

Union Member Bargaining Team Unanimously Recommends Vote Yes To Accept

Your Grocery Store Worker Bargaining Team is proud to recommend one of our strongest tentative agreements in decades.

UFCW 21, Teamsters 38 and UFCW 367 member leaders came together in December of 2018 and members have been taking action ever since with leaflets, info pickets and customer conversations. We coordinated like never before with UFCW locals around the nation as well as dozens of community organizations and thousands of customers.

We also told our story - stories of how grocery store workers are struggling under the current contract, how we need more dependable schedules, how we need higher wages to make ends meet, how we need improved staffing and safety in the stores. The collective voice of workers taking action together is the key ingredient for success--
Because we stood united, we won:

- ✓ **Strongest journey wage increases in UFCW 21's history**
- ✓ **Full Retro-Pay back to expiration for the first time in UFCW 21's history**
- ✓ **A long-term solution to our pension with projected improvements**
- ✓ **Projected to Fully fund our healthcare with benefit improvements and NO increases to healthcare premiums or deductibles**
- ✓ **First scheduling overhaul in decades, giving us more control over our schedules**
- ✓ **Strong Safety language for the first time ever in our contract**
- ✓ **A plan for the future of technology and workforce training**
- ✓ **NOT ONE CUT OR TAKEAWAY!**

VOTE DOCUMENT: November 1, 3, 4, 5, & 6, 2019

The Union and the Union Bargaining Committee agree to fully recommend the following settlement for ratification. All changes are effective upon date of ratification, unless otherwise noted. All terms of the agreements (including Letters of Understanding) remain in full force and effect with the following modifications outlined below. Contractual terms not listed remain the same. **Exact contract language is available upon request.**

Note: Article/Sections references are to the King County Agreements. The intent of this document is to apply the same changes to the other Agreements where the provisions exist in those Agreements. Effective dates etc. will be adjusted in accordance with the dates/terms of those agreements.

We said **NO** to the below employer takeaways

- Eliminate holiday pay and Christmas and New Year premiums.
- Eliminate the 6th day premium pay provision in the contract.
- Eliminate the evening premium pay provision in the contract.
- Limit credit for prior experience.
- Expand the duties and the number of lower paid workers in the stores.
- Eliminate daily seniority in Meat.
- Allow meat wrappers to cut and allow deli to do wrapper work.
- Reduce the time for filing a grievance to 30 days.
- Eliminate wage escalators and .10 over minimum wage.
- Delete wage increases for people being paid over scale.

WAGES

✓ Strongest journey wage increases in UFCW 21 history

ON ALL SCALES - Increase Journeyperson and overscale Wage Rates:

Journey wage increases	May 5 th , 2019*	May 3 rd , 2020*	May 2 nd , 2021*
Grocery A/ Meat Cutters/ Wrappers/ Pharmacy Tech	\$.55	\$.55	\$.55
Grocery B & C/ Service Counter/ Fuel Center/ Dot Com/ CCK/ Fred Meyer GM/ Clicklist	\$.60	\$.60	\$.60

*August 4th, 2nd, 1st for Snohomish Fred Meyer/Grocery/CCK

FOR FUEL CENTER/SAFEWAY DOT COM:

See above wage scales-- wages will go up as minimum wage increases Statewide and in Seattle.

FOR SEATTLE STORES:

Effective January 1, 2020; wage escalators of .10 above minimum wage and .10 between steps will apply to Seattle minimum wage.

FULL RETRO BACK TO EXPIRATION

WAGE SCALES

Retro Pay Examples:

While your retro pay is dependent on contract expiration date, ratification date, exact hours worked, overtime, etc. Here are some examples of what your retro check might look like:

	RETRO PAY ESTIMATES			
	JOURNEY INCREASE	AVERAGE WEEKLY WORK HOURS		
		20	30	40
Grocery A/ Meat Cutters/ Wrappers/ Pharmacy Tech	\$.55	\$268.40	\$402.60	\$536.80
Grocery B & C/ Service Counter/ Fuel Center/ Dot Com/ CCK/ Fred Meyer GM/ Clicklist	\$.60	\$292.80	\$439.20	\$585.60

New Wage Scales:

(All minimum wage rates after January 2021 are estimates based on 2.25% CPI)

Outside Seattle:

A SCALE & FM File Maintenance - OUTSIDE SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Sr Journey	\$20.75	\$21.30	\$21.30	\$21.85	\$21.85	\$22.40	\$22.40
Journey	\$20.50	\$21.05	\$21.05	\$21.60	\$21.60	\$22.15	\$22.15
8	\$13.50	\$13.50	\$14.30	\$14.30	\$14.60	\$14.60	\$14.91
7	\$12.70	\$12.70	\$14.20	\$14.20	\$14.50	\$14.50	\$14.81
6	\$12.60	\$12.60	\$14.10	\$14.10	\$14.40	\$14.40	\$14.71
5	\$12.50	\$12.50	\$14.00	\$14.00	\$14.30	\$14.30	\$14.61
4	\$12.40	\$12.40	\$13.90	\$13.90	\$14.20	\$14.20	\$14.51
3	\$12.30	\$12.30	\$13.80	\$13.80	\$14.10	\$14.10	\$14.41
2	\$12.20	\$12.20	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21
Helper Clerk							
Thereafter	\$12.30	\$12.30	\$13.80	\$13.80	\$14.10	\$14.10	\$14.41
2	\$12.20	\$12.20	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21
Courtesy Clk.							
2	\$12.20	\$12.20	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21

Wrapper SCALE - OUTSIDE SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Journey	\$20.50	\$21.05	\$21.05	\$21.60	\$21.60	\$22.15	\$22.15
8	\$13.50	\$13.50	\$14.30	\$14.30	\$14.60	\$14.60	\$14.91
7	\$12.70	\$12.70	\$14.20	\$14.20	\$14.50	\$14.50	\$14.81
6	\$12.60	\$12.60	\$14.10	\$14.10	\$14.40	\$14.40	\$14.71
5	\$12.50	\$12.50	\$14.00	\$14.00	\$14.30	\$14.30	\$14.61
4	\$12.40	\$12.40	\$13.90	\$13.90	\$14.20	\$14.20	\$14.51
3	\$12.30	\$12.30	\$13.80	\$13.80	\$14.10	\$14.10	\$14.41
2	\$12.20	\$12.20	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21

B/C/Service Counter SCALE - OUTSIDE SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Lead S/C	\$16.80	\$17.40	\$18.00	\$18.00	\$18.00	\$18.60	\$18.60
Head Bakery Sales	\$16.60	\$17.20	\$17.20	\$17.80	\$17.80	\$18.40	\$18.40
Journey	\$16.30	\$16.90	\$16.90	\$17.50	\$17.50	\$18.10	\$18.10
8	\$12.80	\$12.80	\$14.30	\$14.30	\$14.60	\$14.60	\$14.91
7	\$12.70	\$12.70	\$14.20	\$14.20	\$14.50	\$14.50	\$14.81
6	\$12.60	\$12.60	\$14.10	\$14.10	\$14.40	\$14.40	\$14.71
5	\$12.50	\$12.50	\$14.00	\$14.00	\$14.30	\$14.30	\$14.61
4	\$12.40	\$12.40	\$13.90	\$13.90	\$14.20	\$14.20	\$14.51
3	\$12.30	\$12.30	\$13.80	\$13.80	\$14.10	\$14.10	\$14.41
2	\$12.20	\$12.20	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21

Meat Cutter SCALE - OUTSIDE SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Manager	\$24.05	\$24.60	\$24.60	\$25.15	\$25.15	\$25.70	\$25.70
Journey	\$23.05	\$23.60	\$23.60	\$24.15	\$24.15	\$24.70	\$24.70
6	\$19.70	\$19.70	\$19.70	\$19.70	\$19.70	\$19.70	\$19.70
5	\$18.15	\$18.15	\$18.15	\$18.15	\$18.15	\$18.15	\$18.15
4	\$16.60	\$16.60	\$16.60	\$16.60	\$16.60	\$16.60	\$16.60
3	\$15.06	\$15.06	\$15.06	\$15.06	\$15.06	\$15.06	\$15.06
2	\$13.51	\$13.51	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21

GM SCALE - OUTSIDE SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	Aug-19	Jan-20	Aug-20	Jan-21	Aug-21	Jan-22
Sr. Clerk	\$15.47	\$16.07	\$16.07	\$16.67	\$16.67	\$17.27	\$17.27
Journey	\$15.05	\$15.65	\$15.65	\$16.25	\$16.25	\$16.85	\$16.85
9	\$12.90	\$12.90	\$14.40	\$14.40	\$14.70	\$14.70	\$15.01
8	\$12.80	\$12.80	\$14.30	\$14.30	\$14.60	\$14.60	\$14.91
7	\$12.70	\$12.70	\$14.20	\$14.20	\$14.50	\$14.50	\$14.81
6	\$12.60	\$12.60	\$14.10	\$14.10	\$14.40	\$14.40	\$14.71
5	\$12.50	\$12.50	\$14.00	\$14.00	\$14.30	\$14.30	\$14.61
4	\$12.40	\$12.40	\$13.90	\$13.90	\$14.20	\$14.20	\$14.51
3	\$12.30	\$12.30	\$13.80	\$13.80	\$14.10	\$14.10	\$14.41
2	\$12.20	\$12.20	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21

Pharmacy Assistant A (Fred Meyer) - OUTSIDE SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	Aug-19	Jan-20	Aug-20	Jan-21	Aug-21	Jan-22
Thereafter	\$19.49	\$20.04	\$20.04	\$20.59	\$20.59	\$21.14	\$21.14
4	\$15.20	\$15.20	\$15.20	\$15.20	\$15.20	\$15.20	\$15.20
3	\$14.35	\$14.35	\$14.35	\$14.35	\$14.35	\$14.35	\$14.35
2	\$12.90	\$12.20	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21

Clicklist SCALE - OUTSIDE SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Journey	\$16.05	\$16.65	\$16.65	\$17.25	\$17.25	\$17.85	\$17.85
8	\$12.80	\$12.80	\$14.30	\$14.30	\$14.60	\$14.60	\$14.91
7	\$12.70	\$12.70	\$14.20	\$14.20	\$14.50	\$14.50	\$14.81
6	\$12.60	\$12.60	\$14.10	\$14.10	\$14.40	\$14.40	\$14.71
5	\$12.50	\$12.50	\$14.00	\$14.00	\$14.30	\$14.30	\$14.61
4	\$12.40	\$12.40	\$13.90	\$13.90	\$14.20	\$14.20	\$14.51
3	\$12.30	\$12.30	\$13.80	\$13.80	\$14.10	\$14.10	\$14.41
2	\$12.20	\$12.20	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21

DotCom - OUTSIDE SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Journey	\$13.50	\$14.10	\$14.30	\$14.70	\$14.70	\$15.30	\$15.30
7	\$12.70	\$12.70	\$14.20	\$14.20	\$14.50	\$14.50	\$14.81
6	\$12.60	\$12.60	\$14.10	\$14.10	\$14.40	\$14.40	\$14.71
5	\$12.50	\$12.50	\$14.00	\$14.00	\$14.30	\$14.30	\$14.61
4	\$12.40	\$12.40	\$13.90	\$13.90	\$14.20	\$14.20	\$14.51
3	\$12.30	\$12.30	\$13.80	\$13.80	\$14.10	\$14.10	\$14.41
2	\$12.20	\$12.20	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21

CCK SCALE - OUTSIDE SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Journey	\$18.26	\$18.86	\$18.86	\$19.46	\$19.46	\$20.06	\$20.06
8	\$12.80	\$12.80	\$14.30	\$14.30	\$14.60	\$14.60	\$14.91
7	\$12.70	\$12.70	\$14.20	\$14.20	\$14.50	\$14.50	\$14.81
6	\$12.60	\$12.60	\$14.10	\$14.10	\$14.40	\$14.40	\$14.71
5	\$12.50	\$12.50	\$14.00	\$14.00	\$14.30	\$14.30	\$14.61
4	\$12.40	\$12.40	\$13.90	\$13.90	\$14.20	\$14.20	\$14.51
3	\$12.30	\$12.30	\$13.80	\$13.80	\$14.10	\$14.10	\$14.41
2	\$12.20	\$12.20	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21

SAFEWAY AND QFC FUEL SCALE - OUTSIDE SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Journey	\$13.10	\$13.70	\$14.30	\$14.30	\$14.60	\$14.90	\$14.91
7	\$12.70	\$12.70	\$14.20	\$14.20	\$14.50	\$14.50	\$14.81
6	\$12.60	\$12.60	\$14.10	\$14.10	\$14.40	\$14.40	\$14.71
5	\$12.50	\$12.50	\$14.00	\$14.00	\$14.30	\$14.30	\$14.61
4	\$12.40	\$12.40	\$13.90	\$13.90	\$14.20	\$14.20	\$14.51
3	\$12.30	\$12.30	\$13.80	\$13.80	\$14.10	\$14.10	\$14.41
2	\$12.20	\$12.20	\$13.70	\$13.70	\$14.00	\$14.00	\$14.31
1	\$12.10	\$12.10	\$13.60	\$13.60	\$13.90	\$13.90	\$14.21

Inside Seattle:

A SCALE & FM File Maintenance – SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Sr. Journey	\$20.75	\$21.30	\$21.30	\$21.85	\$21.85	\$22.40	\$22.40
Journey	\$20.50	\$21.05	\$21.05	\$21.60	\$21.60	\$22.15	\$22.15
8	\$16.00	\$16.00	\$17.19	\$17.19	\$17.56	\$17.56	\$17.94
7	\$16.00	\$16.00	\$17.09	\$17.09	\$17.46	\$17.46	\$17.84
6	\$16.00	\$16.00	\$16.99	\$16.99	\$17.36	\$17.36	\$17.74
5	\$16.00	\$16.00	\$16.89	\$16.89	\$17.26	\$17.26	\$17.64
4	\$16.00	\$16.00	\$16.79	\$16.79	\$17.16	\$17.16	\$17.54
3	\$16.00	\$16.00	\$16.69	\$16.69	\$17.06	\$17.06	\$17.44
2	\$16.00	\$16.00	\$16.59	\$16.59	\$16.96	\$16.96	\$17.34
1	\$16.00	\$16.00	\$16.49	\$16.49	\$16.86	\$16.86	\$17.24
Helper Clerk							
Thereafter	\$16.00	\$16.00	\$16.69	\$16.69	\$17.06	\$17.06	\$17.44
2	\$16.00	\$16.00	\$16.59	\$16.59	\$16.96	\$16.96	\$17.34
1	\$16.00	\$16.00	\$16.49	\$16.49	\$16.86	\$16.86	\$17.24
Courtesy Clk.							
2	\$16.00	\$16.00	\$16.59	\$16.59	\$16.96	\$16.96	\$17.34
1	\$16.00	\$16.00	\$16.49	\$16.49	\$16.86	\$16.86	\$17.24

Wrapper SCALE – SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Journey	\$20.50	\$21.05	\$21.05	\$21.60	\$21.60	\$22.15	\$22.15
8	\$16.00	\$16.00	\$17.19	\$17.19	\$17.56	\$17.56	\$17.94
7	\$16.00	\$16.00	\$17.09	\$17.09	\$17.46	\$17.46	\$17.84
6	\$16.00	\$16.00	\$16.99	\$16.99	\$17.36	\$17.36	\$17.74
5	\$16.00	\$16.00	\$16.89	\$16.89	\$17.26	\$17.26	\$17.64
4	\$16.00	\$16.00	\$16.79	\$16.79	\$17.16	\$17.16	\$17.54
3	\$16.00	\$16.00	\$16.69	\$16.69	\$17.06	\$17.06	\$17.44
2	\$16.00	\$16.00	\$16.59	\$16.59	\$16.96	\$16.96	\$17.34
1	\$16.00	\$16.00	\$16.49	\$16.49	\$16.86	\$16.86	\$17.24

FM GM SCALE - SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	Aug-19	Jan-20	Aug-20	Jan-21	Aug-21	Jan-22
Sr. GM Clerk	\$16.42	\$17.02	\$17.31	\$17.62	\$17.68	\$18.22	\$18.22
Journey	\$16.00	\$16.60	\$16.89	\$17.20	\$17.26	\$17.80	\$17.80
4	\$16.00	\$16.00	\$16.79	\$16.79	\$17.16	\$17.16	\$17.54
3	\$16.00	\$16.00	\$16.69	\$16.69	\$17.06	\$17.06	\$17.44
2	\$16.00	\$16.00	\$16.59	\$16.59	\$16.96	\$16.96	\$17.34
1	\$16.00	\$16.00	\$16.49	\$16.49	\$16.86	\$16.86	\$17.24

FUEL/INTERNET - SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Journey	\$16.00	\$16.60	\$16.89	\$17.20	\$17.26	\$17.80	\$17.80
4	\$16.00	\$16.00	\$16.79	\$16.79	\$17.16	\$17.16	\$17.54
3	\$16.00	\$16.00	\$16.69	\$16.69	\$17.06	\$17.06	\$17.44
2	\$16.00	\$16.00	\$16.59	\$16.59	\$16.96	\$16.96	\$17.34
1	\$16.00	\$16.00	\$16.49	\$16.49	\$16.86	\$16.86	\$17.24

Pharmacy Assistant A (Fred Meyer) - SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	Aug-19	Jan-20	Aug-20	Jan-21	Aug-21	Jan-22
Thereafter	\$19.49	\$20.04	\$20.04	\$20.59	\$20.59	\$21.14	\$21.14
4	\$16.00	\$16.00	\$16.79	\$16.79	\$17.16	\$17.16	\$17.54
3	\$16.00	\$16.00	\$16.69	\$16.69	\$17.06	\$17.06	\$17.44
2	\$16.00	\$16.00	\$16.59	\$16.59	\$16.96	\$16.96	\$17.34
1	\$16.00	\$16.00	\$16.49	\$16.49	\$16.86	\$16.86	\$17.24

B/C/Service Counter SCALE - SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	19-May	20-Jan	20-May	21-Jan	21-May	22-Jan
Lead S/C	\$16.80	\$17.40	\$17.79	\$18.00	\$18.16	\$18.60	\$18.60
Head Bakery	\$16.60	\$17.20	\$17.59	\$17.80	\$17.96	\$18.40	\$18.40
Journey	\$16.30	\$16.90	\$17.29	\$17.50	\$17.66	\$18.10	\$18.10
8	\$16.00	\$16.00	\$17.19	\$17.19	\$17.56	\$17.56	\$17.94
7	\$16.00	\$16.00	\$17.09	\$17.09	\$17.46	\$17.46	\$17.84
6	\$16.00	\$16.00	\$16.99	\$16.99	\$17.36	\$17.36	\$17.74
5	\$16.00	\$16.00	\$16.89	\$16.89	\$17.26	\$17.26	\$17.64
4	\$16.00	\$16.00	\$16.79	\$16.79	\$17.16	\$17.16	\$17.54
3	\$16.00	\$16.00	\$16.69	\$16.69	\$17.06	\$17.06	\$17.44
2	\$16.00	\$16.00	\$16.59	\$16.59	\$16.96	\$16.96	\$17.34
1	\$16.00	\$16.00	\$16.49	\$16.49	\$16.86	\$16.86	\$17.24

Meat Cutter SCALE - Seattle							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Manager	\$24.05	\$24.60	\$24.60	\$25.15	\$25.15	\$25.70	\$25.70
Journey	\$23.05	\$23.60	\$23.60	\$24.15	\$24.15	\$24.70	\$24.70
6	\$19.70	\$19.70	\$19.70	\$19.70	\$19.70	\$19.70	\$19.70
5	\$18.15	\$18.15	\$18.15	\$18.15	\$18.15	\$18.15	\$18.15
4	\$16.60	\$16.60	\$16.79	\$16.79	\$17.16	\$17.16	\$17.54
3	\$16.00	\$16.00	\$16.69	\$16.69	\$17.06	\$17.06	\$17.44
2	\$16.00	\$16.00	\$16.59	\$16.59	\$16.96	\$16.96	\$17.34
1	\$16.00	\$16.00	\$16.49	\$16.49	\$16.86	\$16.86	\$17.24

CCK SCALE - SEATTLE							
				Assumes 2.25% Min Wage Increases			
STEP	Current	May-19	Jan-20	May-20	Jan-21	May-21	Jan-22
Journey	\$18.26	\$18.86	\$18.86	\$19.46	\$19.46	\$20.06	\$20.06
8	\$16.00	\$16.00	\$17.19	\$17.19	\$17.56	\$17.56	\$17.94
7	\$16.00	\$16.00	\$17.09	\$17.09	\$17.46	\$17.46	\$17.84
6	\$16.00	\$16.00	\$16.99	\$16.99	\$17.36	\$17.36	\$17.74
5	\$16.00	\$16.00	\$16.89	\$16.89	\$17.26	\$17.26	\$17.64
4	\$16.00	\$16.00	\$16.79	\$16.79	\$17.16	\$17.16	\$17.54
3	\$16.00	\$16.00	\$16.69	\$16.69	\$17.06	\$17.06	\$17.44
2	\$16.00	\$16.00	\$16.59	\$16.59	\$16.96	\$16.96	\$17.34
1	\$16.00	\$16.00	\$16.49	\$16.49	\$16.86	\$16.86	\$17.24

SAFeway GMHBC, FLORAL DEPARTMENT & SEAFOOD MANAGERS

No change from current contract. These employees shall receive the 60¢, 60¢, or 60¢ per hour wage increases or, if not entitled to wage increases under the Company’s Matrix formula shall receive a lump sum bonus to make up the difference.

HEALTH BENEFITS

- ✓ **Protect our healthcare with benefit improvements**
- ✓ **NO increases to healthcare premiums or deductibles**

Employer Contribution rates:

- October 2019 hours: *\$4.65/hour*
 - *The SRT Employers will redirect H&W excess reserve funds to de-risk the pension.*
- October 2020 hours: Between *\$4.65/hour* and *\$4.86/hour* depending on what is needed
 - *With 6-month review to make sure amount is correct.*
- Effective April 2022 hours: Up to a maximum of *\$5.19/hour*, but no less than *\$4.86/hour* if needed

These Employer contributions are projected by the health care plan consultants to fund the current benefits for the length of the contract.

AND—Benefit Improvements:

- ✓ Increase the hearing aid allowance.
- ✓ Increase frame allowance.
- ✓ Starting January 1, 2020—our time-loss short-term disability becomes a wrap-around benefit to the Washington State Paid Family Leave.
 - The state plan will be a higher wage replacement—up to 90%, cover more events, and be transferable between jobs.
 - The SRT disability starts sooner and lasts longer so it will be used to supplement times when the State bank is not paying.
 - We are also able to increase weekly benefit short-term disability benefit to 60% of weekly wage.

All other Trust programs shall continue unless modified by the Trustees based on the terms of the Trust and Plan documents.

Scheduling

✓ First scheduling overhaul in decades, giving us more control over our schedules

Posting:

- Safeway and Albertsons will post schedule no later 6:00 pm Tuesday prior to workweek.
- Fred Meyer and QFC will post schedules no later than 6:00 pm on the second Thursday before the workweek.
- All other employers will continue current schedule posting practices.

Select-a-Sched:

- Select-a-Schedule process will be in place for all workplaces for the following departments: Bakery, Coffee, Front-End Cashiers, CCK Checkers, Produce, and E-Commerce/Click-List AND QFC Deli and General Merchandise in Seattle.
- Prior to the schedule being posted, management will post the shifts for the week. In order of seniority, employees select the shifts they want to work (up to 40 hours per week).
- Employees must make selections in a reasonable time frame. If they miss their selection, employees will be scheduled with consideration for usual preferences.
- Management can reallocate hours to ensure that all employees retain some hours on the schedule, however this reallocation should only impact the lowest seniority workers.
- If hours are added, changed, or removed during shift bidding schedule will be rebid.
- Any changes after schedules are posted will be handled in the same way as current contract, with additional hours being first offered to most senior employees.
- Any unselected shifts will be assigned in reverse seniority order.

Scheduling Law:

- If we are not able to pass a scheduling law by April 30, 2021 the employers can revert to old scheduling system.
- If a scheduling law passes that does not have a bargaining waiver, we will revert to the old scheduling system and the law.
- The parties agree in this Memorandum of Understanding to fully waive their rights and obligations under Seattle's Secure Scheduling Ordinance (Seattle Municipal Code 14.22) in accordance with SMC 14.22.145. The union and employers' intent is to waive any future municipal scheduling laws that are substantively similar to SMC 14.22.

Meat Scheduling:

- Retain daily seniority
- (48) hours notice of all schedule changes

FM GM Holiday Hires:

- Employer and Union will work to ensure hours for current employees are not reduced and current employees have access to more hours during the holiday season when holiday hires are brought on.

Met Market and Town and Country:

- Any superior scheduling agreement, such as those at Metropolitan Market and Town and Country Markets shall remain in effect.

Safety

✓ Strong Safety language for the first time ever in our contract

Establish a Master Safety Committee to address issues that are coming up in the workplace safety committees or problems that are not getting resolved.

- The safety committee will meet quarterly and be made up of representatives from the union and employer.

Allow the workplace safety committees to recommend trainings for each workplace and also topics for the Master Safety Committee.

- The union shall be given notice when safety committees are occurring and be given copies of the minutes upon request.

*We told hundreds of stories about workplace safety this bargain-- Stories about faulty equipment, hazards, violent customers, and sexual harassment. We know that, too often, our employers have failed to live up to their responsibility to keep us safe at work. **That is why we need to have a trained union steward on every safety committee at every store** (which is our right).*

Talk to your union rep if you are interested in becoming a shop steward or getting additional safety training through the union.

Technology and Workforce Development

✓ A plan for the future of technology and workforce training

- Replace outdated technology language in contract with a guarantee that the employer will notify the union of technology changes coming to our workplaces at least 60 days prior to implementation.
- Establish Joint Committee to establish a workforce development non-profit (called WeTrain) which will:
 - Be co-run by the employers and the union
 - Meet Quarterly
 - Seek outside funding for workforce training
 - Establish trainings for the future of work in our industries
- The employers will also match union funding (up to \$300,000) to support training through the WeTrain program.

We know that the future of grocery store and retail jobs are changing. We also know that already these jobs require experience and expertise. Unfortunately, with high turnover, workers are often spending most of their job training, without additional compensation. The WeTrain program can eventually be built into a program that both helps train the new hires coming into our stores and trains us to adapt to the future of grocery retail.

Talk to your union rep if you are interested in connecting with the WeTrain program to advance your work or share your expertise with others.

Other Improvements

- ✓ Change “funeral leave” to “bereavement leave” so workers do not have to attend a funeral when a loved one dies in order to access paid time off.
- ✓ Set up a Joint Labor Management Committee to discuss the union receiving electronic schedules in order to better enforce the contract.
- ✓ Set up a Joint Labor Management Committee to discuss the union Rep or Steward having access to new hire orientations should “right to work” laws come into effect.
- ✓ Print contracts with up to date wage scales.
- ✓ Employer will send emails to union so we can better keep members updated on the rights in their contract.
- ✓ Set up coalition with our trust and other trusts to bargain better rates with vendors to the plan.
- ✓ Benefits for workers with disabilities
 - Certain workers whose hours are limited due to SSI disability can work an entire career without access to benefits like life insurance or vacation
 - The employer agreed to grant life insurance and pro-rated vacation for these workers.
- ✓ Fred Meyer Nutrition Center Workers moved to Grocery Contract!
 - Any store where FM Nutrition Center workers are integrated into grocery Nutrition clerks will have the one-time option to move to the Grocery department.
 - Transferred workers will be placed on the wage progression that correlates to the equal or next higher wage progression of the new scale.
 - Workers will maintain their hours worked in previous steps and those will apply to the new wage progression.

PENSION

✓ Investing in the Future of Our Pension

See Pension Handout for More Detailed Explanation of Pension Tentative Agreement

Kroger Pension Past Service:

- Kroger has agreed to take their current liability in the pension (\$582 million) out of the Sound Retirement Trust along with \$165 million in assets.
- These liabilities and assets will be transferred to the UFCW Consolidated Fund, a green zone plan.
- Kroger agrees to fully fund this liability within 7 years.
- **We are on track for Kroger participants past service to move to a green zone plan with a guarantee to stay there for at least 10 years and be fully funded within 7 years!**

Safeway/Albertsons/ Independents Past Service:

- o The current SRT plan will be frozen with all future service to be in the VAP (see below).
- o The employer shall continue to make all current Rehab Plan payments as scheduled even when the plan emerges into the green zone.
- o Beginning January 1, 2020, the employer shall contribute at additional compounding \$.03 per hour over a new 10-year period.
- o Reduce the assumption rate of the SRT plan to 6.5%.
- o It is projected that, for non-Kroger participant, the SRT plan will immediately move into the green zone, de-risk down to 6.5%, and be on track to be 102% funded by 2030.

Variable Annuity Defined Benefit Plan Creation:

- All future service will be in a newly created Variable Annuity Plan ("VAP").
 - o Kroger will pay a % of salary as a contribution to the VAP.
- This means that over time as salaries improve, so will pension contributions
 - o Safeway/Albertsons will contribute \$.58 to the VAP in year one and \$.59 in year two.
- It is our intention to continue to bargain increased improvements to mimic the percent of salary approach.
- All other employers will have the option of these two contribution methods upon ratification.
- A VAP plan is designed to adjust annually with market returns compared to the Plan's hurdle rate.
 - o Our VAP's hurdle rate will be 5.5%.
 - o If the plan achieves greater returns than 5.5%, up to 8.5% will be used to increase benefits.
 - o If a plan achieves lesser returns benefits could be adjusted downward.
 - o Any returns above 8.5% will help boost the stabilization reserve.
- A stabilization reserve will be created and funded at \$15 million in order to stabilize benefits in the event of returns below 2%.
- **We will have a plan that will stay fully funded in all market conditions and increase over time as wages increase and with market returns.**



Want to be the first to receive your new contract? Download the UFCW 21 App today to:

- ✓ Get your questions answered 24/7 with just a text.
- ✓ Get access to you contract before the paper versions are printed.
- ✓ Get news and information about the union.
- ✓ See hot topics from other workplaces and share what is going on in yours

