

UFCW LOCAL 653 HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT WITH JERRY'S
Effective dates: March 4, 2018 – March 7, 2021



Increased the wages of FULL-TIME positions

- 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
- All FT workers with Sunday outside the workweek before ratification will be “grandfathered”

Improved the wages and quality of PART-TIME positions

- Top of scale and above scale PT workers will all receive raises: \$0.25 in Year 1, \$0.25 in Year 2, \$0.25 in Year 3
- NEW: Guaranteed minimum of 30% of PT workers will be benefited (PT Modified)
- PT Group 3 classification eliminated and workers will all become PT Regular
- Higher PT wage scale (effective 9/2/18) – now \$10 - \$15.25 (up from \$9.60 - \$14.25)
- All PT workers will slot into next highest rate in the new wage scale and receive at least \$0.25 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
- All PT workers with Sunday outside the workweek before ratification will be “grandfathered”

Secured Employer commitment to pay the increased true cost of the Health & Welfare plan

WEEKLY HEALTH & WELFARE COST

	3/5/2017 - 3/3/2018		3/4/2018 - 3/3/2019			3/4/2019 - 2/29/2020			3/1/2020 - 3/6/2021		
Contract Classification	TOTAL Cost	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost	Employer cost	
Full-Time	\$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	\$10.00	\$117.76	\$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	40	\$0.25	\$0.41	\$0.00	\$0.43	\$0.00	\$0.47
Part-Time: Modified	39	\$0.00	\$0.05	\$0.13	\$0.10	\$0.00	\$0.25
Part-Time: Regular	28	\$0.04	\$0.22	\$0.00	\$0.01	\$0.00	\$0.01

Maintained Employer Paid Retirement Contribution Amounts – Hourly contributions to 401(k) below:

FT Traditional & Classified Assistant	PT Modified	PT Regular
DOE before 3/4/2018	\$3.235	\$1.35
DOE before 3/4/2018: 25-30 YOS & under 62 (until 30 and out reached or eliminated)	\$4.00	(if currently receiving retirement contributions)
DOE after 3/4/2018	\$2.00	\$1.35

Improved treatment in the workplace and worker protections

- NEW – In case of suspension or termination, the Employer must notify Union
- NEW – Respect and dignity in the workplace
- NEW – Bereavement leave for domestic partners
- NEW – Victim, Witness, and Domestic Abuse leave
- NEW – Student seniority
- NEW – Automation language to secure training, transfer, or severance pay in case of technological changes
- IMPROVED – non-discrimination in the workplace

NEW PT WAGE SCALE FOR UFCW LOCAL 653 MEMBERS AT JERRY'S

Part-Time Food Handlers and Part-Time Pharmacy Employees

	Years	Effective 9/2/2018	Effective 3/3/2019	Effective 3/1/2020
Step 1	0-1	\$10.00	\$10.00	\$10.00
Step 2	1	\$10.25	\$10.25	\$10.25
Step 3	1.5	\$10.50	\$10.50	\$10.50
Step 4	2	\$10.75	\$10.75	\$10.75
Step 5	2.5	\$11.00	\$11.00	\$11.00
Step 6	3	\$11.25	\$11.25	\$11.25
Step 7	3.5	\$11.50	\$11.50	\$11.50
Step 8	4	\$11.75	\$11.75	\$11.75
Step 9	4.5	\$12.00	\$12.00	\$12.00
Step 10	5	\$12.25	\$12.25	\$12.25
Step 11	5.5	\$12.75	\$12.75	\$12.75
Step 12	6	\$13.25	\$13.25	\$13.25
Step 13	6.5	\$14.25	\$14.25	\$14.25
Step 14	7	\$14.50	\$14.50	\$14.50
Step 15	7.5	\$14.75	\$14.75	\$14.75
Step 16	8	\$15.00	\$15.00	\$15.00
Step 17	9	\$15.25	\$15.25	\$15.25

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 2, 2018 and receive at least \$0.25 every 6 months through step 16.

Employees who are above scale will receive the following increases:

March 4, 2018	\$0.25
March 3, 2019	\$0.25
March 1, 2020	\$0.25

Provided further that Food Handlers and Pharmacy Employees shall receive not less than ten cents (\$.10) above federal, state, city or county minimum wage, whichever is higher, during the term of this agreement.

Carryout and Maintenance Part-Time

Provided further that Courtesy employees and Custodial employees shall receive not less than ten cents (\$.10) above federal, state, city or county minimum wage, whichever is higher, during the term of this agreement.

**Remember: Your Union contract guarantees minimum wages and benefits at Jerry's.
Management can always choose to give anyone more.**

**If you have questions, please contact your Union Representative:
Rick Milbrath: (612) 965-4310 or rmilbrath@ufcw653.org**

