

UFCW Local 1189 ARGA - Meat Negotiations

1. Delete all 1116 and replace with 1189

Article 2 Hours and Overtime

2. Section 2.1
No regular Full-Time Employee shall be required to work more than two evenings per week including Sunday
3. An evening shift shall be defined as anything after 5pm

Article 8 Vacations

4. Add one (1) additional Personal Day after ten (10) years of service

Article 16 Health and Welfare & Pension

5. Section 16.2 A Full-Time Contribution Rate
Effective July 1, 2014 \$1,295.00 per month
Effective July 1, 2015 \$1,410.00 per month
Effective July 1, 2016 to be determined by the Board of Trustees
6. Section 16.2 B Part-Time Contribution Rate
Effective July 1, 2014 \$510.00 per month
Effective July 1, 2015 \$550.00 per month
Effective July 1, 2016 to be determined by the Board of Trustees
7. Section 16.6 A Industry Pension Contribution
Effective July 1, 2014 increase pension contribution to \$307.78 per month
8. Section 16.6 B 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 22 Duration

9. Three (3) year contract
April 27, 2014 – April 22, 2017

Appendix A Wage Rates

10. 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
11. Appendix A
Assistant Meat Manger shall receive an additional fifty cents (\$.50) per hour over applicable rate.
12. If the state or federal government raises minimum wage levels, the CBA will be adjusted accordingly.
13. Delete all 5/1/05 language
Level the playing field
14. Incorporate all letters of Understanding into contract
15. 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.