

UFCW Local 1564
Albertson's / Safeway / United
Economic Proposals
October 22, 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- E. If a concept proposed below is withdrawn by the Union but the concept is already contained in an Agreement, the withdrawal by the Union does not affect the concept or the language where it is already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 and Easter Sunday.
- 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). Parties agree that contributions and benefits on the Rocky Mountain UFCW Retail and Meat Pension Plan will be the same as contributions and benefits contained in UFCW Local 7 contracts with the major employers. Going forward, contributions and benefits will be the same as contributions and benefits contained in UFCW Local 7 contracts with the major employers. Albertson's agrees to fund any contribution to make all benefits for UFCW, Local 1564 beneficiaries equal to Local 7 beneficiaries.
- 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. 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 Journeyperson 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 - .40¢ an hour
- June 9, 2019 - .40¢ an hour
- June 7, 2020 - .40¢ an hour
- June 6, 2021 - .40¢ an hour

Courtesy Clerks

- June 10, 2018 - .10¢ an hour above min wage.
- June 9, 2019 - .10¢ an hour above min wage
- June 7, 2020 - .10¢ an hour above min wage
- June 6, 2021 - .15¢ an hour above min wage

New Classifications

Asst. Produce Manager	\$16.00
Asst. Deli Manager	\$13.10
Floral Manager	\$13.20

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

Courtesy Clerks

- June 10, 2018 - \$1.00 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

New Classifications

Asst. Produce Manager	\$16.00
Asst. Deli Manager	\$13.10
Floral Manager	\$13.20

All initial wage increases shall be retroactive to contract expiration.

