

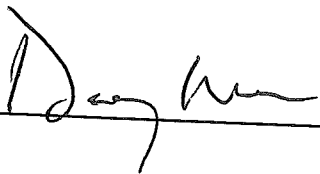
ALBERTSON'S, LLC
New Mexico Clerk Agreement
With
UFCW UNON LOCAL NO.1564
July 30, 2018
TA List (1)

Clerks Agreement

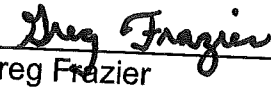
Albertson's, LLC ("Employer") and UFCW Union Local No. 1564 ("Union") have reached tentative agreements on the following proposals (and withdrawals) for a new collective bargaining agreement for the parties' New Mexico Retail Clerk Agreement expiring on June 9, 2018. The new agreement shall contain the provisions of the terminating collective bargaining agreement as modified by the following comprehensive listing of all tentative agreements reached between the parties. Except where specifically noted herein, the Parties agree to bargain in good faith to apply the agreed upon changes to their other Clerks Agreements expiring in 2018.

1. **Article 19 Health and Welfare (Union No. 27)**
TA 6/4/2018

The Parties come to an agreement on wording that is no longer relevant and has no future bearing since the merger with Arizona Health Fund has been consummated.



Danny Ma



Greg Frazier

2. **Article 5 Discharge and Discrimination (Company No. 1)**
TA 6/4/18

5.6 If an employee feels that he has been unjustly discharged, he shall have the right to appeal pursuant to the Arbitration and Grievance procedure as provided for in Section **Article 17** of this agreement.



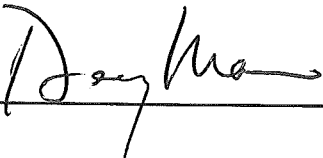
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3. **Article 17: Grievance and Arbitration (Company No. 8)**
TA 6/4/18

17.5 At any step in this grievance procedure, the Executive Board of the Local Union shall have the final authority, in respect to any aggrieved employee covered by this Agreement, to decline to process a grievance complaint, difficulty, or dispute further if in the judgment of the Executive Board such grievance or dispute lacks merit or lacks justification under the terms of this Agreement to the satisfaction of the Union's Executive Board.



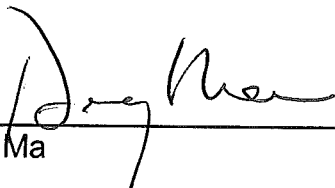
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4. **Exhibit 1 Current Practices for Election of Arbitrators (Company No. 11)**
TA 6/4/18

(Second Paragraph) Because of this change in the selection process, the Union does not request a panel from the Federal Mediation and Conciliation Service when it desires to arbitrate a grievance. It makes that request of the Company. For each such grievance of the Company and the Union then generate a panel of seven arbitrators from the pool of 40 by meeting at the offices of the Company's counsel to run a random number generator program (Matchbook+). That program randomly selects seven numbers from 1 to 40. By matching those numbers to the numbers assigned to the arbitrators, the panel members for each grievance are identified.



Danny Ma



Greg Frazier

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