

**UFCW Local 1564**  
**Albertson's / Safeway / United**  
**Economic Proposals**  
**September 18, 2018**  
**All Retail Bargaining Agreements**

The following economic proposals are being presented on the basis that Albertson's believes it should compensate its employees fairly for their dedication, loyalty, and hard work. Your employees willingly perform many services for customers every day and those services are what makes those customers return to Albertson's and ultimately achieves success for the Company.

This first economic proposal submitted by UFCW Local 1564, as well as all future proposals, is based upon the following:

- A. Where a proposal contains wording, it is submitted in a "concept" format. This means that the Union is proposing that the concepts listed below be adopted by the Company. Upon the Company's agreement of a concept, the exact wording of the concept, where it will appear in the collective bargaining agreement, the correct article or section number it will be given, will be agreed to and then marked as a "tentative agreement" for all agreements.
- B. Unless specifically noted, all economic proposals are intended for all retail collective bargaining agreements throughout the State of New Mexico.
- C. If some retail collective bargaining agreements may have a similar provision as the concept proposal, the concept proposal pertains to all Agreements.
- D. If the exact concept being proposed is already contained in an agreement, the proposal is intended for those agreements which do not contain the concept.
- E. If a concept proposed below is withdrawn by the Union but the concept is already contained in an Agreement, the withdrawal by the Union does not affect the concept or the language where it is already contained.
- F. All economic proposals are to be effective retroactively to June 10, 2018.

**1. VACATIONS**

Modify existing agreements as follows;

- a. Delete the reference to employees hired on or after June 4, 2006 so that all employees shall operate under the same vacation schedule (hired prior to June 4, 2006) regardless of their date of hire.

**2. HOLIDAYS**

- a. Add the following paid holidays for employees hired after June 4, 2006; New Year's Day, Easter Sunday, and Memorial Day, so that all employees shall receive the same paid holidays.

b. Increase Holiday Premium for employees hired on or after June 4, 2006 from \$1.00 hr premium to time and one half for all hours worked on a Holiday.

### **3. PENSION**

- a. UFCW Consolidated Pension Fund (#687/907, #909, #914, #686/916, #690/990). Increase current contributions by .25¢ in July 2019, and .25¢ in July 2020.
- b. Rocky Mountain Pension Fund (#902, #927, #986, & #987). Increase current contribution by amount equivalent to receive the same \$30 benefit per year as Albertson's Colorado participants and any increase that is agreed between the parties during the term of this contract.
- c. Desert States Pension Plan (#905 and #920). Increase current contributions by amount equivalent to maintain the same level of benefits as Safeway Arizona participants and any increase that is agreed between the parties during the term of this contract.

### **4. Sick Pay- New Article / sub section**

Sick Pay. Employees will accrue one (1) hour of sick pay for every 30 hours of work. Employees may accrue up to 40 hours in a calendar year, and may carry up to 40 hours into the following year providing they earned all hours. Employees can use sick pay for their illness or a family member's illness or medical care. Employees may not convert hours to cash or cash out.

### **5. APPENDIX A WAGE RATE AND CLASSIFICATIONS**

For all agreements.

- Merge wage scale of employees hired after May 31, 2003 (if applicable), and hired after June 4, 2006 into the hired before May 31, 2003 or hired before June 4, 2006. This process should be spread over the entire agreement which will provide increases for employees throughout this agreement.
- Same wage scale and Journey person rate of pay for all New Mexico contracts, with the exception of Carlsbad and Santa Fe (below).
- Add the following classifications and wages to Appendix "A"; Wine/Beverage Steward, Bakery Operations Manager (#686, #690, #902), Cake Decorator (#686, #690, #902), Asst. Produce Mngr (all), Asst Deli Mngr (all), Coffee Bar Manager (#686, #690).
- All employees shall be paid Sunday premium of time and one-half for all hours worked on Sunday.
- In the event the employer provides a Christmas Bonus to its Non-Union workers, the same will be provided on the same terms.

- Retain all current Letters of Agreement, Understandings and Exhibits.
- Future Minimum wage Increases- In the event of minimum wage increases the entry rate for the effected classification will be set at the new minimum wage and each step thereafter will be at a rate that is at least 25 cents higher than the previous progression step.

**Wage Increases All areas except Carlsbad and Santa Fe (below)**

Increase the top pay rates in each classification including dept heads as follows;

- June 10, 2018 - .60¢ an hour
- June 9, 2019 - .60¢ an hour
- June 7, 2020 - .60¢ an hour
- June 6, 2021 - .60¢ an hour

**Courtesy Clerks**

- June 10, 2018 - .20¢ an hour above min wage.
- June 9, 2019 - .25¢ an hour above min wage
- June 7, 2020 - .30¢ an hour above min wage
- June 6, 2021 - .35¢ an hour above min wage

Dept Heads	6/10/2018	6/9/2019	6/7/2020	6/6/2021
Produce Manager	\$16.91	\$17.51	\$18.11	\$18.71
Asst. Produce Manager	\$16.25	\$16.82	\$17.41	\$18.02
Liquor Supervisor	\$16.41	\$17.01	\$17.61	\$18.21
Service Deli Manager	\$16.91	\$17.51	\$18.11	\$18.71
Asst Service Deli Manager	\$13.10	\$13.70	\$14.30	\$14.90
Lobby Supervisor	\$13.01	\$13.61	\$14.21	\$14.81
Service Operations Assistant	\$16.60	\$17.20	\$17.80	\$18.40
Service Supervisor	\$16.45	\$17.05	\$17.65	\$18.25
Head Clerk (4 <sup>th</sup> Key Person, Dairy Supervisor, Frozen Supervisor, Night Crew Supervisor, Receiver)	\$16.60	\$17.20	\$17.80	\$18.40
Floral Manager (where designated)	\$13.20	\$13.80	\$14.40	\$15.00
GM Assistant (where designated)	\$16.25	\$16.85	\$17.45	\$18.05

**Carlsbad and Santa Fe agreements;**

Increase the top pay rates in each classification including dept heads as follows;

- June 10, 2018 - \$.30 an hour
- June 9, 2019 - .60¢ an hour
- June 7, 2020 - .60¢ an hour
- June 6, 2021 - .60¢ an hour

### Courtesy Clerks

- June 10, 2018 - \$.30 an hour above min wage.
- June 9, 2019 - .25¢ an hour above min wage
- June 7, 2020 - .30¢ an hour above min wage
- June 6, 2021 - .35¢ an hour above min wage

Dept Heads	6/10/2018	6/9/2019	6/7/2020	6/6/2021
Produce Manager	\$19.91	\$20.51	\$21.11	\$21.71
Asst. Produce Manager	\$19.25	\$19.82	\$19.41	\$20.01
Liquor Supervisor	\$19.41	\$20.01	\$20.61	\$21.21
Service Deli Manager	\$19.91	\$20.51	\$21.11	\$21.71
Asst Service Deli Manager	\$16.10	\$16.70	\$17.30	\$17.90
Lobby Supervisor	\$16.01	\$16.61	\$17.21	\$17.81
Service Operations Assistant	\$19.60	\$20.20	\$20.80	\$21.40
Service Supervisor	\$19.45	\$20.05	\$20.65	\$21.25
Head Clerk (4 <sup>th</sup> Key Person, Dairy Supervisor, Frozen Supervisor, Night Crew Supervisor, Receiver)	\$19.60	\$20.20	\$20.80	\$21.40
Floral Manager (where designated)	\$16.20	\$16.80	\$17.40	\$18.00
GM Assistant (where designated)	\$19.25	\$19.85	\$20.45	\$21.05