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Terms of Agreement of Meat

Current contract with the following changes

1. Section 8.1 – Work Schedule –
Modify by changing the posting of the work schedule from Friday (noon) to Thursday (noon).
2. Section 8 – Hours of Work – Subsection 8.8 – Overtime –

Modify first paragraph to provide: 8.8 – Overtime --

Overtime will be paid only after 8.25 hours have been worked in a day or over forty (40) hours in a week. Overtime must be authorized by the Company.
3. Section 9 – Seniority – Subsection 9.1(b) –
Add following language: Scheduling of employees shall be by seniority within the store, classification and department, subject to skill and ability being relatively equal.
4. Section 12 – Job Descriptions – Subsection 12.8/12.9 – Wall Deli Manager/Wall Deli Clerk
Move Wall Deli work to Clerks agreement.
5. Section 27 – Term of Agreement – June 10, 2018 through [First Saturday following ratification date], 2022.
6. Appendix “A” - Attached
7. Letters of Agreement – Retain
8. Minimum Wage Side Letter: Change \$.10 to \$.20.
9. Note: Eliminate reference to Service Deli and Wall Deli in this agreement, as this work will be covered under Clerks contract (as part of the APC).

If, as of the date of ratification, the Employer has made a contribution to the meat pension on behalf of an employee in the Service Deli or Wall Deli classification, it shall continue to do so (according to the terms of the pension provision of the respective meat agreement) for the duration of that employee's continuous employment with the Employer within the Service Deli or Wall Deli classification (as the case may be); but these employees shall be covered under the retail agreement for all other purposes.

5.) WALL-DELI AND SERVICE DELI CLERKS WILL TRANSFER CURRENT SENIORITY TO THE RETAIL CONTRACT. THOSE EMPLOYEES TRANSFERRED AT RATIFICATION SHALL REMAIN IN THE MEAT PENSION.

Handwritten signature
D.S.

New Mexico Meat Agreement – Appendix A

Ratification Bonus: Effective not later than 30 days following ratification, FT active employees who on the ratification date were at the top, thereafter, pay rate for their classification shall receive a \$300 lump sum ratification bonus and PT active employees who on the ratification date were at the top, thereafter, pay rate for their classification shall receive a \$150 lump sum ratification bonus. For purposes of this ratification bonus provision, a FT employee is one who in the twelve-month period prior to [FSFR] worked 1,800 hours or more.

Provide a thirty cent (\$0.30) increase to all Meat Classifications at the Journeyperson rate or above the first Sunday following 30 days from ratification.

On (first Sunday following anniversary of ratification), 2020, provide a thirty cent (\$0.30) increase to all Meat Classifications at the Journeyperson rate or above.

On (first Sunday following second anniversary of ratification), 2021, provide a thirty cent (\$0.30) increase to all Meat Classifications at the Journeyperson rate or above.

Remove the first two steps of every wage meat wage scale, except for Santa Fe and Los Alamos.

Note: All increases are prospective, not retroactive.

3.) PARTIES WILL DUPLICATE ^{IN MEAT THE} HOLIDAY PROVISIONS AGREED UPON ^{Hired AFTER} IN RETAIL

Service Deli and Wall Deli Clerks will maintain Seniority and Pension in retail.

- Wall-Deli and Service Deli clerks will transfer current seniority to the retail contract. Those employees transferred at ratification shall remain in the Meat Pension.

Hired Prior to June 1, 2005	Current	FSF30FR	Year 2	Year 3
Journeyman	\$12.82-14.30	\$.30	\$.30	\$.30

Clerk Employees hired on or after June 1, 2005

Create an APC classification that combines Non-Food Clerk classifications, Food Clerk Classifications, Bakery Sales, **Wall Deli, and Service Deli Clerk** Classifications:

Merging Service Deli and Wall Deli into APC:

Food/Non-Food/Service Deli Clerks/Bakery Sales / Wall Deli Clerks	APC			
	Current Contract Rate	First Sunday Following 30 Days After Ratification	Year 2	Year 3
Step 1 (1040 hrs)	\$8.75	10.00	10.00	10.00
Step 2 (1040 hrs)	\$8.85	10.50	10.50	10.50
Step 3 (1040 hrs)	\$8.95	11.00	11.00	11.00
Step 4 (1040 hrs)	\$9.05	11.50	11.50	11.50
Step 5 (1040 hrs)	\$9.15	12.00	12.00	12.00
Step 6 (1200 hrs)	\$9.25	12.50	12.50	12.50
Step 7(1200 hrs)	\$9.35	13.25	13.25	13.25
Step 8 (1200 hrs)	\$9.45		13.75	14.00
Step 9 (1200 hrs)	\$9.75			
Step 10 (1200 hrs)	\$10.00			
Journeyman (food)	\$12.55			
Journeyman (non-food)	\$12.04			
Journeyman (Service Deli, Wall Deli)	\$12.42			