

UFCW LOCAL 653 HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT WITH LUNDS & BYERLYS

Effective dates: March 4, 2018 – March 7, 2021



Increased the wages, number, and security of FULL-TIME positions

- Department heads will all receive raises: \$1.00 in Year 1, \$0.75 in Year 2, \$0.75 in Year 3
- Top of scale and above scale FT workers will all receive raises: \$0.50 in Year 1, \$0.50 in Year 2, \$0.50 in Year 3
- FT Retail Specialists classification eliminated and workers will become FT Classified Assistants
- FT Maintenance classification eliminated and workers will become FT Classified Assistants
- FT Meat Helper classification eliminated and workers will become FT Traditional
- Raised FT ratio from 25% to 30%
- All FT workers with Sunday outside the work week before ratification will be “grandfathered”

Improved the wages and quality of PART-TIME positions

- NEW: Guaranteed minimum of 30% of Part Time workers will be benefited (PT Modified)
- PT Group 3 classification eliminated and workers will all become PT Regular
- Higher PT wage scale (effective 9/3/18) – now \$11 - \$17 (up from \$9.60 - \$14.25)
- All PT workers will slot into next highest rate in the new wage scale and receive \$0.25 raise every 6 months
- All PT workers will now receive:
 - 6 paid national holidays
 - 3 weeks of paid vacation after 8 years
 - Paid bereavement and jury duty leave
 - Ancillary benefits – to include: dental, vision, life, accidental death and dismemberment insurance
- Courtesy and Maintenance wages increased to \$0.20 above minimum and youth minimum wages
- All PT workers with Sunday outside the work week before ratification will be “grandfathered”

Secured Employer commitment to pay the increased true cost of the health and welfare plan

WEEKLY HEALTH & WELFARE COST

| Contract Classification | TOTAL Cost Current | TOTAL Cost 3/4/2018 | Worker cost | Employer cost | TOTAL Cost 2/28/2019 | Worker cost | Employer cost | TOTAL Cost 2/28/2020 | Worker cost | Employer cost |
|-------------------------|--------------------|---------------------|-------------|---------------|----------------------|-------------|---------------|----------------------|-------------|---------------|
| Full-time: Traditional | \$210.65 | \$237.20 | \$20.00 | \$217.20 | \$254.48 | \$20.00 | \$234.48 | \$273.26 | \$20.00 | \$253.26 |
| Full-time: Classified | \$210.65 | \$237.20 | \$20.00 | \$217.20 | \$254.48 | \$20.00 | \$234.48 | \$273.26 | \$20.00 | \$253.26 |
| Part-time: Modified | \$116.89 | \$118.99 | \$5.00 | \$113.99 | \$127.76 | \$7.50 | \$120.26 | \$137.32 | \$10.00 | \$127.32 |
| Part-time: Regular | \$0.00 | \$7.22 | \$1.00 | \$6.22 | \$7.48 | \$1.00 | \$6.48 | \$7.74 | \$1.00 | \$6.74 |

WORKER & EMPLOYER HOURLY INCREASE IN COST PER YEAR OF THE CONTRACT

| Contract Classification | Avg hrs per wk used for costing | 2018 - YEAR 1 | | 2019 - YEAR 2 | | 2020 - YEAR 3 | |
|-------------------------|---------------------------------|------------------------|--------------------------|------------------------|--------------------------|------------------------|--------------------------|
| | | WORKER per Hr Increase | EMPLOYER per Hr Increase | WORKER per Hr Increase | EMPLOYER per Hr Increase | WORKER per Hr Increase | EMPLOYER per Hr Increase |
| Full-time: Traditional | 40 | \$0.25 | \$0.41 | \$0.00 | \$0.43 | \$0.00 | \$0.47 |
| Full-time: Classified | 40 | \$0.25 | \$0.41 | \$0.00 | \$0.43 | \$0.00 | \$0.47 |
| Part-time: Modified | 39 | \$0.00 | \$0.05 | \$0.06 | \$0.16 | \$0.06 | \$0.18 |
| Part-time: Regular | 28 | \$0.04 | \$0.22 | \$0.00 | \$0.01 | \$0.00 | \$0.01 |

Maintained current Employer hourly contributions for 401k

| FT Traditional & Classified Assistant | PT Modified | PT Regular |
|--|-------------|--|
| before 2/26/2017 | all workers | \$1.35 |
| before 2/26/2017: 25-30 YOS & under 62 (until 30 and out or turn 62) | | |
| after 2/26/2017 | | |
| | | before 3/4/2018 (if currently receiving 401k) |
| | | \$1.35 |

Improved treatment in the workplace and worker protections

- NEW – In case of suspension or termination, the Employer must notify Union so a representative can be present
- NEW – Respect and dignity in the workplace
- NEW – Bereavement leave for domestic partners
- NEW – Victim, Witness, and Domestic Abuse leave
- NEW – Student seniority
- NEW – No subcontracting of any current existing operations
- NEW – Automation language to secure training, transfer, or severance pay in case of technological changes
- IMPROVED – non-discrimination in the workplace to now also include: gender, gender identity or expression; pregnancy; physical or mental health condition; veteran status; and criminal record after employment.

WAGE SCALE FOR UFCW LOCAL 653 MEMBERS AT LUNDS & BYERLYS

Full-Time Food Handlers and Pharmacy Employees

| Years of Service | Effective 3-4-18 | Effective 3-3-19 | Effective 3-1-20 |
|------------------|------------------|------------------|------------------|
| 0-1 yr | 23.50 | 23.50 | 23.50 |
| 1-2 yrs | 24.00 | 24.00 | 24.00 |
| 2-3 yrs | 24.73 | 25.23 | 25.73 |

Current meat helper employees move to food handler scale.
Sunday remains outside of the work week.

Note: Workers slot into the next highest wage and progress from there.

For example:

A Retail Specialist currently at \$17.70 would slot into the Classified Assistant scale at \$18.00 in 2018 then progress to \$19.50 in 2019 and \$20.50 in 2020.

Classified Assistant

| Years of Service | Effective 3-4-18 | Effective 3-3-19 | Effective 3-1-20 |
|------------------|------------------|------------------|------------------|
| 0-1 yr | 16.00 | 16.00 | 16.00 |
| 1-2 yrs | 18.00 | 18.00 | 18.00 |
| 2-3 yrs | 19.50 | 19.50 | 19.50 |
| 3-4 yrs | 20.50 | 20.50 | 20.50 |
| 4-5 yrs | 21.50 | 21.50 | 21.50 |
| 5 yrs or more | 22.73 | 23.23 | 23.73 |

Current full time maintenance move to next highest classified assistant rate.
Sunday remains outside of the work week.

Part-Time Food Handlers and Part-Time Pharmacy Employees

| Years of Service | Effective 9-3-18 | Effective 3-3-19 | Effective 3-1-20 |
|------------------|------------------|------------------|------------------|
| 0.00 | 11.00 | 11.00 | 11.00 |
| 0.50 | 11.25 | 11.25 | 11.25 |
| 1.00 | 11.50 | 11.50 | 11.50 |
| 1.50 | 11.75 | 11.75 | 11.75 |
| 2.00 | 12.00 | 12.00 | 12.00 |
| 2.50 | 12.25 | 12.25 | 12.25 |
| 3.00 | 12.50 | 12.50 | 12.50 |
| 3.50 | 12.75 | 12.75 | 12.75 |
| 4.00 | 13.00 | 13.00 | 13.00 |
| 4.50 | 13.25 | 13.25 | 13.25 |
| 5.00 | 13.50 | 13.50 | 13.50 |
| 5.50 | 13.75 | 13.75 | 13.75 |
| 6.00 | 14.00 | 14.00 | 14.00 |
| 6.50 | 14.25 | 14.25 | 14.25 |
| 7.00 | 14.50 | 14.50 | 14.50 |
| 7.50 | 14.75 | 14.75 | 14.75 |
| 8.00 | 15.00 | 15.00 | 15.00 |
| 8.50 | 15.25 | 15.25 | 15.25 |
| 9.00 | 15.50 | 15.50 | 15.50 |
| 9.50 | 15.75 | 15.75 | 15.75 |
| 10.00 | 16.00 | 16.50 | 17.00 |

Note: Workers slot into the next highest wage and progress from there.

For example:

A Part Timer currently at \$14.25 would slot into \$14.50 on Sept 3, 2018 and receive \$0.25 every 6 months.

Provided further that Food Handlers and Pharmacy Employees shall receive not less than two cents (\$.20) above federal, state, city or county minimum wage, whichever is higher, during the of this agreement.

Carryout and Maintenance Part-Time

Provided further that Courtesy employees and Custodial employees shall receive not less than two cents (\$.20) above federal, state, city or county minimum wage, whichever is higher, during the of this agreement.

Remember: Your Union contract guarantees minimum wages and benefits at Lunds & Byerlys. Management can always choose to give anyone more.