

Company Response to Union Proposals – 4/14/22

Response Related to Company 4/13/22 Proposals

1. Union package – rejected
 - Employers are willing to TA work schedule – Company #7 based on discussion, apply to 8.16 and 8.18
2. Willing to agree to 4.7 work schedule posting language as counter-proposed by Employers and will withdraw Employer #4, Union will withdraw chairs and LMC
3. TA on Technology changes
4. TA on Safety with inclusion of “store wide” in D.2.a .and D.2.b.

Response Related to Company Original Proposals - Only responding to open proposals

- Company #4 - Employers will withdraw Company #4, Union will agree to Company #2
- Company #7 – see above in response to Union counter #1
- Company #11 – econ
- Company #12 – econ
- Company #13 – existing LOAs stay in both CBAs, add “Pension Rehabilitation Plan” MOU for Grocery and Meat – we will supply this
 - o We will look to see if there are others, please do the same
- Company #14 – hold
- Company #15 – hold
- Company #17 – withdraw
- Company #18 – Companies will withdraw if Union withdraws Article 12 proposals re: termination
- Company #19 – hold, not economic, this is obsolete
- Company #20 – hold

Response Related to Union Original Proposals

- Union #1 – no, see response to Union counter #1, above
- Union #2 – Companies will agree to new and significant e-commerce proposal, if Union will drop Union #2, #6, and #8
- Union #3 – see Company response to Union #2, above (work schedule posting)
- Union #4 – withdrawn with TA on Union counter #3 (technology changes)
- Union #5 – Employment Termination, see Company #18 above – Union withdraws and Companies will withdraw Company #18
- Union #6 – see Union #2, above
- Union #7 – previous TA
- Union #8 – see Union #2, above
- Union #9 – discuss