

11/08/2018

# Meat

Company makes the following counter proposal for a recommended settlement. It reserves the right to change, amend and withdraw any of these proposals during the course of these negotiations. These are concepts. Parties will work together after ratification to apply the terms to all the affected contracts.

Meat

4 years deal expiring on June 11, 2022

GALLUP SAFEWAY <sup>GF.</sup> *DM*

Pension:

1. U#686, U#690, U#903, U#904, U#905 and U#915, U#917, U#920, U#927, U#986, U#987, #2902, #1909, #3914, #925, #1743 ~~#687~~ *DM*  
Increase contribution rate to the UFCW International Union Industry Pension Plan by \$5 per month effective with hours worked in July 2020

Health:

2. Match AZ major employers

Wage increases/bonus, JPs and above only:

3. 30c hard increase first Sunday after ratification, retroactive to contract expiration dates.
4. 30c hard increase contract expiration date 2019 and 2020.
5. 25c hard increase contract expiration date 2021
6. The increases for Carlsbad and Santa Fe will be 50/50/30/30.

Others:

7. Remove the first two steps of every wage scale except for Santa Fe and Las Cruces.
8. With new minimum wage increases, first step to be at least 20c above minimum wage and every other step will be at least 10c apart, except for Santa Fe and Las Cruces.
9. For hired afters, one extra personal holiday for SW Division stores. Add Easter Sunday for United Division stores. *FOR HIRED AFTER. DM DM*
10. For hired afters, 4 weeks' vacation after 15 years of service.
11. All language items TA'ed already.
12. Retain all current letters of agreement understandings and exhibits.

End of Document

*Doug Injin* UFCW 1568  
11/8/18

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