

Agreement by and between
UFCW 3000
and
HAGGEN

GROCERY
Skagit County

Effective: 04-12-2020 – 04-08-2023

UFCW3000

Faye Guenther, President • Joe Mizrahi, Secretary-Treasurer





WEINGARTEN RIGHTS

Your Right to Union Representation

You have the right to union representation if you are called to a meeting with management that could lead to discipline.

"I understand that this proceeding is for the purpose of investigating whether I may receive discipline. Therefore, I request that a union representative be present on my behalf before this proceeding continues. If you insist that the proceeding continue without allowing me union representation, I hereby protest your denial of rights guaranteed to me under federal labor law."

Weingarten rights were won in a 1975 Supreme Court decision with these basic guidelines:

-  You must make a clear request for union representation either before or during the interview. Managers do not have to inform employees of their rights.
-  Management cannot retaliate against an employee requesting representation.
-  Management must delay questioning until the union steward arrives.
-  It is against Federal Law for management to deny an employee's request for a steward and continue with an interrogation. In this case, an employee can refuse to answer management's questions.

Discipline? Contract violations?

Call the Member Resource Center

If you or a coworker need help regarding an Investigatory Meeting, are facing Discipline or Corrective Action, or need to report Contract Violations our MRC Representatives will work with you on a plan of action.

Call the Member Resource Center at: 1-866-210-3000

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A G R E E M E N T
By and Between
HAGGEN

and

UNITED FOOD & COMMERCIAL WORKERS LOCAL NO. 21
GROCERY
(Skagit)

This Agreement is entered into by and between Haggen referred to hereinafter as the "Employer" and the United Food & Commercial Workers Union Local 21, referred to hereinafter as the "Union".

It is the intent and purpose of the Employer and the Union to promote and improve labor management relations between them and to set forth herein the basic terms of the Agreement covering wages, hours and conditions of employment to be observed by the parties to this Agreement.

In consideration of the mutual promises and agreements between the parties hereto, and in consideration of their mutual desire in promoting the efficient conduct of business and in providing for the orderly settlement of disputes between them, the parties to this agreement agree as follows:

ARTICLE 1 - RECOGNITION AND BARGAINING UNIT

1.1 Employer hereby recognizes United Food and Commercial Workers Local 21, as the sole and exclusive collective bargaining agent for the employees in the appropriate bargaining unit as defined in Section 1.2 below.

1.2 Except for exclusions noted in Section 1.3, the "appropriate bargaining unit" shall consist of all employees of the Employer negotiating this Agreement, and shall include all clerks and other employees engaged in the handling or selling of merchandise in the retail grocery business of the Employer, or performing other services incidental thereto. As used herein, the term "retail grocery business" shall be construed according to its historical and common usage and includes the receiving, storing, stocking, handling, selling and delivering of food items and other merchandise.

1.3 The Employer will be entitled to exemptions from the Agreement as follows:

Up to 124 employees	5 exemptions
125 to 149 employees	6 exemptions
150 to 174 employees	7 exemptions
Over 174 employees	8 exemptions

For purposes of this calculation, Employee is defined as any employee covered by any bargaining unit in the store, or supervisors who may be exempt but can also perform bargaining unit work.

1.4 The bargaining unit does not include employees in the same establishment who are presently covered by a separate collective bargaining agreement between the Employer and a different Union, or who may be presently or subsequently covered by a different agreement with United Food & Commercial Workers Union Local 21 for a separate department of the Employer's business. It is further understood and agreed that a bona fide Employer, manager, office employee, and supervisory employee within the meaning of the Labor Management Relations Act shall be excluded from the bargaining unit and shall not be required to maintain Union membership.

ARTICLE 2 - UNION SECURITY

2.1 Subject to and in conformance with Section 8(a)3 of the Labor Management Relations Act of 1947, as amended, it is agreed that all persons employed under the terms of this Agreement shall make application to join the Union within thirty-one (31) days following the date of employment or within thirty-one (31) days following the signing of this Agreement, whichever is later, and must thereafter maintain membership in good standing for the life of this Agreement and any renewal thereof. The tendering of initiation fees and periodic dues uniformly required as a condition of continued membership, shall constitute good standing in the Union for the purpose of this Article. Upon receipt of a letter requesting termination of an employee who has not complied with Article 2 of the Agreement, the Employer shall (on the same date, if the employee is working on that date) immediately notify such employee that if he/she has not complied with the Union membership requirements of Article 2 of the Agreement within 14 days from the date of written request for termination his/her employment shall automatically be terminated.

2.1.1 Whenever the Union requires the discharge of any employee connected with the Union security clause of this contract, the Union shall hold the Employer harmless and shall indemnify the Employer against loss, as a result of relying upon the direction of the Union in terminating any employee. The Employer agrees that when the Union notifies the Employer within three (3) days of the original notice, that the reasons for the termination was a bona fide clerical error, the Employer will reinstate the employee to his former position on the next weekly schedule.

2.2 Each month the Employer shall provide an electronic report of all new hires and terminations. Such report shall include the employees' first name, middle initial and last name, social security number, phone number (home and/or cell), email (if available), store number/work location, department, job classification, wage rate, date of hire/rehire and/or date of termination.

Each quarter the Employer shall provide an electronic report of all employees covered under the current bargaining agreement. Such report shall include the employees' first name,

middle initial and last name, social security number, address, phone number (home and/or cell), email (if available), store number/work location, department, job classification, wage rate, and date of hire/rehire.

2.3 The Employer agrees to deduct Union dues and initiation fees from the wages of the employees in the bargaining unit who provide the Employer with a voluntary written authorization which shall be irrevocable for a period of not more than one (1) year or beyond the termination date of this Agreement, whichever occurs sooner. The deduction of the Union dues shall be made on a weekly basis and shall be forwarded to the Union monthly. In the event no wages are due the employee, or are insufficient to cover the required deduction, the deduction for such month shall be made in the succeeding month and forwarded to the Union. The Union agrees to provide the Employer with thirty (30) days' notice of a change in any employee's monthly dues amount.

2.3.1 The Employer is not responsible for collection of dues shortages, overages, or assessments. The deduction shall be for regular dues only and shall not include charges for strike fund or other assessments.

2.3.2 The Union shall indemnify and hold the Employer blameless against any and all claims, demands, suits or other forms of liability that shall arise out of the Employer's compliance with this section.

2.4 For employees who voluntarily authorize a contribution to the UFCW Active Ballot Club political action committee, the Employer agrees to deduct the authorized amount each payroll period on a payroll deduction basis and forward same to the Union monthly.

ARTICLE 3 - PROBATIONARY PERIOD AND DISCHARGE

3.1 There exists one ninety (90) calendar day probationary period for new employees. If an employee is terminated during this probationary period, such terminations are not subject to Article 19 of this Agreement. This ninety (90) day period shall be extended by the amount of time the employee is absent from or unavailable for work due to medical reasons during the probationary period. The Employer must notify both the employee and the Union in writing, prior to the completion of the probationary period, of their intent to extend the probationary period.

3.2 The Employer agrees that it will not require any employee or prospective employee to take a Polygraph (lie detector) test as a condition of employment or continued employment.

3.3 No employee shall be disciplined or discharged except for just cause; provided, however, that the Employer shall be the judge of the competency and qualifications of his employees and shall make such judgment fairly. The Employer's judgment is subject to review by an Arbitrator.

ARTICLE 4 - COMPARABLE PAST EXPERIENCE

4.1 When any employee is hired where comparable past experience is applicable, all past experience for an apprentice shall apply, if the comparable past experience was with the same Employer and has been within two years previous to employment. For comparable past experience not with the same Employer, the Employer shall have the option of starting such employee two-wage brackets below what their previous experience would otherwise entitle them to. Past experience must be claimed by an employee on his or her application in order to claim wage adjustments for incorrect payments by the Employer. Applicable past experience is defined as comparable work performed in the Retail Grocery Industry.

4.1.1 Comparable past experience for employees who were formerly Journeymen with the same Employer shall be applied as follows; who have not worked for the past:

- 0- 2 years shall be considered Journeymen;
- 2- 3 years shall be considered Junior Apprentices;
- 3- 4 years shall be considered Apprentice Clerk;
- 4 years or more shall be considered a 1st Step Clerk.

Comparable past experience for those employees who have not worked for the same Employer shall be applied as follows; who have not worked for the past:

- 0- 2 years shall be considered Junior Apprentices;
- 2- 3 years shall be considered Apprentice Clerks;
- 3- 4 years shall be considered Beginner Clerks;
- 4 or more years shall be considered a First Step Clerk.

4.1.2 This shall not preclude an Employer hiring new employees at a scale in excess of the aforementioned brackets.

4.1.3 Employees who receive a certificate from a vocational school in cash register operation shall be credited with all classroom hours (not to exceed 300 hours). This paragraph applies to employees hired after the acceptance of this Agreement.

ARTICLE 5 - SENIORITY AND AVAILABLE HOURS

5.1 ATTAINMENT OF SENIORITY

5.1.1 All employees shall attain seniority after ninety (90) calendar days with one Employer.

5.1.2 Upon completion of this period, seniority shall date to the last date of hire.

5.2 APPLICATION OF SENIORITY

5.2.1 Seniority shall be applicable on an individual store basis, except as otherwise provided for under Section 5.2.2, and shall apply to the extent provided for in this Article.

5.2.2 An employee's seniority shall not be broken in cases where the employee transfers to a different store location covered by this Agreement.

5.2.3 When an employee is transferred by the Employer from another area outside those listed in 5.2.2 above, the transferred employee shall retain all seniority rights with the Employer but shall be entitled to exercise such rights only after having worked in the bargaining unit for a minimum of ninety (90) calendar days.

5.3 LAY-OFF

5.3.1 Where on an individual store basis there is a reduction of the number of employees holding seniority within such store, the last employee hired shall be the first employee laid off, provided qualifications and ability are equal. The affected employee so reduced may displace the most junior employee of the Employer in the same classification, i.e., clerks, courtesy clerks, within the geographic jurisdiction covered by this Agreement, provided qualifications and ability are equal. A layoff is defined as two (2) consecutive weeks that an employee is not shown on the weekly work schedule. In the event of a store closure, the affected employees shall be considered laid off at the time of the closure.

5.4 REHIRE

5.4.1 Where there is an increase in the number of employees within the job classification, the last employee laid off by the Employer, within the geographic jurisdiction covered by this Agreement, will be the first employee rehired, provided qualifications and ability are equal. In the case where two (2) or more employees are laid off on the same date, the senior employee will be the first rehired provided qualifications and ability are equal.

5.4.2 Employees shall be required to inform the Employer in writing of their current address and phone number, and with the exception of temporary rehires, employees rehired in accordance with 5.4.1 shall be notified in writing to report to work.

5.5 LOSS OF SENIORITY

5.5.1 Except as otherwise provided for in Article 5 – LEAVE OF ABSENCE, seniority shall be broken and the employee's service shall be terminated for the following reasons:

5.5.2 Voluntary quit;

5.5.3 Discharge in accordance with Section 3.3;

5.5.4 Absence caused by a layoff in excess of ninety (90) consecutive calendar days.

5.5.5 Absence caused by an illness or non-occupational accident of more than nine (9) months;

5.5.6 Absence caused by an occupational accident of more than eighteen (18) consecutive months;

5.5.7 Failure to report to work within seventy-two (72) hours following the postmark of the written notice referred to in Section 5.4.2 mailed to employee's last known address; and,

5.5.8 Failure to report to work immediately following a Leave of Absence as provided for under Article 6.

5.6 REDUCTION OF HOURS

5.6.1 Regular employees shall not have their hours arbitrarily reduced for the purpose of increasing the working hours of regular part-time employees or assigning such hours to new hires or extra employees.

5.7 AVAILABLE HOURS

5.7.1 The Employer may arrange weekly work schedules to accommodate the need of the business, and senior employees shall be offered the most weekly hours up to a maximum of forty (40) hours per week; provided qualifications and ability are equal; the senior employee is available to perform the work; and the employee has notified management in writing of his or her desire for additional hours of work. Nothing herein shall be construed as a guarantee of daily or weekly hours of work or pay for time not worked. It shall be the obligation of the Employer to promptly investigate alleged abuses upon presentation, and to rectify such abuses when justified within the meaning of this section.

5.8 DEFINITIONS

5.8.1 "PROVIDED QUALIFICATIONS AND ABILITY ARE EQUAL" – It is understood and agreed that the terms "provided qualifications and ability are equal" shall mean that if two employees have the same qualifications and abilities, the senior employee has priority.

5.9 LIABILITY

5.9.1 It is understood and agreed that the employee will not be entitled to request wages under the provisions of this Article except to the extent of time lost commencing with the weekly work schedule next following receipt of the Union's written notification to the Employer of the claim in accordance with Article 19, provided that if less than three (3) days remain prior to the posting of the weekly work schedule in accordance with Section 7.10 when the Employer receives notification, the Employer's liability, if any, for time lost shall commence with the second next work schedule and thereafter until resolved.

ARTICLE 6 - LEAVE OF ABSENCE

6.1 Regular employees with one (1) year or more of continuous service shall be entitled to a leave of absence without pay for the following bona fide reasons.

6.1.1 Illness or non-occupational injury which requires absence from work;

6.1.2 Pregnancy; and,

6.1.3 Serious illness or injury in the employee's immediate family.

6.2 Leaves for personal reasons may be granted at the sole discretion of the Employer to regular employees regardless of length of service.

6.2.1 Union stewards may be granted up to two (2) unpaid days off per calendar year to attend Union functions. Only one (1) shop steward per store location may be granted this time off.

6.2.2 Upon request of the Union, leaves of absence without pay for Union business not to exceed nine (9) months may be granted by the Employer to employees regardless of length of service.

6.3 Any request for a leave of absence under the terms of Section 6.1 and 6.2 shall be in writing and state the following information:

6.3.1 Reason for such request;

6.3.2 Date leave is to begin; and,

6.3.3 Date of return to work.

6.4 Any leave of absence with the exception of Sections 6.1.3 and 6.5 may run to a maximum of nine (9) months.

6.5 Leaves due to occupational injuries that result from employment with the current Employer regardless of length of service, shall be granted for a period of up to eighteen (18) months unless a longer period is agreed upon between the Employer and the Union.

6.6 The employee must be qualified to resume his regular duties upon return to work from an approved leave of absence.

6.6.1 A doctor's certificate verifying that the employee is able to resume his normal duties must be furnished if requested by the Employer.

6.6.2 The employee shall then return to the job previously held or to a job comparable with regard to rate of pay, on the first weekly schedule prepared after the Employer has received notice in writing of the employee's availability.

6.7 Any employee who fails to return to work at the end of a leave of absence shall be terminated as provided for under Section 5.5.7.

6.8 Any employee found to have abused the "leave of absence" by falsification or misrepresentation shall thereupon be subject to disciplinary action.

ARTICLE 7 - HOURS OF WORK AND OVERTIME

7.1 Forty (40) hours per week consisting of five (5) days of eight (8) consecutive hours each (exclusive of not more than one hour out for lunch each day) shall constitute the basic straight-time workweek. No employees shall be scheduled for a lunch break in work shifts of five (5) hours or less.

7.2 Holidays, either worked or not worked, shall not be considered as days worked for the purpose of computing weekly overtime except in the case of employees who normally work six days per week, totaling at least forty four (44) hours per week.

7.3 All hours worked in excess of eight (8) hours per day and forty (40) hours per week shall be paid for at the rate of time and one-half (1-1/2). Where six days Monday through Saturday, are worked in any one week, time and one-half (1-1/2) shall be paid for work on the day the least number of hours are worked.

7.4 A minimum of nine (9) hours shall be required between straight-time shifts, otherwise a premium of time and one-half (1-1/2) will be required for any hours that may be worked prior to the expiration of the nine (9) hour period.

7.5 Premium Work: Work performed by employees on any of the following days or between the hours specified below shall be considered as premium work and paid for according to the premium rates set forth herein.

7.5.1 The employee in charge of the store when the store is open for business during the absence of the manager for a period over three hours in a day shall be compensated in the amount of fifty cents (50¢) per hour additional while in charge. This is in addition to any compensation including any overtime and/or premium applicable.

7.5.2 Employees in all classifications required to work after 6:00 P.M. on either New Year's Eve or Christmas Eve shall, be entitled to time and one-half (1-1/2) for all hours after 6:00 P.M. on such days.

7.5.3 6:00 P.M. to 9:00 P.M. - The employee's regular rate of pay plus 20¢ per hour. Schedules may be set for those employees designated to complete their shift fifteen minutes after 9:00 P.M. to facilitate closing the store, without the application of the premium set forth in section 7.5.4.

7.5.4 9:00 P.M. to 6:00 A. M. - The employee's regular rate of pay plus 50¢ per hour.

7.5.5 Sunday Premium: Employees hired prior to April 3, 2011, working on Sunday shall be paid 1.20 times their regular straight time rate. Employees hired on or after April 3, 2011, shall receive \$1.00 per hour over the employee's regular straight-time wage rate for all hours worked on Sunday. However, any hour paid at time and one-half (1½) or greater on Sunday shall not count as a qualifying hour for daily or weekly overtime.

7.5.6 No Pyramiding: There shall be no compounding or pyramiding of premium pay and overtime pay and only the highest applicable rate shall be paid for an hour of work performed under this Agreement.

7.6 Split Shifts: The Employer shall not schedule any employee for a split shift.

7.7 Rest Periods: Employees shall be allowed a rest period of not less than ten minutes, on the employer's time, for each four hours of working time. Rest periods shall be scheduled as near as possible to the mid-point of the work period. No employee shall be required to work more than three hours without a rest period.

Employees who work a freestanding five-hour shift (with no lunch) shall be entitled to a 15-minute rest period during the shift.

7.8 Members of the Union who are employed in any of the classifications covered by this Agreement and who are temporarily assigned to the work of Relief Manager shall be compensated for straight-time hours while so temporarily assigned at the Senior Journeyman's rate and overtime shall be paid at the rate of time and one-half (1-1/2) the Senior Journeyman's rate.

7.9 Store Meetings: Required store meetings shall be paid for at the straight-time rate and shall be considered time worked for the purpose of computing overtime for all hours in excess of forty (40) during any workweek. Sections 7.4, 7.6 and 7.10.4 shall not apply to this Section.

7.10 Work Schedules: The Employer recognizes the desirability of giving his employees as much notice as possible in the planning of their weekly schedules of work and accordingly agrees to post a work schedule in accordance with Letter of Understanding Scheduling Practices. It is understood that the work schedule may not be used to guarantee any specified number of hours of work to any employee and that the schedule may be changed in case of emergency, or by 48 hours notice to the employee, or by mutual agreement between the Employer and the employee, provided however, no employee shall be discriminated against for failure to enter into such mutual agreement.

7.10.1 The weekly work schedule shall include the period designated as meal periods required by this Agreement. Lunch hours shall be as close to the middle of the shift as possible.

7.10.2 In the event the employee works more than eight (8) hours the highest applicable premium shall apply and there shall be no compounding of premium and/or overtime pay.

7.10.3 An Employer will utilize qualified employees from other classifications within a store, when available, to relieve checkers for lunch periods.

7.10.4 All employees, except those in the classification Courtesy Clerk and except in cases of emergency beyond the Employer's control or where the employee is unable to work four (4) hours (two (2) hours for Courtesy Clerks) on a particular day, shall receive not less than four (4) continuous hours (two (2) hours for Courtesy Clerks) work or equivalent compensation in anyone day ordered to report for work, compensation to begin at the time of reporting for duty.

7.11 There shall be no free or time off-the-clock work practices under this Agreement. Any employee found by the Employer or the Union to be engaging in such unauthorized practice shall be subject to discipline, which may include termination.

ARTICLE 8 - CLASSIFICATIONS AND MINIMUM RATES OF PAY

8.1 The classifications and wage rates for all employees, and various provisions relating thereto, are set forth in APPENDIX "A" which is attached to this Agreement, and by reference incorporated herein.

8.2 Wage Statements: The Employer agrees to furnish each employee, on regular established pay days, a wage statement showing the name of the employee, period covered, hours worked, rate of pay and total amount of wages paid and deductions made.

8.3 All employees who are classified as non-food employees shall devote their time exclusively to non-food operations. All employees who do any work in foods shall receive the grocery rates of pay. This shall include but not be limited to, work in the central checkstands, checking, carrying out merchandise for customers, receiving, stocking, or marking of grocery or produce merchandise. Credit for past experience for non-food employees shall be given on the basis of experience in comparable non-food merchandise and in accordance with the provisions of Section 4.1 and 4.1.1 of Article 4 of this Agreement.

8.3.1 The definition of food items set forth for the interpretation and application of this provision is based on the historical practice of each Employer. In the event a dispute arises as to the interpretation of "food" or "non-food", the current order guides will be used as a guide.

8.3.2 A bona fide non-food operation which is sufficiently large in terms of floor area, number of employees, and lines of non-food merchandise that such operation standing by itself could reasonably be expected to operate as an individual store, may have an employee in charge of such non-food operation who is excluded from the bargaining unit under the terms of Section 1.3 of Article 1 of this Agreement, provided such non-food operation will also have a non-food Senior Journeyman paid in accordance with Appendix "A".

8.4 Progression increases provided in this contract for the Apprentice bracket shall be placed into effect on the nearest Sunday to the employee's completion of the required number of hours to advance to the next hourly rate bracket.

8.5 For the purpose of computing months of experience and determining length of service wage adjustments under Section 8.1 of this Article 8; 173-1/3 compensable hours of employment with the current Employer shall be counted as one (1) months' experience, provided that no employee shall be credited for more than 173-1/3 hours of experience in any one (1) calendar month.

8.6 Promotion. Non-Foods, Bakery Sales, or Service Delicatessen employees who are promoted to another position under the Non-Foods, Bakery Sales, or Service Delicatessen departments shall remain at their current wage rate, but shall be given credit for prior hours of experience toward their new progression.

Non-Foods, Bakery Sales, or Service Delicatessen employees who are promoted to a position under the Grocery department shall remain at their current wage rate until accumulating 2,080 hours and then shall progress to the next higher rate in the progression and then continue their progression under the Grocery department. This clause does not apply to Courtesy Clerks, Helper Clerks or other employees covered under separate Appendices or LOU's.

ARTICLE 9 - PAID HOLIDAYS

9.1 The following shall be recognized as paid holidays for employees who have acquired seniority (for employees hired on or after April 3, 2011, the initial wait for holiday eligibility shall be six consecutive months):

New Year's Day	January 1
Presidents Day	third Monday in February
Memorial Day	last Monday in May
Independence Day	July 4
Labor Day	first Monday in September
Thanksgiving Day	fourth Thursday in November
Christmas Day	December 25

Probationary employees shall not qualify for holidays under the terms of this Agreement.

9.1.1 The holidays set forth in Section 9.1 shall be observed as holidays on the date established for each by controlling Federal legislation.

9.1.2 Work on Christmas Day shall be on a voluntary basis; however, if there are insufficient volunteers, employees shall be scheduled on an inverse seniority basis.

9.2 Employees with one (1) year of continuous service with the Employer shall be entitled to a personal holiday. By mutual agreement between the Employer and employee, the employee may receive payment in lieu of such holiday in accordance with Section 9.3. Employees shall give the Employer a thirty (30) day notice prior to their personal holiday. The personal holiday shall not be carried over into the next year.

9.3 Employees, provided they normally work the hours as specified below, who work during the week in which the holiday occurs, and report for work their last scheduled working day preceding and their next scheduled working day immediately following the holiday, shall be paid for holidays specified in Sections 9.1 and 9.2 of this Article, not worked on the following basis, provided that in any event if the preceding qualifications for holiday pay are met by the employee and he works thirty-two (32) or more hours in the holiday week, he shall receive eight (8) hours of holiday pay.

9.3.1 Hours normally worked per week shall mean the employee's average weekly hours for the last eight (8) weeks of work prior to the holiday week or date of hire, whichever is applicable.

<u>Hours Normally Worked Per Week</u>	<u>Hours of Holiday Pay</u>
12 to 24	4
24 to 32	6
32 or more	8

9.4 Holidays, either worked or not worked, shall not be considered as days worked for the purpose of computing weekly overtime except in the case of employees who normally work six days per week, totaling at least 44 hours per week. In the case of the employee's personal holiday, the week in which the personal holiday is observed shall be considered as the holiday week.

9.5 Employees who qualify for holiday pay as specified in Section 9.3 of this Article shall be paid time and one-half (1-1/2) in addition to such holiday pay for work performed on holidays named in Section 9.1 of this Article. Employees who do not qualify for holidays pursuant to Section 9.3 of this Article shall receive time and one-half (1-1/2) for work performed on such holidays; provided, this shall not apply to the employee's personal holiday.

ARTICLE 10 - PAID VACATIONS

10.1 Employees on the first anniversary date of their employment (after the first year of continuous employment) shall be entitled to a vacation with pay at their straight-time hourly rate based upon the number of hours worked in the preceding twelve (12) months as follows:

<u>Hours Worked</u>	<u>Hours of Paid Vacation</u>
800 to 1200	20
1200 to 1600	24
1600 to 2080	32
2080 or more	40

10.2 Employees on the second and each subsequent anniversary date of their employment to the fifth anniversary date of their employment (after the second and each subsequent year to the fifth year of continuous employment) shall be entitled to a vacation with pay at their straight-

time hourly rate based upon the number of hours worked in the preceding twelve (12) months as follows:

<u>Hours Worked</u>	<u>Hours of Paid Vacation</u>
800 to 1200	40
1200 to 1600	48
1600 to 2080	64
2080 to 2288	80
2288 to 2496	88
2496 or more	96

10.3 Employees on the fifth and each subsequent anniversary date of their employment to the twelfth anniversary date of their employment (after the fifth and each subsequent year to the twelfth year of continuous employment) shall be entitled to vacation with pay at their straight-time hourly rate based upon the number of hours worked in the preceding twelve (12) months as follows:

<u>Hours Worked</u>	<u>Hours of Paid Vacation</u>
800 to 1200	60
1200 to 1600	72
1600 to 2080	96
2080 to 2288	120
2288 to 2496	132
2496 or more	144

10.4 Employees on the twelfth and each subsequent anniversary date of their employment (after the twelfth and each subsequent year of continuous employment) shall be entitled to vacation with pay at their straight-time hourly rate based upon the number of hours worked in the preceding twelve (12) months as follows:

<u>Hours Worked</u>	<u>Hours of Paid Vacation</u>
800 to 1200	80
1200 to 1600	96
1600 to 2080	120
2080 to 2288	160
2288 to 2496	176
2496 or more	192

10.5 It is hereby understood and agreed that in computing "hours of paid vacation" for employees who regularly appear on the payroll for thirty-two (32) or more hours per week, the terms of section 10.1, 10.2, 10.3, and 10.4 of this Article shall be applied so that working time lost up to a maximum of one hundred sixty (160) hours due to verified cases of sickness or accident, shall be counted as time worked. In determining the number of hours of paid vacation to which an employee is entitled, there shall be no deduction from his bank of hours due to absence from work because of vacation or holiday time earned and taken under this Agreement.

10.6 Employees, who average twenty (20) hours or more per week, who terminate or are terminated (discharge for dishonesty excepted) after the first or any subsequent anniversary date of their employment and prior to their next anniversary date of employment, shall be entitled to vacation pay at their straight-time hourly rate based upon the number of hours worked since the last anniversary date of their employment at the following rates for each full one hundred (100) hours worked: After the first to the fifth anniversary date, four (4) hours vacation pay; after the fifth to the twelfth anniversary date, six (6) hours vacation pay; and, after the twelfth anniversary date, eight (8) hours vacation pay.

10.7 Vacation may not be waived by employees nor may extra pay be received for work during that period, provided, however, that by prior mutual agreement between the Employer, employee and Union, this provision may be waived.

10.8 Employees whose vacations are scheduled during a holiday week shall receive holiday pay provided for under the terms of Article 9 of this Agreement in addition to vacation pay.

10.9 The Employer agrees to pay earned vacation pay prior to vacation if requested by the employee on a timely basis.

10.10 All vacations shall be scheduled by seniority and all weeks of vacation may be taken separately or consecutively (up to three (3) weeks).

ARTICLE 11 - JURY DUTY PAY

11.1 After one (1) year of service, employees who are regularly employed twenty (20) hours or more per week who are taken from their work for jury service in the Municipal, County, State or Federal Court shall be reimbursed for their loss of wages while actually performing such jury service, provided the employee complies with the following requirements:

a. He shall notify the Employer promptly upon receipt of a call for jury duty.

b. When he reports for jury duty and is excused by the court, he shall report as soon as possible to the Employer for the purpose of working the balance of the day. If his regular job is not available, he shall perform such other duties as may be assigned by the Employer. Employees who have served a full day as juror, and who are scheduled to commence work after 5:00 P.M., shall not be required to report to work that day. In order to be eligible for such payments, the employee must furnish a written statement from the appropriate public official showing the date and time served and the amount of jury pay received.

11.1.1 Witness Duty - Employees required to appear in court or in legal proceedings on behalf of their Employer during unscheduled hours, shall receive compensation at their regular straight-time hourly rate of pay only for the time spent in making such appearance, less any witness fees received. No other provisions of this Agreement shall apply to this Section.

11.1.2 If an employee is required to appear on behalf of his/her Employer during regular scheduled hours, he/she shall receive compensation at their regular straight-time hourly rate of

pay for time spent in making such appearance, less any witness fees received. In this event, these hours will be considered compensable hours under the terms of this Agreement.

11.2 The amount of reimbursement for jury service shall be determined by subtracting his jury duty from the wages he would have earned at his regular straight-time hourly rate not to exceed eight (8) hours per day and one hundred and twenty (120) hours of jury service in any one (1) year. On request, the employee shall show the Employer his check or voucher for jury service and permit a copy to be made. This section shall not apply to volunteer jury duty.

ARTICLE 12 - BEREAVEMENT LEAVE

12.1 After their first year of employment, employees who are regularly employed twenty (20) hours or more per week, shall be allowed up to three (3) days off with pay for loss of their normal scheduled hours of work for death in the immediate family as defined below. Bereavement leave will be paid only with respect to a workday on which the employee would otherwise have worked and shall not apply to an employee's scheduled days off, holidays, vacation, or any other day in which the employee would not, in any event, have worked. Scheduled days off will not be changed to avoid payment of bereavement leave. Bereavement leave shall be paid for at the employee's regular straight-time hourly rate. Immediate family shall be defined as spouse, son, daughter, mother, father, brother, sister, stepchildren or relatives residing with the employee, mother-in-law, father-in-law (existing spouse) grandparents, grandchildren, current step-mother, current step-father, domestic partner, or relatives residing with the employee.

ARTICLE 13 - SICK LEAVE/FAMILY LEAVE

13.1 Employees, during each twelve (12) months following their last date of employment, (after the first and each succeeding year of continuous employment with the Employer) shall be entitled as set forth below to paid sick leave at their current regular straight-time hourly rate for bona fide illness or injury-off-the-job.

13.2 Sick leave pay shall be accrued by an employee depending upon the number of straight-time hours worked by the employee with the Employer in each twelve (12) months as follows:

<u>Hours Worked</u>	<u>Hours of Sick Leave Pay</u>
1248 to 1679	24
1680 to 1999	32
2000 or more	40

13.3 Sick leave pay, to the extent it has been earned, shall begin on the (3rd) normally scheduled working day of illness or injury-off-the-job or the first (1st) normally scheduled working day, if the employee is hospitalized on such first (1st) normally scheduled working day, shall continue for each normally scheduled working day of illness thereafter, or if the employee has a full sick leave bank (160 hours), and shall be in an amount per day equal to the average number of straight-time hours worked per day by the employee during the past twelve (12) months; provided 1) the daily total of sick leave pay under this Article and disability payments

provided by, the Health and Welfare Plan shall not exceed the current regular straight-time rate for the employee's average hours up to eight (8) hours per day; and 2) not more than five (5) days sick leave pay shall be required in any one workweek. For purposes of this Article, disabling outpatient surgery will be treated for hospitalization.

13.4 Sick leave pay shall be cumulative from year to year, but not to exceed a maximum of one hundred sixty (160) hours. Sick leave pay must be earned by employment with the Employer.

13.5 A Doctor's certificate or other authoritative verification of illness may be required by the Employer and, if so, must be presented by the employee not more than forty-eight (48) hours after return to work. If the employee is absent more than two (2) scheduled days, such verification must be presented prior to the employee's return to work, provided the Employer has given reasonable advance notice.

13.5.1 The Employer agrees it will not automatically require doctor's notes when employees call in sick.

13.6 Any employee found to have abused sick leave benefits by falsification or misrepresentation shall thereupon be subject to disciplinary action, reduction or elimination of sick leave benefits (including accumulated sick leave) and shall further restore to the company amounts paid to such employee for the period of such absence, or may be discharged by the company for such falsification or misrepresentation.

13.7 Sick leave may be used to supplement Worker's Compensation to the extent it has been accumulated; however, the total of sick leave pay, disability payment under any insurance plan, and Worker's Compensation benefits paid to an employee in any calendar week shall not exceed the average earnings of the employee for the six (6) work weeks prior to his/her absence.

13.8 Employees shall be permitted family leave in accordance with RCW 49.12 on the same terms and conditions (including eligibility requirements) as provided in this Sick Leave Article.

ARTICLE 14 - HEALTH AND WELFARE PLAN

14.1 The Employer and the Union agree to be bound by the terms and provisions of that certain Trust Agreement creating the Sound Health & Wellness Trust, initially executed June 18, 1957, and all subsequent revisions or amendments thereto. The Employer accepts as his representatives for the purpose of this Trust Fund, the Employer Trustees serving on the Board of Trustees of said Trust Fund and their duly appointed successors. The Employer and the Union also agree to be bound by the terms of the parties' Health & Welfare and Pension Agreement, and by all subsequent revisions or amendments thereto.

14.2 The Employers party to this Agreement shall continue to pay on a per compensable hour basis (maximum of one hundred and seventy-three (173) hours per calendar month per employee) into the Sound Health & Wellness Trust for the purpose of providing the employees

with hospital, medical, surgical, vision, group life, accidental death and dismemberment, weekly indemnity benefits and dental benefits in accordance with the contribution rates and related provisions established by the separate Health and Welfare Agreement between Allied Employers, Inc., and various Local Unions dated April 1, 1977 and as subsequently amended.

14.3 The details of the benefit programs including a description of exact benefits to be provided, and the rules under which employees and their dependents shall be eligible for such benefits, shall be determined by the Trustees of the Sound Health & Wellness Trust in accordance with the terms and provisions of the Trust Agreement creating the Trust, dated June 18, 1957, and as may be subsequently amended.

14.4 The contribution referred to shall be computed monthly and the total amount due for each calendar month shall be remitted in a lump sum not later than twenty (20) days after the last day of the month in which the contributions were earned.

14.4.1 Notwithstanding the foregoing Section, the Board of Trustees of the Sound Health & Wellness Trust shall have the authority to establish and enforce a method for reporting contributions on an accounting period basis, rather than a calendar month basis. In such a case, the one hundred and seventy-three (173) hour maximum shall be appropriately adjusted, as directed by the Trustees, provided that in no event shall the Employer's total obligation be different than what it would have been on a calendar month basis. Further, the total contributions due for each approved accounting period shall be remitted in a lump sum not later than twenty (20) days after the end of the accounting period.

ARTICLE 15 - RETIREMENT PROGRAM

15.1 During the 2019 negotiations, the parties reached detailed pension agreement which is set forth in Attachment A-1 (Albertsons/Safeway) to the parties' Health & Welfare and Pension Agreement. The required employer hourly contributions are set forth in this Article below and in the parties' pension agreement.

The Employer and the Union agree to be bound by the terms and provisions of that certain Trust Agreement creating the Sound Retirement Trust (formerly Retail Clerks Pension Trust Fund), dated January 13, 1966, and as subsequently amended. Further, each Employer Trustee will be appointed by Allied Employers, Inc. to serve on the Board of Trustees of said Trust Fund and their duly appointed successors. The Employer and the Union also agree to be bound by the terms of the parties' Health & Welfare and Pension Agreement.

15.2 Employer Contributions:

15.2.1 Until the effective date of the new future service defined benefit variable plan ("Sound VAP Trust"), the Employer will continue to make contributions to the Sound Retirement Trust as described in this Section and the Employer's active employees will continue to earn benefit accruals under the Sound Retirement Trust. The Employers will contribute the

following amounts and in accordance with Attachment A-1 (Albertsons/Safeway) to the parties' Health & Welfare and Pension Agreement:

	Grocery Clerks	Deli, Bakery Sales, and Non-Food	Helper Clerks & Courtesy Clerks
Base	\$0.45	\$0.30	\$0.25
Pre-PPA Suppl.^	\$0.10	\$0.10	\$0.10
Past Rehab Incr.	\$1.364	\$1.364	\$1.364
Current Total:	\$1.914	\$1.764	\$1.714
Rehab Plan Increases This Term:			
May 2020 hours (+\$0.03)	\$1.944	\$1.794	\$1.744
July 2020 hours (+\$0.10)	\$2.044	\$1.894	\$1.844
Jan. 2021 hours (+\$0.136)	\$2.180	\$2.030	\$1.980
July 2021 hours (+\$0.10)	\$2.280	\$2.130	\$2.080
Jan. 2022 hours (+\$0.136)	\$2.416	\$2.266	\$2.216
July 2022 hours (+\$0.10)	\$2.516	\$2.366	\$2.316
Jan. 2023 hours (+\$0.136)	\$2.652	\$2.502	\$2.452

^ The pre-PPA supplemental contribution is based on the parties' pension agreement.

15.2.2 Upon the effective date of the employer's contributions to the new future service defined benefit variable plan ("Sound VAP Trust"), the Employers will contribute as follows:

- A. The Employer will continue to contribute to the Sound Retirement Trust at the rates stated in the chart in Section 14.5.1 above, LESS 125% of the employers contributions on which employee accruals are based per Attachment A-1 to the Health & Welfare and Pension Agreement.

15.3 Sound VAP Trust Employer Contributions: Upon the effective date of the employer's contributions to the new future service defined benefit variable plan ("Sound VAP Trust"), each employer will contribute for each eligible employee to the Sound VAP Trust in accordance with the applicable Attachment A to the Health & Welfare and Pension Agreement. As of the effective date of the new future service defined benefit variable annuity plan (VAP), future service benefit accruals will be earned in the VAP, a multiemployer variable annuity defined benefit plan. Participants' service earned under the Sound Retirement Trust (SRT) and the VAP will be recognized for participation, vesting and benefit eligibility purposes in both plans. In the event of a short plan year running from the transfer date to December 31, the benefit guarantee will apply for the short plan year ending December 31, 2021. The VAP shall operate on a calendar plan year basis. The employer will contribute to the VAP an amount equal to 125% of the employer's contribution on which employee accruals are based under the Sound Retirement Trust per hour for each eligible participant to the VAP trust plus three cents (\$0.03) per hour. Effective January 1, 2022 this rate will increase by an additional one cent (\$0.01) per hour.

15.4 The contribution referred to in Article 15 shall be computed monthly (with a maximum of one hundred and seventy-three hours (173) hours per calendar month per employee) and the total amount due for each calendar month shall be remitted in a lump sum not later than twenty (20) days after the last day of the month.

15.4.1 Notwithstanding, the foregoing Article, the Board of Trustees of the Sound Retirement Trust shall have the authority to establish and enforce a method for reporting contributions on an accounting period basis, rather than a calendar month basis. In such a case, the one hundred and seventy-three (173) hour maximum shall be appropriately adjusted, as directed by the Trustees, provided that in no event, shall an Employer's total obligation be different than what it would have been on a calendar month basis. Further, the total contributions due for each approved accounting period shall be remitted in a lump sum not later than twenty (20) days after the end of the accounting period.

15.5 The provisions of Article 19.6 of this Agreement shall in no way apply to or affect the Employer's obligation to pay contributions to this Trust Fund.

15.5 Pension Protection Act ("PPA").

This Agreement is to be subject to the 2018 Plan Year Rehabilitation Plan adopted by the Board of Trustees as revised December 5, 2019.

ARTICLE 16 - GENERAL CONDITIONS

16.1 It is expressly understood that employees receiving more than the minimum compensation or doing more favorable working conditions than provided for in this Agreement shall not suffer by reason of signing or adoption; however, the terms of this Agreement are intended to cover only minimums of wages and other employee benefits. The Employer may place superior wages and other employee benefits in effect and reduce the same to the minimum herein prescribed without the consent of the Union.

16.2 All aprons and uniforms required by the Employer shall be furnished and kept in repair by the Employer and, except where the garment is of drip-dry material, the Employer shall pay for the laundering of same.

16.3 All employees shall be covered by Industrial Insurance and Medical Aid under the provisions of the Workmen's Compensation Act of the State of Washington, or guaranteed equal coverage.

16.4 It is hereby declared to be the intention of the parties to this Agreement that the sections, paragraphs, sentences, clauses and phrases of this Agreement are separable and if any phrase, clause, sentence, paragraph or section of this Agreement shall be declared invalid by the valid judgment or decree of a court of competent jurisdiction because of the conflict with any Federal or Washington State law, such invalidity shall not affect any of the remaining phrases, clauses, sentences, paragraphs and sections of this Agreement and the balance of this Agreement shall continue in full force and effect. The parties hereto agree that substitute provisions conforming

to such judgment and decree shall be incorporated into this Agreement within thirty (30) days thereafter.

16.5 In the event any employee covered by this Agreement shall be called or conscripted for any branch of the United States Military Service, he shall retain, consistent with his physical and mental abilities, all seniority rights hereunder for the period of this Agreement or any renewal or extension thereof, provided application for reemployment is made within ninety (90) days after being honorably discharged from such military service, current federal law to govern at time of application.

16.6 The Union agrees to issue a "Union Store Card and/or window decals to the Employer. Such Union Store Cards and decals are and shall remain the property of the United Food & Commercial Workers International, and the Employer agrees to surrender said Union Store Cards and/or decals to an authorized representative of the Union on demand in the event of proven failure by the Employer to observe the terms of this Agreement. The Employer shall display such Union Store Cards and/or decals in conspicuous areas accessible to the public, in each establishment covered by this Agreement.

16.7 The Company agrees to notify the Union of the Sale and or closure of a store at least 30 days in advance, whenever practical. Reasons where the 30 days notice is not practical may include but are not limited to lease contingencies, financing arrangements, and or finalization of the buy/sell arrangements.

16.8 If any employee is required to travel from one place to another during the course of the performance of the day's work, said employee shall be compensated for such time and for any legitimate expenses incurred. Such employees shall be reimbursed for public transportation expense if used, or be granted mileage allowance at the IRS allowable rate per mile, if the employee provides the vehicle to be used.

16.9 The employee agrees to faithfully perform the duties assigned to the best of their ability and to use their best efforts to promote the business of the Employer at all times.

16.10 If the addition of a second U-Scan unit in any store has a material impact on any of the bargaining unit employees, the parties will agree to bargain over the effects of the installation of the second U-Scan unit in that store. A "unit" is defined as a bank with one to four self-scanners.

16.11 Drug Testing - The Employer may require the employee to submit to a legally recognized drug or alcohol test at the Employer's expense if the Employer has reasonable grounds to believe the employee is under the influence of alcohol or drugs. Reasonable grounds will not be required for drug or alcohol testing when an employee suffers an on-the-job injury. An employee who tests positive shall be entitled to have a second test performed using a different disclosure method to verify the accuracy of the test results. Time spent in such testing shall be on Company time; however, any employee refusing to submit to a drug or alcohol test shall be taken off the clock effective with the time of the Employer's request. An employee who refuses to take a drug or alcohol test upon request shall be subject to termination.

ARTICLE 17 - NON-DISCRIMINATION

17.1 The parties to this Agreement acknowledge their responsibilities under Title VII of the CIVIL RIGHTS ACT of 1964 and the AGE DISCRIMINATION IN EMPLOYMENT ACT of 1967, and do hereby agree not to discriminate on the basis of race, color, religion, sex, national origin or age.

17.2 Where masculine or feminine gender has been used in any job classification or in any provision of this Agreement, it is used solely for the purpose of illustration and shall not in any way be used to designate the sex of the employee eligible for the position or the benefits of any other provision.

ARTICLE 18 - STRIKES AND LOCKOUTS

18.1 During the life of this Agreement, the Union agrees not to engage in any strike or stoppage of work and the Employer agrees not to engage in any lockout. It shall not be a cause for discharge or discipline and it shall not be a violation of this agreement for any employee to refuse to cross a primary labor union picket line at the Employer's premises which has been established to support a legal strike, provided the picket line is approved by United Food & Commercial Workers Local No. 21.

ARTICLE 19 - GRIEVANCE AND ARBITRATION PROCEDURE

19.1 All matters pertaining to the proper application and interpretation of this Agreement or any dispute or grievance arising hereunder shall be adjusted by the accredited representative of the Employer, and the accredited representative of the Union.

19.2 In the event of the failure of these parties to reach a satisfactory adjustment, the matter shall be referred in writing for final adjustment to a Labor Relations Committee consisting of two (2) Employer members and two (2) Union members. The decision of the Labor Relations Committee shall be final and binding on all parties.

19.3 In the event the Labor Relations Committee is unable to resolve the dispute within thirty (30) days, excluding weekends and holidays, it shall be referred to an impartial arbitrator whose decision shall be final and binding upon the parties; provided, however, that nothing herein contained shall empower the arbitrator to add to, delete from or otherwise modify the terms of this Agreement. All grievances or disputes submitted to arbitration shall constitute a properly arbitrable issue under this Agreement and shall not be based on any issue or contention by either party which is contrary to the terms of this agreement, or which involves the determination of a subject matter not covered by this Agreement.

19.4 Whenever it becomes necessary to select an impartial arbitrator as required by this Article, the Labor Relations Committee shall endeavor to make such selection by mutual agreement. In the event of failure to agree, the parties shall select an arbitrator by taking turns striking names off the list of the following permanent panel:

1. Gary L. Axon
2. Michael E. Cavanaugh
3. Joseph W. Duffy
4. Martin Henner
5. Alan Krebs
6. Howell Lankford
7. Tom Levak
8. Ron Miller
9. James Paulson
10. Shelly Shapiro
11. Kathryn T. Whalen
12. Jane R. Wilkinson
13. Timothy D.W. Williams

The arbitrator's Decision and Award shall be final and binding upon both parties to this Agreement and shall be rendered within thirty (30) days from the close of the arbitration hearing or the arbitrator's receipt of the post-hearing briefs, whichever is later. If the arbitrator does not render his decision within said thirty (30) days, neither party will be required to compensate the arbitrator. The arbitrator should be made aware of the requirements of this provision at the time of selection.

19.5 Payment of the arbitrator's fee shall be borne by the losing party. The parties agree that the arbitrator has the authority to determine appropriate prorations of this cost in the event of a split Decision and Award.

19.6 No grievance or claim of violation of this Agreement shall be recognized unless presented in writing within thirty (30) days from the date of the occurrence causing the complaint or grievance except, in cases where report of a grievance has been suppressed through coercion by the Employer. In the event the claim is one for a pay shortage, any such claim shall be limited to such pay shortage, if any, occurring within the sixty (60) day period immediately preceding the date upon which the Employer received notice in writing of the claim. In cases involving discharge, the grievance must be filed in writing within fifteen (15) days from date of discharge.

19.6.1 In cases where it is concluded that an employee has been improperly discharged, the arbitrator may reinstate the improperly discharge employee. The arbitrator may not render an award which requires the Employer to pay an improperly discharged or suspended employee for time that the employee has not actually worked in excess of the wage and benefits the employee would have earned had he worked his normal schedule during the one hundred and eighty (180) calendar days immediately following the date of discharge or suspension.

The Parties confirm that the above is a hard cap with no exceptions.

19.7 Where there is an automatic wage bracket adjustment (failure to progress the employee in the classification in accordance with the hours worked formula of Appendix "A") due under the

terms of Appendix "A", the period of adjustment will be one (1) year from the date the grievance was filed in writing.

ARTICLE 20 - TECHNOLOGICAL CHANGES

20.1 The Employer will notify the Union prior to implementation of any new technology or methods that may have a material effect on the wages, hours, or working conditions of any bargaining unit employee. When practicable such notice will be given at least 60 days prior to implementation.

ARTICLE 21 - NATIONAL HEALTH

21.1 In the event of the passage of Federal legislation during the term of this Agreement implementing a national health program, the Employer shall assume the entire cost thereof. If such national health program does not provide the same level of benefits then existing under the Health and Welfare Trust, the Employer shall continue to pay contributions to the Health and Welfare Trust as will be sufficient to fund the difference in benefits.

ARTICLE 22 - WORKPLACE SAFETY

22.1 Safety Committees will be held in accordance with applicable laws. Upon request, the Employer will notify the Union when the Safety Committee will meet. Minutes of the Safety Committee meetings will be posted or made otherwise available for review.

22.2 In addition to the store level safety committees, the Employer and the Unions will jointly set up a Master Safety Committee, made up of (2) members from each Union (UFCW Local 21, UFCW Local 367, and Teamsters Local 38), and up to an equal number of members from the Company. If necessary to address certain issues at a workplace either party may invite guests, with prior approval of the committee.

The Master Safety Committee will meet periodically, and no less frequently than once per quarter, to review workplace safety matters. The parties will discuss and work toward resolving safety issues in the workplaces.

In addition, the Company and the Union agree that they will continue to discuss and jointly address safety related issues and/or questions about the Company's safety program in good faith.

22.3 The Company agrees that it shall provide safety training in accordance with the law and its policies as necessary. In addition, the store safety committees may recommend training subjects and those recommendations will be considered and acted upon by the Master Safety Committee.

22.4 The parties agree that no party shall retaliate against any employee for bringing forward safety issues.

22.5 Nothing in this article shall be interpreted to diminish the Employer's rights/obligations or employees' rights/obligations under applicable laws or current Company practices and policies.

22.6 The Company and Union agree that the Employer is responsible for maintaining a sound safety program and its employees are responsible for adhering to the safety program.

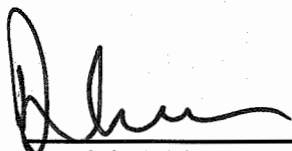
ARTICLE 23 -TERM OF AGREEMENT

23.1 This Agreement shall be in full force and effect from and after April 2, 2020 through April 8, 2023, at which time it shall be automatically renewed for a period of one (1) year from said date, and thereafter for each year upon each anniversary of said date without further notice; provided, however, that either party may open this Agreement for the purpose of discussing a revision no later than sixty (60) days prior to said expiration date of each anniversary thereof upon written notice being served upon either party by the other.


IN WITNESS WHEREOF, we attach our signatures.

HAGGEN

UNITED FOOD & COMMERCIAL
WORKERS UNION LOCAL NO. 21



Derrick Anderson 3/30/22
Vice President Date



Faye Guenther 4/18/2022
President Date

**APPENDIX “A”
 WAGE RATES**

All wage increases shall be “across the board” except for: (a) employees being paid an over scale rate due to an increase in the Washington State minimum wage and (b) employees who have transferred into another classification and have had their wage rate frozen at an above scale level.

In no event shall any wage classification be less than ten cents (10¢) per hour above the then current Washington State minimum wage. Each rate will be at least ten cents (10¢) per hour higher than the previous rate in the progression schedule.

GROCERY DEPARTMENT

For employees hired prior to April 3, 2005: The progression step hours were not printed, however they still exist for employees that were hired prior to 2005 that transfer between Appendices.

For employees hired on or after April 3, 2005, but before April 3, 2011:

Classifications	Current		4/12/20		4/11/21 [^]		4/10/22 [^]	
	Regular	Sunday	Regular	Sunday	Regular	Sunday	Regular	Sunday
Sr. Jny*	\$20.85	\$25.02	\$21.40	\$25.68	\$21.95	\$26.34	\$22.50	\$27.00
Journey person	20.60	24.72	21.15	25.38	21.70	26.04	22.25	26.70
	Current		1/1/21 [^]		1/1/22 [^]		1/1/23 [^]	
	Regular	Sunday	Regular	Sunday	Regular	Sunday	Regular	Sunday
Next 520 hrs.	14.30	17.16	14.49	17.39	15.29	18.35		
Next 1040 hrs.	14.20	17.04	14.39	17.27	15.19	18.23		
Next 1040 hrs.	14.10	16.92	14.29	17.15	15.09	18.11		
Next 1040 hrs.	14.00	16.80	14.19	17.03	14.99	17.99		
Next 1040 hrs.	13.90	16.68	14.09	16.91	14.89	17.87		
Next 1040 hrs.	13.80	16.56	13.99	16.79	14.79	17.75		
Next 1040 hrs.	13.70	16.44	13.89	16.67	14.69	17.63		
1 st 1040 hrs.	13.60	16.32	13.79	16.55	14.59	17.51		
Helper Clerk								
Thereafter	13.80	16.56	13.99	16.79	14.79	17.75		
Next 1040 hrs.	13.70	16.44	13.89	16.67	14.69	17.63		
1 st 520 hrs.	13.60	16.32	13.79	16.55	14.59	17.51		
Courtesy Clerk								
Thereafter	13.80	16.56	13.99	16.79	14.79	17.75		
Next 1040 hrs.	13.70	16.44	13.89	16.67	14.69	17.63		
1 st 1040 hrs.	13.60	16.32	13.79	16.55	14.59	17.51		

Courtesy Clerk II								
Thereafter	13.70	16.44	13.89	16.67	14.69	17.63		
1 st 1040 hrs.	13.60	16.32	13.79	16.55	14.59	17.51		

For employees hired on or after April 3, 2011*:

Classifications	Current		4/12/20		4/11/21 [^]		4/10/22 [^]	
	Regular	Sunday	Regular	Sunday	Regular	Sunday	Regular	Sunday
Sr. Journeyperson*	\$20.85	\$25.02	\$21.40	\$25.68	\$21.95	\$26.34	\$22.50	\$27.00
Journeyperson	20.60	21.60	21.15	22.15	21.70	22.70	22.25	23.25
	Current		1/1/21 [^]		1/1/22 [^]		1/1/23 [^]	
	Regular	Sunday	Regular	Sunday	Regular	Sunday	Regular	Sunday
Next 520 hrs.	14.30	15.30	14.49	15.49	15.29	16.29		
Next 1040 hrs.	14.20	15.20	14.39	15.39	15.19	16.19		
Next 1040 hrs.	14.10	15.10	14.29	15.29	15.09	16.09		
Next 1040 hrs.	14.00	15.00	14.19	15.19	14.99	15.99		
Next 1040 hrs.	13.90	14.90	14.09	15.09	14.89	15.89		
Next 1040 hrs.	13.80	14.80	13.99	14.99	14.79	15.79		
Next 1040 hrs.	13.70	14.70	13.89	14.89	14.69	15.69		
1 st 1040 hrs.	13.60	14.60	13.79	14.79	14.59	15.59		
Helper Clerk								
Thereafter	13.80	14.80	13.99	14.99	14.79	15.79		
Next 1040 hrs.	13.70	14.70	13.89	14.89	14.69	15.69		
1 st 520 hrs.	13.60	14.60	13.79	14.79	14.59	15.59		
Courtesy Clerk								
Thereafter	13.80	14.80	13.99	14.99	14.79	15.79		
Next 1040 hrs.	13.70	14.70	13.89	14.89	14.69	15.69		
1 st 520 hrs.	13.60	14.60	13.79	14.79	14.59	15.59		
Courtesy Clerk II								
Thereafter	13.70	14.70	13.89	14.89	14.69	15.69		
1 st 1040 hrs.	13.60	14.60	13.79	14.79	14.59	15.59		

[^]Wage rates TBD based on minimum wage at that time.

*To be selected at the discretion of the manger.

**This classification of employee shall not be required in a store wherein less than a total of one hundred (100) man-hours are worked in a payroll week by the unit of employees covered by this Agreement. When a total of one hundred (100) man-hours are worked in a payroll week by the unit of employees covered by this Agreement, then one (1) of such employees shall be classified and compensated by the Employer as a Senior Journeyperson. For each additional two hundred (200) man-hours worked in such week by the unit of employees covered by this Agreement, one (1) additional employee shall be classified and compensated as a Senior Journeyperson. Senior Journeypersons shall be employees normally working full time.

	Current		1/1/21 [^]		1/1/22 [^]		1/1/23 [^]	
	Regular	Sunday	Regular	Sunday	Regular	Sunday	Regular	Sunday
Next 520 hrs.	14.30	15.30	14.49	15.49	15.29	16.29		
Next 1040 hrs.	14.20	15.20	14.39	15.39	15.19	16.19		
Next 1040 hrs.	14.10	15.10	14.29	15.29	15.09	16.09		
Next 1040 hrs.	14.00	15.00	14.19	15.19	14.99	15.99		
Next 1040 hrs.	13.90	14.90	14.09	15.09	14.89	15.89		
Next 1040 hrs.	13.80	14.80	13.99	14.99	14.79	15.79		
Next 1040 hrs.	13.70	14.70	13.89	14.89	14.69	15.69		
1 st 1040 hrs.	13.60	14.60	13.79	14.79	14.59	15.59		

[^]Wage rates TBD based on minimum wage at that time.

*To be selected at the discretion of the manager.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
HAGGEN
and
UNITED FOOD AND COMMERCIAL WORKERS LOCAL 21

PICKET LINES
PERMANENT INDIVIDUAL JOB OPENINGS**

The following understandings are to be considered appended to the above-referenced Agreement:

- 1) In the event a primary labor union picket line at the Employer's premises is established to support a legal strike, and such picket line has been approved by UFCW Union Local No. 21, Section 22.1 permits the employees covered under our Labor Agreement to refuse to cross such primary labor union picket line, provided, however, if such picket line is removed and thereafter reestablished during the same labor dispute, such picket line will not be considered a sanctioned picket line by UFCW Union Local No. 21.

- 2) Employees desiring to be considered for permanent individual job openings in their store will indicate their desire by submitting, in writing, a request for consideration. The notification will remain in force for six months unless withdrawn by the employee. Employer(s) will not be arbitrary or capricious in considering such employee requests.

LETTER OF UNDERSTANDING

SCHEDULED DAYS OFF

When an employee requests a day off in advance of the schedule being written and the request is granted, the Employer will endeavor to work with the employee so that there is not a reduction in hours because of the request. (This LU shall not be subject to the grievance procedure).

LETTER OF UNDERSTANDING GRIEVANCE PROCEDURE

All parties would benefit from a dispute resolution procedure that is both more timely and more efficient. To that end, the parties agree to the following:

1. All disputes that are resolved at the store level (whether a formal grievance has been filed or not) shall be on a non-precedent basis (unless otherwise expressly stated in writing) and shall not be used by any party in any other situation or procedure regarding another employee or union agent and any manager or supervisor at the store or regional level.
2. The parties should strive to share factual details regarding a grievance (or pre-grievance issue) as early as possible in the process. The filing party should provide as much detail as possible in the original grievance or soon thereafter. The responding party should provide as much detail as possible with its response. This will allow both parties to more effectively investigate and assess the grievance and hopefully resolve the matter short of needing an in-person grievance meeting.
3. Written warnings need not be processed beyond the union filing a grievance in order to preserve the union's right to challenge the warning if it is used as progressive discipline in the future.

LETTER OF UNDERSTANDING
OPTIONAL VOLUNTARY BUYOUT

The parties agree that the Employer may, at its sole discretion, offer voluntary buyout opportunities to employees at any time(s) during the term of this agreement. In the event such voluntary buyouts are offered during the term of this agreement, the Company agrees to provide advance notice to the Union concerning the buyout components, the terms of the offer(s), and the timing of any offering(s), and to allow the Union to attend employee meetings regarding any voluntary buyout(s). This LOU shall not be subject to the grievance procedure.

LETTER OF UNDERSTANDING

SCHEDULING PRACTICES

Haggen will endeavor to post two-week schedules on a trial basis and agrees to meet with the Union to evaluate the program's success. Haggen agrees to continue its practice of posting a schedule for a two week period not later than 6:00 P.M. on Thursday preceding the start of the workweek.

Effective with the first work schedule one hundred and twenty (120) days after the effective date of the Agreement, the following terms shall apply:

1. Safeway and Albertsons agree to post the work schedule not later than 6:00 P.M. on Tuesday preceding the start of the workweek.
2. All employers agree to a Select-A-Schedule process for Bakery, Coffee, Front-End Cashiers, E-Commerce/Click-List, CCK Checkers, and Produce.
3. No later than ten (10) days prior to the start of the workweek, management shall post Select-A-Schedule shifts to be scheduled for that week. Employees shall be allowed to select their schedule from the posted list of shifts for work which they are qualified to perform, in seniority order. No employee shall be allowed to select a schedule that will result in overtime or other penalty provisions, unless expressly authorized by management. The employee's selection shall be recorded on the master work schedule. Employees shall not select only a portion of a shift.
4. Hours or shifts scheduled for work outside of operating the above listed departments and classifications will not be included in this process but will continue to be scheduled in accordance with our collective bargaining agreement, as they have been in the past.
5. Employees must make their shift selections in a reasonable timeframe at the time established by management. If an employee fails to promptly make their shift selections, management shall select on behalf of the employee, taking into consideration the employee's usual scheduling preferences. In this event, the employee waives all rights to grieve management's scheduling selection.
6. Management reserves the right to reallocate the hours, in reverse seniority order, in order to insure, to the best of the employers' ability, that the least senior employees get sufficient hours to remain employed throughout the month.
7. Any changes made to the work schedule after shifts have been selected by the employees or after the schedule has been posted will continue to be handled in accordance with the contract, including Article 8.10. If the schedule is changed after the selection process but before the posting of the schedule and hours are reduced or increased, then the master schedule shall be re-bid downward from the point of the schedule change, assuming enough time remains to complete

this process and still post the schedule in a timely manner. If hours are added after the posting of the schedule, such hours shall be added in accordance with the contract and in the same manner as we do now.

8. Nothing in this agreement shall be construed as preventing management from calling in employees for extra work outside of the posted schedule, from requiring overtime work outside of the posted schedule, or from bringing in additional employees where it appears advisable in the opinion of management. In addition, nothing in this agreement shall be construed to require management to assign hours at overtime or to prevent management from holding over employees currently working in the store or from reassigning an employee currently working in the store from one job assignment to another.

9. Time spent by employees selecting shifts shall not be considered compensable work time, but, notwithstanding, management may permit employees to select shifts on Company time based on the employer's current practices. Training hours, as designated by management, shall not be subject to selection by employees.

10. The seniority provisions of the contract shall be considered satisfied by offering shift selection in order of seniority.

11. If not all shifts are selected during the selection process, such shifts will be assigned by management, in reverse seniority order, assuming the employee is available and qualified.

12. If any subsequent statewide scheduling law that is substantively similar to HB 1491-2019-20 is enacted throughout the duration of this contract that applies to the employers (with no negotiated improvement provision), the scheduling language will revert back to the 2016-2019 contract language.

13. 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.

14. The union and employer agree to jointly oppose any statewide scheduling law that does not include a negotiated improvement provision.

15. The union and employer agree to pursue other legislative action to support unionized workplaces.

Scheduling LOU Clarifications:

Clarification #1:

In bullet (2), Bakery, Coffee, E-Commerce/Click-List, and Produce, the manager/lead and the assistant manager/assistant lead will be scheduled prior to the pick process. Employees in the aforementioned positions shall be designated solely at the discretion of the employer, and this

discretion includes whether there shall be any employee in the classification as well as the duties and responsibilities of the role.

Clarification #2:

In bullet (6) related to the reallocation of hours, management will have the right to reallocate hours when employees at the bottom of the seniority list are getting only a few hours, but that 1) this would not be the norm, it would only be balancing out weeks with fewer hours, 2) it would not be used to evenly distribute hours only to give a few more hours to the bottom people to make sure they stay employed and 3) it would only impact the bottom 1-3 people on the scale and would not adjust hours higher on the scale than that.

Clarification #3:

In bullet (7) related to shifts added to the select-a-schedule after the schedule has been posted refers to “in the same manner as we do now”. Our understanding is that the current practice is when hours are added to the schedule those hours are offered in order of seniority unless it is necessary to extend an existing shift.

Clarification #4:

In bullet (8) our understanding is that call-in hours, hold-over hours, and bringing in additional employees will be done in accordance with the existing contract and practices.

LETTER OF UNDERSTANDING #10
INVESTMENT IN WORKFORCE DEVELOPMENT WETRAIN NON-PROFIT

The employers and unions agree to a Joint Committee on Workforce Development.

The employer and unions will utilize the committee as described below:

1. The Joint Committee will work towards the establishment of a training program to meet the needs of future staffing.
2. The committee will have an equal number of union and employer representatives.
3. Joint Committee will meet quarterly.
4. The Joint Committee will seek new funding streams.
5. All members of the Joint Committee will cooperate in order to meet requirements of grants, when reasonable and it makes business sense to do so.
6. Each signatory employer will contribute to the WeTrain program \$500 per graduated worker who either (1) gets pre-approval from the employer to take the training and works for the employer at the time of graduation; or (2) are hired by the employer within 6 months of graduation, provided the employee provides notice of the graduation prior to being hired. This amount will be paid in aggregate for all employers up to \$300,000, matching a one-time seed contribution from UFCW 21 of \$300,000 and \$9,500 from Teamsters 38.
7. The bargaining parties agree to allow the joint committee to address future funding needs during the term of this agreement.

Nothing herein is intended to diminish work preservation rights the unions have under existing contractual provisions or law.

LETTER OF UNDERSTANDING #11
BENEFITS FOR WORKERS WITH DISABILITIES

For employees with disabilities who are also covered by Medicaid/SSI Disability (definition as determined by the trustees) and restricted by Medicaid/SSI (definition as determined by the trustees) rules in their ability to work enough hours to qualify for life insurance or vacation pay under the normal contract rules, the parties agree to the following provisions that will only apply to these employees:

1. The Parties agree to request that the Trustees of the Sound H&W Trust Fund develop rules which will result in these employees being eligible for a life insurance benefit similar to that offered to other qualified participants of the Fund, and;
2. The Employers agree that for any of these employees who work less than the annual hours required hours to earn a normal vacation benefit under the contract (currently less than 800 hours per year), the Employer shall pay pro-rated vacation pay to these employees based on the yearly schedule outlined in the contract and based on the actual number of hours worked in the prior anniversary year, divided by 2080 hours. (For example, an employee who only works 700 hours in their anniversary year and would otherwise not be eligible for vacation pay, would be paid 13.46 hours per week of vacation earned.)

LETTER OF UNDERSTANDING #12
JOINT LABOR MANAGEMENT COMMITTEES

Electronic Schedules: The parties agree to establish a Joint-Labor Management Committee to consider the Union's proposal regarding the providing of electronic schedules.

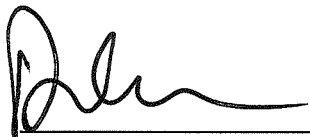
New Hire Orientation: The parties agree to establish a Joint Labor-Management Committee to consider the Union's proposal regarding new employees orientation if Right to Work is passed.

SIGNATURE PAGE

The Parties hereby agree to the following Appendix, Memoranda, and Letters of Understanding:

- APPENDIX “A” – WAGE RATES
 Grocery Department
 Non-Food
 Bakery Sales
 Service Delicatessen
- MEMORANDUM OF UNDERSTANDING
 PICKET LINES PERMANENT INDIVIDUAL JOB OPENINGS
- LETTER OF UNDERSTANDING
 SCHEDULED DAYS OFF
- LETTER OF UNDERSTANDING
 GRIEVANCE PROCEDURE
- LETTER OF UNDERSTANDING
 OPTIONAL VOLUNTARY BUYOUT
- LETTER OF UNDERSTANDING
 SCHEDULING PRACTICES
- LETTER OF UNDERSTANDING
 INVESTMENT IN WORKFORCE DEVELOPMENT WETRAIN NON-PROFIT
- LETTER OF UNDERSTANDING BENEFITS FOR WORKERS WITH DISABILITIES
- LETTER OF UNDERSTANDING
 JOINT LABOR MANAGEMENT COMMITTEES

HAGGEN

 3/30/22

Derrick Anderson Date
Vice President

UNITED FOOD & COMMERCIAL
WORKERS UNION LOCAL NO. 21

 4/18/2022

Faye Guenther Date
President

THE UNION DIFFERENCE

As a union member, you have certain rights at your workplace:

A Voice at Work

Because you have a union, you have a voice at work. A negotiating committee of union members and staff negotiate with management—as equals—over wages, benefits, working conditions, and other issues. The union committee pushes for the issues that union members choose. The result of negotiations is a proposed contract which members vote on before it takes effect.

Right to Union Representation

Every union member has the right to union representation during an investigatory interview that could lead to discipline. This is called your “Weingarten” right, after a Supreme Court case which established the right to representation.

Just Cause for Discipline

The just cause provision in your union contract ensures you have due process in cases of discipline. The just cause standard is a well-defined set of legal rules that involve several different “tests” of a disciplinary action. The tests of just cause provide considerable protection against retaliation, discrimination, or other unfair actions.

The Security of a Union Contract

As a union member, your wages and working conditions are spelled out in writing in a legally-binding union contract. You are not alone at the workplace—instead, you have the security of knowing that your rights are protected by your union contract and backed up by the 50,000 other members of UFCW 3000.

Union Leadership

UFCW 3000 leadership is provided by the member-elected Executive Board. The Executive Board is made of rank-and-file UFCW 3000 members from diverse workplaces, income levels and backgrounds.

My Shop Steward is:

My Union Rep is:

*Building a powerful Union that fights for economic,
political and social justice in our workplaces
and in our communities.*

Seattle: 5030 First Ave S, Suite 200, Seattle, WA 98134-2438

Mt. Vernon: 1510 N 18th St, Mt Vernon, WA 98273-2604

Des Moines: 23040 Pacific Hwy S, Des Moines, WA 98198-7268

Silverdale: 3888 NW Randall Way, Suite 105, Silverdale, WA 98383-7847

Spokane: 2805 N Market St, Spokane, WA 99207-5553

Spokane: 1719 N Atlantic St., Spokane, WA 99205

Tri-Cities: 2505 Duportail St, Suite D, Richland, WA 99352-4079

Wenatchee: 330 King St, Suite 4, Wenatchee, WA 98801-2857

Yakima: 507 S 3rd St, Yakima, WA 98901-3219

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1-800-732-1188 | MEMBER RESOURCE CENTER 1-866-210-3000

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