

El Super Ratification Vote - April 2020

Summary of El Super Company Offer as of March 26, 2020

This is a summary of the most important changes that El Super is offering for a renewed contract. This is El Super's last and final offer. You can see all of the changes on our website at ufcw770.org/ElSuperMOA

Union Access – Company is insisting that conversations with union representatives must take place in non-work areas during non-work times and visits must be limited to 4 hours per visit.

Grievance and Arbitration – The parties agreed to a streamlined grievance and arbitration process that will require both parties to resolve disputes more quickly.

Promotions – The Company must notify employees of permanent vacancies in the store including the job classification, department and FT/PT status of the open position to give employees an opportunity to bid on the job.

Work Schedule – The work schedule must include the first and last name of each employee and the total number of hours scheduled

Preferred hours - Employees may request preferred days off and/or preferred hours twice a year during the last 14 calendar days of January and the last 14 calendar days of July on a form provided by the Company, however, such scheduling requests will be accommodated, if at all, in the sole discretion of store management.

Schedule guarantee (Full-time) - A full-time employee may waive the 4 x eight-hour day requirement by signing a written waiver allowing the employee to work shorter (and more) shifts throughout a seven (7) day work week; e.g., 2 x 8hr shifts and 3 x 6hr shifts (34hrs total), or 6 x 6hr shifts (36hrs total), or any other combination by which the full-time employee receives 32 hours or more a week. The employee may revoke the waiver by giving two (2) weeks written notice. The Union shall be provided with a copy within one (1) week of the waiver becoming effective.

Leave Time Information - The Company will provide employees vacation, sick leave, and personal day hours available for use – subject to all applicable “use” requirements set by Company policy and applicable law. This information will be available to employees at the time clock.

Personal Days - Personal days unused at the end of the contract year shall be paid within sixty (60) days.

Sick Leave – Deleted; Company will follow State and Municipal Law

Health Benefits – The Company will cap annual employee premium increases at thirteen (13%) percent over the prior coverage year.

Runners – Runners will not be allowed to work in other classifications without the appropriate pay and promotion.

Term – 5-year agreement

Wages – See attached wage chart.

**Locals 324, 770, 1167, 1428 and
the El Super Bargaining Committee
Recommend A “YES” Vote**