

**Local 1189- Employer proposals  
March 24, 2014**

1. Sunday Work: Article 2. Section 2.3 B. Sunday Work Take out date, no employees hired before 1971 Article 2 Section 2.2, 3.
2. Night Work: TBD pending H/W outcome and projected turnover.  
Article 2 Section 2.6, D.
3. Prime – time employees may be assigned working hours during the period from 8:00 a.m. on Wednesday through 8:00 a.m. on Tuesday. Eliminate two consecutive days off for Prime time.  
Article 6 Section 6.6.
4. Term of contract – Open.
5. Volunteer signup sheets, use reverse seniority, when needed to staff the store.  
Article 5. Section 5.1 C
6. Retail Specialists may be transferred at the Employer’s Discretion.  
Article 4. Section 4.3 E.
7. Eliminate Preference of Hours; eliminate “historic” scheduling?
8. Retirement Plan: No change
9. Retail Specialists may be trained and certified to cut and grind meat. Retail Specialists may work in the meat department waiting on trade, filing the cases and preparing value added meat and seafood product. Article 1 Section 1.5, 4
10. All employees shall be guaranteed no less than (3) hours of work...  
Article 2. Section 2.7 A
11. No employee shall be scheduled less than fifteen (15) hours unless they have requested and it is mutually agreed upon... Article 2. Section 2.7 B
12. The employer will post all Full Time open bargaining unit positions... Article 4 Section 4.2 E.

13. Utility employees will have first preference for prime time positions if qualified by age and ability ... Appendix A –wage rates
  
14. ...up to a period of 1 year... Article 8 Section 8.2 B
  
15. Please provide the Employer a 2 week notice prior to pending S.P.U.R. Leave of Absence. Article 8 Section 8.
  
16. ...guaranteed a minimum of 40 hours a week for up to 12 weeks May – Jan.  
Article 21 Part time to Full Time Waivers
  
17. Wage Scale changes  
TBD
  
18. Addition of Classification of PT Other Journeyman, reflective of other retail contracts.
  
19. Health & Welfare  
Discuss cost saving options for the healthcare fund that may include changes to some benefits due to Affordable Care Act and other options that address the healthcare shortfall  
  
Keep employer contributions the same. \$145.88 per week on FT and PT is \$50.23 per week  
  
If cost savings can't maintain the existing benefits then give the employees the options of contribution sharing or reducing benefits to maintain 6 month reserves.  
  
Individual coverage only for RPT employees who work, on average, more than thirty (30) but less than thirty-nine (39) hours per week.  
  
Such employees may add dependent health insurance coverage at full cost to the employee  
  
Spousal coverage is not available.  
  
Spousal coverage not available for either FT or PT employees if spouse has health coverage available from another employer Article 19
  
20. New Prime Time Caps – New Wage Structure to be discussed
  
21. Open on Easter Sunday.