

AW Rehn & Associates
Fully Recommended Offer

To

United Food & Commercial Workers

Local 1439

June 12th 2019

Article 10- Funeral Leave

Add: Great Grandparents to 10.1.1

Article 18 Sick Leave

Add: First Sentence Spouses

Article 20-Health and Welfare-Dental-Prescription –Vision The Employer shall continue to contribute for health and welfare benefits into a jointly administered trust fund, The United Food and Commercial Workers Welfare Trust, on behalf of each employee who worked eighty (80) hours or more during the preceding month. The Employer agrees to provide the same level of coverage and make the same contributions as provided in the Spokane Retail Grocery Agreement for the term of this agreement. Any modifications in coverage or contributions shall be effective on the same dates such modification becomes effective under the Spokane Agreement.

Article 21- Retirement Program

Pension Protection Act ("PPA")

Apply updated rehabilitation plan

Article 28-Duration

4 year term

Appendix A Minimum Progression Wage Rates

Class 2 Medical Claims Processing all steps

Class 1 Administration & Non-Medical Claims Processing all steps

General / Office- Clerical & DE all steps

Increases:

<u>July 2019</u>	<u>July 2020</u>	<u>July 2021</u>	<u>July 2022</u>
\$0.66	\$0.45	\$0.45	\$0.45