

**UFCW LOCALS 135, 324, 770, 1167, 1428, 1442 & 8GS
Negotiated Contract Settlement Offer with Food 4 Less
October 2017**

All UFCW Locals Recommend a YES vote to ACCEPT

Negotiated Contract Settlement – all terms of the 2014 – 2017 contract remain in effect except as provided below

Contract Provision	Explanation
Top rate wage increases same or better than industry for all classifications	Top rate increases for Warehouse Clerks, Meat Cutters, and Service Clerks (total \$0.85) equal to industry standard. General Clerk (APC) and Meat Clerk top rate increases higher than the industry.
New All Purpose Clerk (APC)	New APC position can perform all work of a General Clerk and a Warehouse Clerk. All current General Clerks will merge into this new APC classification with a top wage rate 50¢ higher than the top General Clerk rate of pay within 30 days of ratification and a total top rate increase of \$1.05. Warehouse Clerks at or below the \$12.60 step will become All Purpose Clerks.
Protection for Warehouse Clerks	Warehouse Clerks who are at or above the \$13.60 step will be grandfathered and will continue to progress to the top Warehouse Clerk wage rate.
Seniority	Warehouse Clerks and All Purpose Clerks will have one seniority list.- In the event of layoff, all seniority as a Warehouse Clerk, a General Clerk and an APC will count.
Part time Warehouse Clerk Claiming of Hours	A part time Warehouse Clerk may claim the schedule of any part-time APC with more hours. The Company will offer checker training to all Warehouse Clerks within 60 days to increase skills and ability.
Part time Warehouse Clerks hourly guarantee	In addition to the existing weekly guarantee of hours, Grandfathered Warehouse Clerks- will also have a monthly guarantee equal to the average number of hours worked per month in the past 6 months. Food 4 Less will provide the Union with the average number of hours worked per month in the last 6 months for all grandfathered Part time Warehouse Clerks.
Meat Clerk / Service Clerks	Meat and Service Clerk classifications will be combined with a top wage rate of \$16.07 within 30 days of ratification.
Lead Clerks	Lead Clerks may voluntarily step down from the Lead position. Food 4 Less will accommodate this request within a reasonable period of time.

Medical Benefits	Food 4 Less will continue to pay the amount necessary to maintain medical benefits (currently \$3.315 per hour).
Pension Benefits	Food 4 Less will continue to pay the amount necessary to fund your Pension Plan (currently \$.82 / hour, increasing to \$1.05/ hour in 2020).
Wage Increases	See attached chart. All Meat Cutters, Meat Clerks, Service Clerks, Warehouse Clerks, at the top rate of pay will receive wage increases of 30¢/ hour within 30 days of ratification, 30¢/ hour on June 4, 2018 and an additional 25¢/ hour on June 3, 2019. General Clerks (APCs) at the top rate of pay will receive wage increases of 50¢/ hour within 30 days of ratification, 30¢/ hour on June 4, 2018 and an additional 25¢/ hour on June 3, 2019.
Bookkeepers	All union bookkeepers will be reclassified as grandfathered warehouse clerks and receive the warehouse clerk rates of pay.
Lump Sum retroactive pay	All Full time Meat Cutters, Meat Clerks, Service Clerks, Warehouse Clerks, General Clerks and All Purpose Clerks at the top rate of pay will receive \$250 (lump sum retroactive pay) within 30 days of ratification. All Part time Meat Cutters, Meat Clerks, Service Clerks, Warehouse Clerks, General Clerks and All Purpose Clerks at the top rate of pay will receive \$200 (lump sum retroactive pay) within 30 days of ratification.
Term of Agreement	June 5, 2017 – June 7, 2020

DEFEATED COMPANY PROPOSALS

- Defeated proposal for bonuses only and achieved wage increases each year of contract.
- Defeated proposal to lower the weekly guarantee of hours.
- Defeated proposal to allow Utility Clerks to work the perishables.
- Defeated proposal to increase the ratio of Utility Clerks who can work in a higher classification.
- Defeated proposal to allow Service Clerks and Meat Clerks to perform Meat Cutter work.
- Defeated proposal to reduce Meat Cutters 8 hour daily guarantee