 2012-
 - Employee only - \$7.00 / week
 - Employee and children - \$10.50 / week
 - Family - \$15.00 / week
- Effective April 1, 2012, Retiree Health Premiums:
 - Pre-Medicare - \$125 / month
 - Medicare - \$50 / month
 - Medicare Part B inflation factor for future years
- Retiree Health and Welfare Benefit eligibility to be increased to 15 years of benefit credit for retirees after 2013.
- Limited modification to prescription benefit to encourage use of generic drugs and cost effective brand medications where possible.
- Other benefit improvements are possible if plan achieves targeted cost savings such as:
 - a). Continuation of coverage during disability for up to 3 months upon graduation to the Gold Level, and
 - b). Increase all dental annual maximums by \$200.00

(Remember: these two improvements may or may not be instituted depending on the resources available in our Health and Welfare fund).

DEFEATED: Doubling of out of pocket maximum

DEFEATED: Up front deductible

DEFEATED: Increased employee premiums for employees hired on or after 3/2004.

DEFEATED: Bankrupting of health fund

DEFEATED: Increased Rx Co-pays

DEFEATED: Drastic cuts to HMO benefits

DEFEATED: Narrowing provider choices in PPO