

TA Document between UFCW 1189 & LFHI

Updated 3/8/24

Union 18

Article 18: Legal Issues – TA 3/5 4:24pm

F. Harassment: The Company agrees that it will not permit harassment in the workplace. Harassment means unwelcome comments or conduct. No one at the workplace, including managers, supervisors, workers or third-parties such as vendors, consultants and independent contractors, may make comments or engage in conduct that is known to be or should reasonably be known to be unwelcome. Examples of harassment (harassment is not limited to these examples):

- Groping or fondling anyone.
- Showing pornographic or lewd photos, or making lewd comments.
- Making racist, sexist or homophobic comments, or negative comments about a religion.
- Making derogatory or offensive comments about someone's appearance or background.
- Asking a worker on a date after the worker indicated that the request invitation was unwelcome.
- Deliberately or repeatedly using a name or pronoun when speaking or referring to a transgender worker other than the name the worker chose and the pronoun the worker identifies with.
- Teasing, picking on, or treating, interacting or communicating with a worker differently because of the worker's race, national origin, color, gender, religion, age, disability, pregnancy, physical or mental health condition, sexual orientation, gender identity or expression, or gender questioning.

Union 9: - TA Employer counter on 3/5/24 4:00pm TA 3/7 10am

H. An employee shall not be disciplined for an absence that occurs when a “No Travel Advisory” has been issued by the Department of Transportation.

Employees are required to still report their absences, which must occur no less than one (1) hour prior to the start of their shift.

Employees may **to** use PTO to replace lost wages.

Union 12 – TA'd 3/7 12pm

ARTICLE 5 – HOLIDAYS

SECTION 5.1 HOLIDAYS DEFINED:

C. New Year's Eve, New Year's Day, Memorial Day, Independence Day, Labor Day, & Thanksgiving Day:

1) Full-Time:

a) Work on New Year's Eve after 6:00 p.m., New Year's Day, Thanksgiving Day, shall be strictly voluntary for all Senior Retail Specialists, Journeymen, and Wrappers **full-time employees**. Work on Memorial Day, Independence Day, and Labor Day shall be voluntary for **all full-time employees** Senior Retail Specialists, Journeymen, and Wrappers with the exception of Full-Time Meat employees hired after May 2, 1983 who may be required to work. All holiday work shall be rotated among the volunteers.

b) **All full-time labor for the above holidays shall be scheduled first by volunteer. If there are not enough volunteers, the remaining full-time labor needed will be scheduled in order of reverse seniority.**

c) **The employer will post a volunteer sign-up sheet no less than 30 days prior to the Holiday. Failure to do so will result in the holiday schedule being by volunteer only.**

2) **Part-Time and Utility:**

a) Work on Memorial Day, Independence Day, and Labor Day, Thanksgiving and New Year's Day shall be voluntary for all regular Part-Time and Utility employees hired before May 15, 1983. Employees hired on or after May 15, 1983, may be scheduled to work on the Memorial Day, Independence Day, and Labor Day, New Year's Day or Thanksgiving. Work on New Year's Day and Thanksgiving Day will be staffed with volunteers first. If there are insufficient volunteers Part-Time employees will be scheduled by reverse seniority. The Employer may schedule the required number of employees by reverse order of store seniority by classification. In the event more employees volunteer than are needed to staff the store, the work will be assigned on a store seniority basis among the volunteers.

b) **The employer will post a volunteer sign-up sheet no less than 30 days prior to the Holiday. Failure to do so will result in the holiday schedule being by volunteer only.**

~~b~~c) Compensation for work on New Year's Eve after 6:00 p.m., New Year's Day, Memorial Day, Independence Day, and Labor Day shall be straight-time for all hours up to eight (8), in addition to holiday pay provided the employee is eligible for holiday pay. Hours worked on Thanksgiving Day and in excess of eight (8) on all holidays shall be compensated at one and one-half (1-1/2) times the employee's straight-time rate of pay.

f) **~~Election Day: The Company agrees to pay all workers who are registered voters up to two (2) hours to vote on Election Day at the employee's straight time rate of pay.~~**

The Employer shall comply with all laws and regulations governing an eligible voter's right to participate in federal, state, and local elections.

Union 17 – TA ER proposal on 3/5 4pm TA – 3/7 10am

ARTICLE 18 – LEGAL ISSUES

A. **~~Discrimination: No employee shall be discriminated against because of race, creed, sex, age, color, national origin, disability, marital status, status with regard to public assistance, religion, sexual orientation, or for engaging in protected Union Activities.~~ The Company agrees that it will not discriminate against or treat any worker differently because of Union membership, support or activity; race, national origin, color, gender, religion or age; disability, pregnancy, or physical or mental health condition; sexual orientation, or gender identity or expression; marital or veteran status; criminal record; or English proficiency or speaking accent.**

This language should not in any way interfere with the Employer's ability to set specific job requirements or fulfill its legal duty under federal, state, or local law or regulation.