

UFCW Local 1189 and Knowlan's/Festival TA's

**1.X: Gender Neutral Language**

It is the intent of the parties to use gender neutral language throughout the document.

**T/A 3-23-22 9:53am**

**1.X Name Tags**

The employer will provide an option for employees to identify their preferred pronoun on their uniform.

**T/A 3-23-2022 9:45am**

**Replace 7.2C:** Upon request ~~only~~, the Employer will pay vacation in advance of a full week scheduled vacation, at the employee's current rate of pay.

**T/A 5-4-2022 2:19pm**

**Add to the end of 2.8A:**

When changes to the Employer's scheduling system allows them to post schedules in seniority order, the Employer will do so.

**T/A 5-4-2022 2:21pm**

**Electronic Schedules: 2.8A(2) (New subsection)**

The Employer will email copies of work schedules to the Union upon request. When the Employer upgrades their scheduling software, they will regularly and routinely email electronic copies of all schedules, or schedule data to the Union, in a data format within the company's capabilities and preferred by the Union, on the day in which the schedules are due to be posted in stores.

**T/A 5-4-2022 11:42am**

**2.8B**

**Add after the first sentence in 2.8B1):** Part-time employees outside of the top twenty-four percent (24%) may request a consistent day off, Monday through Thursday, chosen by seniority. For part-time employees outside of the top twenty-four percent (24%) no request for a consistent day off will be unreasonably denied.....

**T/A 5-4-2022 11:42am**

## **Union 7. 9.1: Safety Language (Replaces current 9.1) Counter**

### **A. Commitment to Safety**

1. The Employer agrees that it will provide a safe and healthy workplace and to correct any unsafe condition or safety or health hazard.
2. The Employer agrees to promptly investigate all hazards, unsafe conditions and accidents brought to its attention and to promptly remedy all hazards and unsafe conditions its investigation reveals.
3. The Employer will establish a written policy setting out its guidelines for employee safety and store security. These guidelines shall make clear that no employee is required to take any action in response to theft or security incidents which may endanger the safety of the employee.

### **B. Safety Training**

1. The Employer will provide employees with orientation and training including any relevant training for equipment, products, or chemicals necessary to perform their jobs safely.
2. The Employer agrees to pay employees for attending such orientations and training.

### **C. Protective Equipment**

1. The Employer will furnish, at its expense, all safety and protective equipment required for the protection of employees.
2. The Employer will provide cashiers with an ergonomic chair or stool for a bona fide ADA accommodation. Where employees stand regularly, the Employer will provide and maintain anti-fatigue mats.

### **D. Union Participation**

1. Safety committee meetings will be held consistent with the Employer's health and safety practices and the law. Meeting dates and outcomes will be posted in store for all store employees to review and provide feedback.
2. If a store has a Union steward available, the Employer will have them participate in regular safety meetings, if there is no steward available, at least one Union member will participate. Employees shall be paid for any time spent in safety meetings.