

10/22/2018

Company reserves the right to change, amend and withdraw any of these proposals during the course of these negotiations.

Clerks

3 years deal

Pension

1. U#687/#907, #909, #914, U#686/#916, U#690/#990 Clerks
Increase contributions to the UFCW Consolidated Pension Fund by 25c per month in July 2020.
2. #902, U#927, U#986, U#987 Clerks
Change the contributions and benefits to the Rocky Mountain UFCW Retail and Meat Pension Plan to be consistent with changes made by the major employers in the 2015 Denver contracts. Change contributions and benefits 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
Any benefit change will be decided by the Board of Trustees of the Desert States Pension Fund during the term of the contract based on the current contribution rate. Make any changes in the contribution rate during the term of the contract as the major employers in Arizona, but no more than 10 cents an hour in total.

Health

4. Match AZ major employers up to 7% a year, no roll over if not called

Wage increases/bonus, JPs and above only

5. 25c hard increase first Sunday after ratification, retroactive to contract expiration dates
6. 25c lump sum bonus on all straight time hours worked in previous ~~12~~ ⁵² weeks as of contract expiration date in 2019
7. 25c hard increase contract expiration date 2020

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

8. Wine/Beverage Steward (all units)
9. Bakery Operations Manager at 686, 690 and 902
10. Assistant Produce Managers (all units)