

**UFCW Local 1564
Albertson's
Economic Proposals
September 19, 2018
All Meat 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 meat collective bargaining agreements throughout the State of New Mexico.
- C. If some meat 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- E. If a concept proposed below is withdrawn by the Union but the concept is already contained in an Agreement, the withdrawal by the Union does not affect the concept or the language where it is already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.
- G. Term of Agreement- Open

1. HOURS OF WORK

- a. Employees hired on or after June 4, 2006 shall receive Sunday pay at the rate of one and one-half times the regular straight-time rate of pay for all hours worked on Sunday.
- b. Delete sentence that restricts employees hired after June 4, 2006 from receiving Holiday Premium of 2X time and one-half for working on a Holiday as other employees.
- c. ~~Modify language so all employees hired after June 4, 2006 shall receive a night premium wage on the same terms as those hired before June 4, 2006.~~

2. VACATIONS

- a. Eliminate provisions whereby Employees hired after June 4, 2006 receive a different Vacation schedule from those hired prior to June 4, 2006.

3. HOLIDAYS

- a. Holiday Pay - Add Easter Sunday, for all employees. Add and New Year's Day and one additional personal holiday for employees hired after June 4, 2006 on the same terms as those hired prior to June 4, 2006.
- b. Holiday Premium (Penalty Pay)- Employees hired on or after June 4, 2006 be paid for all work performed on a holiday at the rate of ~~double times (2x)~~ time and one-half the regular straight-time rate of pay which shall be in addition to regular holiday pay, such pay to be considered as Penalty Pay.

4. WAGES

- a. Living wage ordinances- Delete
- b. Wage Increases- Retroactivity to June 10, 2018 on all hours paid.
- c. \$2.00 per hour in first year of Carlsbad and Santa Fe areas.

~~5. Sick Pay~~ - New article

- ~~a. 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.~~

6. PENSION

- a. Effective in July, 2018 and each July of the agreement increase contributions by \$5.00 per month per eligible.

7. APPENDIX A WAGE RATES AND CLASSIFICATIONS

Step Increases- 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 all employees throughout this agreement. Remove top 3 steps from all wage progressions.~~
- Same wage scale and Journeyperson rate of pay for all New Mexico meat contracts, with the exception of Carlsbad and Santa Fe.
- 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 \$.25 above 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.

All areas except Carlsbad and Santa Fe

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

- June 10, 2018 - .40¢ an hour
- June 9, 2019 - .40¢ an hour
- June 7, 2020 - .40¢ an hour
- June 6, 2021 - .40¢ an hour

Carlsbad and Santa Fe agreements;

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

- June 10, 2018 - \$2.00 an hour
- June 9, 2019 - .40¢ an hour
- June 7, 2020 - .40¢ an hour
- June 6, 2021 - .40¢ an hour

8. TERM OF AGREEMENT

Open- to be discussed

UFCW Local 1564 reserves the right to alter, modify or withdraw any of the above proposals or others made in the future during the course of negotiations. It also reserves the right to offer additional proposals. All other terms and conditions of the various current collective bargaining agreements not effected by the Union's proposals shall remain the same in the various successor Agreements. The withdrawal of any proposal during these negotiations shall not be used as evidence against the proponent in any arbitration or other proceeding.