

UFCW LOCAL 1439  
Super 1 Hayden Meat

FULLY RECOMMENDED SETTLEMENT  
December 2, 2019

The proposed changes to the labor agreement are as follows (any item not mentioned shall remain unchanged):

Term: 3 years (October 13, 2019 — October 8, 2022).

Wage: Increase Journeyman wage rates as follows:

October 13, 2019: \$0.25  
October 11, 2020: \$0.20  
October 10, 2021: \$0.20

Apprentice Rates: See attached wage charts.

Health & Welfare:

Effective on January 2018 hours, the Employer's monthly contribution rates shall increase by forty dollars (\$40) per covered employee per month and employee contribution rates shall increase by \$2 per week.

Effective on January 2019 hours, the Employer's monthly contribution may increase by up to thirty dollars (\$30) per covered employee per month, if needed, to maintain the current benefit level and to produce an unrestricted reserve (over IBNR) of four (4) months at the end of that plan year. Any amount not called shall not roll over to future years.

Effective on January 2020 hours, the Employer's monthly contribution may increase by up to twenty-seven dollars and fifty cents (\$27.50) per covered employee per month, if needed, to maintain the current benefit level and to produce an unrestricted reserve (over IBNR) of four (4) months at the end of that plan year. Any amount not called shall not roll over to future years.

If the employer contribution increases during 2019 or 2020, employee contribution rates shall increase by an additional \$1 per week on the same effective date.

If additional money, over and above the amounts provided for above, is needed to maintain benefits and an unrestricted reserve of two (2) months, the Trustees shall adjust benefits and/or employee contribution rates.

Pension:

Continue with Rehab Plan Schedule which includes the following employer supplemental contributions:

January 2020 hours	+\$0.244
January 2021 hours	+\$0.106
January 2022 hours	+\$0.106

Union Leave:

Add new language:

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. The Union agrees such employees shall not be used to organize or engage in any campaign related to signatory employers.

Drug Testing:

Side letter with the following clarification:

Clarification (Note: This is not a change but a continuation of current practice): Regardless of changes to State or local laws, employees are on notice that the employers' drug testing policies continue to prohibit the use of mariiuaana and related substances. Any employee who is properly tested in accordance with the provisions of the labor agreement and tests positive for prohibited drugs (including mariiuaana and related substances), is subiect to the discipline provided for in the employer's drug testing policy (which may include termination on the first offense).

AGREED:

_____ Allied Employers, Inc. On behalf of Super I Foods	_____ Date
_____ Eric Renner, President UFCW Local 1439	_____ Date

APPENDIX A  
MEAT CUTTER CLASSIFICATIONS AND WAGE RATES

---

For employees hired or promoted after July 7, 2004:

Meat Cutters	Current	10/13/19	10/11/20	10/10/21
Head Meat Cutter	\$18.27	\$18.52	\$18.72	\$18.92
Journeyman			18.38	
Next 692 hours	14.00	14.00	14.00	14.00
Next 2080 hours	12.50	12.50	12.50	12.50
Next 2428 hours				
Next 1040 hours	11.00			
Next 1040 hours	10.00	10.00	10.00	10.00
Next 1040 hours	9.00	9.00	9.00	9.00
Next 1040 hours	8.70	8.70	8.70	8.70
First 1040 hours	8.60	8.60	8.60	8.60

APPENDIX B

MEAT WRAPPER CLASSIFICATIONS AND WAGE RATES

For employees hired or promoted after July 7, 2004:

Meat wrap ers	Current	10/13/19	10/11/20	10/10/21
Journey person			\$15.98	\$16.18
Next 2080 hours				
Next 2080 hours	10.50	10.50		
Next 1040 hours	9.50	9.50	9.50	9.50
Next 1040 hours	9.10	9.10	9.10	9.10
Next 1040 hours	8.90	8,90	8.90	8.90
Next 1040 hours	8.80	8.80	8.80	8.80
Next 1040 hours	8.70	8.70	8.70	8.70
0-1040 hours	8.60	8.60	8.60	8.60

SERVICE COUNTER/BUTCHER BLOCK EMPLOYEE  
ADDENDUM AGREEMENT

---

For employees hired or promoted after July 7, 2004:

Service Counter	Current	10/13/19	10/11/20	10/10/21
Journeyman	\$12.71	\$12.96	\$13.16	\$13.36
Next 2080 hours	9.50	9.50	9.50	9.50
Next 2080 hours	9.20	9.20	9.20	9.20
Next 1040 hours	9.10	9.10	9.10	9.10
Next 1040 hours	9.00	9.00	9.00	9.00
Next 1040 hours	8.90	8.90	8.90	8.90
Next 1040 hours	8.80	8.80	8.80	8.80
Next 1040 hours	8.70	8.70	8.70	8.70
0-1040 hours	8.60	8.60	8.60	8.60