

**UFCW Local 1564  
And Smith's  
Economic Proposals  
September 11, 2018  
Meat Agreement including Price Rite**

The following economic proposals are being presented on the basis that Smith's has experienced outstanding success in sales and profits as the employees willingly perform many services for customers every day and those services are what makes those customers return to Smith's and ultimately achieves success for Kroger.

**Section 8 – HOURS OF WORK**

8.15 & 8.15 (a) pertaining to Sunday Work: **Delete** last sentence "~~Employees hired on or after June 1, 2005 shall be paid straight time for all hours worked on Sunday~~". This will allow all employees to also receive Sunday Premium.

8.16 & 8.17 Holiday Work. **Delete** last sentence; ~~Employees hired after June 1, 2005 shall receive \$1.00 per hour.~~ This will allow all employees hired after June 1, 2005 to also receive (2X) Holiday Premium.

8.18 Night Work. **Delete** last sentence; ~~Employees hired on or after June 1, 2005 shall not be eligible for Night Work premium.~~ This will allow all employees to receive the .35¢ night premium.

**Section 10 – VACATIONS**

10.1 **Delete** last paragraph so all employees receive equal vacation time and pay. ~~Employees hired on or after June 1, 2005 shall receive one (1) week paid vacation after one (1) year of continuous service, two (2) weeks paid vacation after three (3) years of continuous service, and three (3) weeks' vacation after seven (7) years of continuous service.~~

10.1 (a) Add- Employees who have three (3) years or more of service may elect to receive their vacation pay on their anniversary, or elect to schedule such time off with pay.

**Section 11 – WAGES**

Revise Appendix "A":

- Increase Journeyperson/top pay rate(s) in all classifications by 3.5% in June 10, 2018, 3.5% in June 9, 2019, 3.5% in June 7, 2020, and 3.5% in June 6, 2021.
- Los Alamos Marketplace Agreement appendix- All rates increased by 3.5% in June 10, 2018, and each year thereafter June 2019, June 2020, and June 2021.
- Revise Minimum wage Letter of Agreement from .10¢ to .40¢ in each step and remove courtesy clerk minimum wage.

- Have one Appendix for Albuquerque, All of New Mexico, and Farmington, that is equal in pay and all respects.
- Merge wage scale for employees hired after June 1, 2005 (Farmington October 24, 2004) into same wage scale as employees hired before June 1, 2005. Reduce steps from 11,200 to 9,360 hrs by removing a Step and reducing 1200 hours to 1040 hours in all CBA's.
- Same wage scale and Journeyman rate of pay for Albuquerque and all counties including San Juan.

**Head Meat Cutter**

Avg wk sales	6/19/18	6/9/19	6/7/20	6/6/21
\$0-\$10,000	\$22.66	\$23.45	\$24.27	\$25.12
\$10K- \$20K	\$22.96	\$23.76	\$24.57	\$25.42
\$20K & plus	\$23.26	\$24.06	\$24.87	\$25.72

**Meat Cutters**

	6/19/18	6/9/19	6/7/20	6/6/21
Step 1 first 1040	\$12.50	\$12.50	\$12.50	\$12.50
Step 2 next 1040	\$14.00	\$14.00	\$14.00	\$14.00
Step 3 next 1040	\$15.50	\$15.50	\$15.50	\$15.50
Step 4 next 1040	\$17.00	\$17.00	\$17.00	\$17.00
Step 5 next 1040	\$18.50	\$18.50	\$18.50	\$18.50
Step 6 next 1040	\$20.00	\$20.00	\$20.00	\$20.00
Journeyman	\$21.75	\$22.51	\$23.30	\$24.12

**Wrappers**

	6/19/18	6/9/19	6/7/20	6/6/21
Step 1 first 1040	\$12.00	\$12.00	\$12.00	\$12.00
Step 2 next 1040	\$13.00	\$13.00	\$13.00	\$13.00
Step 3 next 1040	\$14.00	\$14.00	\$14.00	\$14.00
Step 4 next 1040	\$15.00	\$15.00	\$15.00	\$15.00
Step 5 next 1040	\$16.00	\$16.00	\$16.00	\$16.00
Step 6 next 1040	\$17.00	\$17.00	\$17.00	\$17.00
Journeyman	\$18.49	\$19.14	\$19.81	\$20.50

**Service Deli Manager**

	6/19/18	6/9/19	6/7/20	6/6/21
	\$18.17	\$18.81	\$19.47	\$20.15

**Service Deli Clerks**

	6/19/18	6/9/19	6/7/20	6/6/21
Step 1 next 1040	\$10.75	\$10.75	\$10.75	\$10.75
Step 2 next 1040	\$11.25	\$11.25	\$11.25	\$11.25
Step 3 next 1040	\$12.00	\$12.00	\$12.00	\$12.00
Step 4 next 1040	\$12.75	\$12.75	\$12.75	\$12.75
Step 5 next 1040	\$13.00	\$13.00	\$13.00	\$13.00
Journeyman	\$13.27	\$13.73	\$14.21	\$14.71

### Lead Butcher Block / Seafood

	6/19/18	6/9/19	6/7/20	6/6/21
	\$15.08	\$15.61	\$16.16	\$16.73

### Butcher Block / Seafood Clerk / Wall Deli

	6/19/18	6/9/19	6/7/20	6/6/21
Step 1 first 1040	\$10.75	\$10.75	\$10.75	\$10.75
Step 2 next 1040	\$11.25	\$11.25	\$11.25	\$11.25
Step 3 next 1040	\$12.00	\$12.00	\$12.00	\$12.00
Step 4 next 1040	\$12.75	\$12.75	\$12.75	\$12.75
Step 5 next 1040	\$13.50	\$13.50	\$13.50	\$13.50
Step 6 next 1040	\$14.20	\$14.20	\$14.20	\$14.20
Journeyman	\$14.80	\$15.32	\$15.86	\$16.42

## Section 13 - HOLIDAYS

13.7 – ~~Delete~~ unfairness in Holiday’s for employees hired after June 1, 2005. ~~Deleting~~ this section will allow them to receive the same holidays as those hired prior to June 1, 2005. ~~Employees hired on or after June 1, 2005 shall only be eligible for Thanksgiving and Christmas holidays (after having worked their probationary period), and three (3) personal holidays effective the first of the calendar year following 1 full year of service; effective after the employee’s 3<sup>rd</sup> anniversary date of employment, Fourth of July; and effective after the employee’s 5<sup>th</sup> anniversary date of employment, New Year’s Day.~~

13.8 – Delete so employees hired after June 1, 2005 will receive the same 2X premium for working on Holidays listed in this Section. ~~Employees hired on or after June 1, 2005 shall receive a Holiday Premium of \$1.00 per hour for work performed on either Thanksgiving or Christmas.~~

## SECTION 20 PENSION

20.1 (a) Increase Contributions to the United Food and Commercial Workers International Union-Industry Pension Fund to \$175.00 per month on July 1, 2018; \$180.00 on July 1, 2019; \$185 on July 1, 2020; and \$190 on July 1, 2021.

## APPENDIX A or WAGE PROGRESSION

The Union proposes the parties work on a wage scale that will bring employees hired after June 1, 2005 into the same top pay rates of those hired prior to June 1, 2005 by the expiration of this agreement. In addition, that Top Pay rates/Journeyman increase by 3.5% in each year of this agreement.

- A. All wage increases will be granted to any employee who is “red-circled.”

## **LETTER OF AGREEMENT “MINIMUM WAGE”**

Modify and update with \$10.00 per hour and each rate thereafter will be at least fifty cents (\$0.50) higher in each step above.

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 mentioned or used as evidence against the proponent in any arbitration or other proceeding.