

11/7/2018

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.

Clerks

4 years deal *June 11, 2022* *DMG.*

Pension

1. U#687/#907, #1909, #3914, U#686/#916, U#690/#990 Clerks
Increase contributions to the UFCW International Pension Fund by 25c per ^{6.5}hour ~~month~~ in July 2020. *DMG.*
2. #2902, U#927, U#986, U#987 Clerks
As soon as practical after ratification of the 2018 to 2022 Agreement, change the contribution rate to the Rocky Mountain UFCW Retail and Meat Pension Plan to \$1.25 per hour. Change contributions to the Rocky Mountain UFCW Retail and Meat Pension Plan by the same percentage during the term of the contract as the major employers in Denver.
3. U#905, U#920 Clerks
Make any change in the contribution rate to the Desert States Pension Fund during the term of the 2018 to 2022 Agreement as the major employers in Arizona.

Health

4. Match AZ major employers.

Wage increases/bonus, JPs and above only

5. 30c hard increase first Sunday after ratification, retroactive to contract expiration dates
6. 30c hard increase contract expiration date 2019 and 2020.
7. 25c hard increase contract expiration date 2021
8. The increases for Carlsbad and Santa Fe will be 50/50/30/30.

Add the following jobs to the wage scales of the units listed below:

9. Wine/Beverage Steward (all units)
10. Bakery Operations Manager at 686, 690 and 2902
11. Assistant Produce Managers (all units)
12. Assistant Produce Managers will be at \$15.85. Assistant Deli Manager will be at \$13.10. Floral Manager will be at \$12.50.
13. Add Coffee Bar Supervisors to the wage scales at #686 and #690.
14. Add Cake Decorators to the wage scales at #690.

Others:

15. Remove the first two steps of every wage scale except for CC and except for Santa Fe and Las Cruces.
16. With new minimum wage increases, first step to be at least 10c above minimum wage and every other step will be at least 10c apart, except for Santa Fe and Las Cruces.

17. For hired afters, one extra personal holiday for SW Division stores. Add Easter Sunday for United Division stores.

18. For hired afters, 4 weeks' vacation after 15 years of service.

19. All language items TA'ed already.

20. ~~Copy~~ RETAIN ALL CURRENT LETTERS OF AGREEMENT
UNDERSTANDINGS AND EXHIBITS

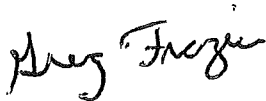
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ABS



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