

Lunds and Byerlys Union Proposals

January 29, 2019

1. Maintain current health care benefits – no increase cost to members.
2. Retirement (401A) Benefits for Utility/baggers and Prime-Time at the same contribution rate as part-time employees. Increase 401A contributions for all employees.
3. Holiday pay for Utility/baggers and Prime-Time after 90 days (not 1 year).
4. Ancillary benefits for part-time employees who are not eligible for medical (including Web MD, dental, prescription discount).
5. Sick days for all employees.
6. Wage increase for all (See attached).
7. Shift differential for evenings and nights.
8. 3 year agreement.

The Union reserves the right to add, modify, and/or delete any and all proposals.

Discussion:

- Staffing, scheduling, and seniority.
- Improve communication, everyone treated with respect from managers.
- Favoritism when choosing part-time “supervisors”.
- Posting location for job-openings.
- Improve training, don’t just give a title and expect them to know the job.

UNION WAGE PROPOSAL

9/29/19

	<u>current</u>	4/7/2019	4/1/2020	4/1/2021
ASST. MGR. / HEAD STOCK	\$25.62	\$26.62	\$27.62	\$28.62
ALL OTHER (NON MEAT) DEPARTMENT HEADS	\$25.22	\$26.22	\$27.22	\$28.22
HEAD MEAT CUTTER	\$26.37	\$27.37	\$28.37	\$29.37
OVERSCALE DEPARTMENT HEADS				
JOURNEYMAN	\$25.70	\$26.70	\$27.70	\$28.70
WRAPPERS - HIRED BEFORE MAY 2, 1986	\$23.89	\$24.89	\$25.89	\$26.89
SENIOR RETAIL SPECIALIST EMPLOYEES	\$24.18	\$25.18	\$26.18	\$27.18
FT Universal Employees, FT Meat Wrappers, PT Meat Other-than-Journeyman				
START – 1 YEAR	\$17.23	\$18.23	\$19.23	\$20.23
1 – 2 YEARS	\$18.23	\$19.23	\$20.23	\$21.23
2 – 3 YEARS	\$19.23	\$20.23	\$21.23	\$22.23
3+ YEARS	\$21.78	\$22.78	\$23.78	\$24.78
APPRENTICES	promotion to Journeyman from Universal/wrapper/OTJ			
FIRST 1040 HOURS	\$15.60	\$23.28	\$24.28	\$25.28
1041 - 2080 HOURS	\$16.45	\$23.78	\$24.78	\$25.78
2081 - 3120 HOURS	\$18.00	\$24.28	\$25.28	\$26.28
3121 - 4160 HOURS	\$20.00	\$24.78	\$25.78	\$26.78
4161+ HOURS (Journeyman)	\$25.70	\$26.70	\$27.70	\$28.70
RETAIL SPECIALIST				
0 - 1040 HOURS	\$12.75			
1041 - 2080 HOURS	\$13.25	eliminate classification		
2081 - 3120 HOURS	\$13.80	Move to universal		
3121 - 4160 HOURS	\$14.05	progress from there		
4161 - 4680 HOURS	start - 6 months	\$15.00	\$18.23	
4681 - 5200 HOURS	6 mo - 1 year	\$16.00	\$18.23	
5201+ HOURS	1 - 2 years	\$18.00	\$19.23	
	2 - 3 yrsrs		\$20.23	
	3 + years		\$22.78	
Maintenance hired/promoted before 3/9/08 will continue to receive time and one half on Sunday.				
FT maintenance can perform Universal duties if qualified and trained to do so.				
FULL-TIME MAINTENANCE				
0 – 6 MONTHS	\$9.99	eliminate classification		
6 – 12 MONTHS	\$10.49	Move to universal		
1 – 2 YEARS	\$11.04	progress from there		
2 – 3 YEARS	START – 1 YEAR	\$12.38	\$18.23	
3 – 4 YEARS	1 – 2 YEARS	\$13.23	\$19.23	
4 – 5 YEARS	2 – 3 YEARS	\$14.08	\$20.23	
5 + YEARS	3+ YEARS	\$19.63	\$22.78	

UTILITY/BAGGERS		4/7/2019	4/1/2020	4/1/2021
HIRE		\$9.50		
After Prob.*		\$9.60		
6 MONTHS		\$9.70		
12 MONTHS	0 - 30days	\$9.80	\$10.75	\$12.00
18 MONTHS	31 days- 6 mo	\$10.60	\$11.00	\$12.50
	6 MONTHS		\$11.25	\$13.00
	12 MONTHS		\$11.50	\$13.50
	18 MONTHS		\$11.75	\$14.00
	24 MONTHS		\$12.25	\$14.50

Utility/baggers employees who are promoted to part-time will be moved to the nearest higher wage rate.

REGULAR PART-TIME AND PRIME TIME

0-520 HOURS	STEP 1		\$9.95			
NEXT 520 HOURS	STEP 2	0 - 30 days	\$11.10	\$11.50	\$12.50	\$13.50
NEXT 520 HOURS	STEP 3	STEP 2	\$11.50	\$12.00	\$13.00	\$14.00
NEXT 520 HOURS	STEP 4	STEP 3	\$12.25	\$12.50	\$13.50	\$14.50
NEXT 520 HOURS		STEP 4		\$13.00	\$14.00	\$15.00
NEXT 520 HOURS	STEP 5	STEP 5	\$13.00	\$13.50	\$14.50	\$15.50
NEXT 520 HOURS	STEP 6	STEP 6	\$13.50	\$14.00	\$15.00	\$16.00
NEXT 520 HOURS	STEP 7	STEP 7	\$14.00	\$14.50	\$15.50	\$16.50
NEXT 520 HOURS	STEP 8	STEP 8	\$14.50	\$15.00	\$16.00	\$17.00
top rate	top rate	top rate	\$15.50	\$16.00	\$17.00	\$18.00

Employees in grandfathered pt scales will be placed at the appropriate rate based on the number of hours remaining until they reach top of scale

OVERSCALE full-time	\$1.00	\$1.00	\$1.00
OVERSCALE part-time	\$0.50	\$1.00	\$1.00

All employees will be paid no less than .50 above minimum wage