

UFCW Local 1189 ARGA - Grocery Negotiations

1. Delete all 1116 and replace with 1189
2. Open discussion/proposal on the number of stockers working forty (40) hours per week versus the number of hours that cashiers receive per week. There should be equality between both groups.

Article 4 Hours of Labor

3. Sec. 4.9
Delete four (4) hours shall receive a break. Replace with three (3) hours shall receive a break.

Article 8 Vacation

4. Section 8.1
Employees with twenty (20) years of service or more shall receive five (5) weeks of vacation.
5. Add one (1) additional Personal Day after ten (10) years of service.

Article 15 Health and Welfare & Pension

6. Section 15.1 Full-Time Contribution Rate
Effective July 1, 2014 \$1,295.00 per month
Effective July 1, 2015 \$1,410.00 per month
7. Section 15.3 Part-Time Contribution Rate
Effective July 1, 2014 \$510.00 per month
Effective July 1, 2015 \$550.00 per month
Effective July 1, 2016 open discussion
8. Section 15.3 Part-Time Contribution Rate
Delete 18 hours and replace with 24 hours per week
9. Section 15.6 Pension Contribution Rate
Effective July 1, 2014 Increase pension contribution by \$.05 per hour
Effective July 1, 2014 Increase pension contribution by \$.10 per hour

Article 21 Rate of Pay

10. Section 21.3
Increase night premium pay to one dollar (\$1.00) per hour
11. Bakery night crew shall receive the same premium pay as the stockers
12. Section 21.4
Increase night manager premium pay from \$1.50 to \$3.00 per hour
13. Section 21.4 D
New Lead Scanning Coordinator premium pay additional 2.00 per hour
14. Section 21.4 E
If you have an employee who consistently works the General Merchandise – that employee shall receive an additional two dollars (\$2.00) per hour when working General Merchandise.

Article 34

Term of Agreement

15. Three (3) year contract
April 27, 2014 – April 22, 2017
16. Delete all 5/1/05 language
Level the playing field
17. Incorporate all letters of Understanding into contract

APPENDIX A

18. Effective April 27, 2014
5% wage increase all rates all brackets
Effective April 26, 2015
\$.50 wage increase per hour all rates all brackets

Effective April 24, 2016
5% wage increase all rates all brackets
19. Assistant Store Managers shall receive an additional one dollar (\$1.00) per hour over applicable rate.
20. All Part-Time Non Food Handling employees shall receive the same benefits as Part-Time Food Handling Employees after five (5) years of service
21. If the state or federal government raises minimum wage levels, the CBA will be adjusted accordingly.
22. Limit sick leave to up to three (3) days per year and If not used, the employee at the end of the year shall receive a fifty dollar (\$50) gift card.

The Union reserves its right to modify, withdraw from, or make new proposals at any time during these negotiations.