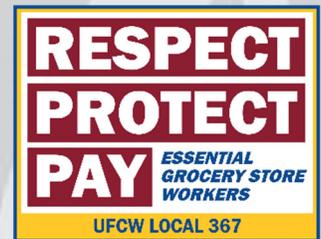


Our **Local 367** Member Led Bargaining Committee **Unanimously** Recommends a **Yes** Vote to Accept the Contract!

Our Member Led Committee is proud to present this historic agreement that secures unprecedented wage increases and additional improvements.

Over the last 9 months we have marched in unity with over 93,000 members in the West Coast Grocery Store Worker's Coalition, including California, Colorado, Washington, and Teamsters 38 by taking joint action in our stores with one clear message. It is time they **RESPECT, PROTECT, PAY** Essential Workers. As we mobilized together, we proudly wore buttons, attended Contract Action Team meetings, signed strike pledge cards, and shared stories of safety and feeding our communities during a long pandemic.

This contract is one step in the right direction to build a member driven union and ensure that every single Grocery Store Worker has a road to a successful career path.



Together We Won:

- ❖ **Strongest wage increases ever in the history of UFCW Local 367.**
- ❖ **Move grocery classifications to one "All Purpose Clerk" scale including significant pay raises for many departments—for some over 60% wage increase during the life of the contract.**
- ❖ **Increases grocery wage escalators by 150%-- that means strong wages and increases throughout the pay scale when minimum wage goes up.**
- ❖ **Stronger safety language to address unsafe working conditions we face in our stores!**
- ❖ **Secured quality affordable healthcare with benefit improvements and NO increases to healthcare premiums or deductibles.**
- ❖ **Automatic pension funding increases that go up every time our wages increase.**
- ❖ **Dedicated money to fund training and workforce development to ensure that we get the training we need to do our jobs, build career ladders, and prepare for the future of the industry.**

VOTE DOCUMENT: May 4th & 5th 2022

Our Member Led Union Bargaining Committee agree to fully recommend the following settlement for ratification. All changes are effective upon date of expiration of the current contract, unless otherwise noted. All terms of the agreements (including Letters of Understanding) remain in full force and effect with the following modifications outlined below. Contractual terms not listed remain the same.

Full legal document is available upon request.

Note: Article/Sections references are to the Pierce County Agreements. The intent of this document is to apply the same changes to the other agreements where the provisions exist in those agreements. Effective dates etc. will be adjusted in accordance with the dates/terms of those agreements.

Wages

✓ Strongest journey wage increases in UFCW 367 history

ON ALL SCALES - Increase Journeyperson and overscale Wage Rates:

| Journey wage increases | May 8 th , 2022* | May 7 th , 2023* | May 5 th , 2024* |
|--|--|-----------------------------|-----------------------------|
| Grocery A/ Meat Cutters/ Wrappers/ Service Counter | \$2.00 | \$1.00 | \$1.00 |
| Grocery B & C/ Fuel Center/ Dot Com/ CCK (not red circled)/ Clicklist-E-Commerce/ Fred Meyer Pharmacy Technician (General Sales Scale) | increase to \$20.15 +plus \$1.00 | \$1.00 | \$2.00 |
| Fred Meyer Pharmacy Technician (Assistant) Scale Certified & Non-Certified | \$2.00 | \$1.00 | \$1.75 |
| Fred Meyer GM / Fuel | \$2.00 | \$1.00 | \$1.75 |
| Fred Meyer CCK (Journey and red circled) | \$2.52 | \$1.53 | \$1.53 |
| * Increase include CCK settlement amounts | | | |

- * 10/16/22: Mason & Thurston Grocery / CCK
- * 03/19/23: Gray's Harbor & Pacific: Grocery / Meat
- * 04/09/23: Lewis County: Grocery / Meat

- ❖ For stores where Legislative Hazard Pay is still active (Olympia).
 - APC Clerk movement happens Date of Expiration for all jurisdictions.
 - The first pay increase effective on the first Sunday after Hazard Pay ends or effective on the first day of the contract, whichever is later.
- ❖ All Journey wage increases are “Across the Board” with the exception of Safeway/Albertsons Department Heads paid over scale on the matrix system and any worker transferring onto the Journey All Purpose Clerk (APC) rate.
- ❖ See wage scales attached for examples of wage rates and progressions.

Wage Escalators

- Wage Escalators will apply to all current minimum wage increases (not just Washington State) and our apprentice steps will continue to increase every time minimum wage goes up.
- Wage Escalators in all contracts will increase from \$0.10 to \$0.25 above minimum wage and from \$.10 to \$0.25 between each step. This is an increase of 150%.
- Wage escalators will not exceed journey rate of pay.

All Purpose Clerk (Grocery Contract)

The All-Purpose Clerk is a job classification that replaces all current wage scales in our Grocery contract and for the first time ever gives us one unified scale. This change also allows more opportunities for workers to pick up hours in other departments and will help ensure that our contracts keep up with the future of the grocery industry.

- Current Journeyperson A and workers 2 steps below Journeyperson (As of Date of Expiration) will be “Red-Circled” and remain on the Legacy Appendix “A” wage scale and get negotiated increases going forward:
 - All Fred Meyer Journeypersons A and Red Circle CCK will move to legacy Grocery A scale in the agreed upon progression and all others will move to the All-Purpose Clerk (APC) scale.
- All current grocery contract workers (except GM Pharmacy Techs) not at Journey or on the final two A apprentice steps will move to the APC classification. This will apply to Appendix B, C, Fuel, and Internet Shoppers, etc.:
 - Using current hours (or current placement), workers will slot straight across to their appropriate step on the All-Purpose Clerk Scale.
 - For example, Journeyperson B moves to Journeyperson All Purpose Clerk (APC).
 - Step 4 Apprentice Fuel Center moves to Step 4 All Purpose Clerk (APC), etc.

- All new hires in covered classifications, hired into All Purpose Clerk (APC):
 - Courtesy Clerks, Helper Clerks, Fred Meyer GM, and Meat Department will remain separate and not part of All Purpose Clerk.
 - QFC Pharmacy "A" Techs will remain on "Legacy" A rates including those newly hired.
 - QFC Pharmacy "B" Techs will go to APC rates.
- All APC clerks must be union members (i.e., non-union departments will not be part of APC).
- CCK will be covered by Grocery contract on Date of Expiration and included in APC.
- Current CCK employees on Red-Circled track (JP and 2 steps beneath JP) will not be required to work outside normal CCK duties until they achieve wage parity with Grocery rate (3rd year of contract).
- The parties will cooperate in good faith to clean-up current contract provisions to comport with the new All Purpose Clerk concept/agreement.
- For purposes of dues calculations All Purpose Clerks (APC) will be considered the new A classification.

Other Compensation Victories

- Kroger Prime Fresh Premium:
 - \$1 per hour for a Second Assistant Produce Manager who will be placed on the schedule prior to the scheduled bidding process.
- One-time Bonus:
 - For all active eligible members, from remaining assets of the dissolved Retiree Welfare Plan for those 55+ by Oct 1, 2023, with 15 years participation in the health trust; Or anyone with 35+ years participation in the health trust regardless of age.
 - Bonus amount to be determined by trustees of the Sound Health Retirement Trust.
- Helper Clerks:
 - Add one more 1040-hour step to Helper Clerk scale for hours worked after ratification.
 - All Helper Clerks move to post-2004 scale.
 - Helper Clerks who are promoted to APC Clerk will move over at their current rate and shall progress from there.

Fred Meyer Non-Food Contract

- Increase to Journey Wages:

02/05/2023
+ \$2.00

02/04/2024
+ \$1.00

02/02/2025
+ \$1.75

- Fred Meyer Receivers Wages:

- GM Journeyperson Receivers will be red-circled and moved to Grocery A rate by the end of the contract in 3 equal additional increases:
 - New non-, Red-Circled GM Receiver rate will move to APC JP rate by end of contract with 3 equal additional increases.

Fred Meyer Pharmacy Techs Wages:

- Pharmacy Technicians (Assistant) Scale: Certified and Non-Certified: \$2, \$1, \$1.75.
- Pharmacy Technicians on GM Salesclerk Scale: Move to a rate equal to All Purpose Clerk rate (See APC scale): \$1, \$1, \$2.

Fred Meyer Auditor Wages:

- Apply CCK wages to this work:
 - Journey and 2 steps beneath JP move to Journey CCK scale and be red circled in a similar manner, everyone else moves over to slot in on the APC scale based on hours worked.

Job Transfer Rights:

- For two years following the date of ratification of this agreement any worker covered under the GM contract who applies for an open Grocery position will be given first consideration for such positions over outside hires provided they are in good standing and have the skills and ability to perform the duties of the new job.
 - Credit for all hours worked when moving to the grocery position and shall be placed at current step on the APC scale.

The following items from the Grocery agreement above shall also apply to GM and Meat agreements (where applicable):

- Health & Welfare
- Pension
- Safety
- Workforce Development and Training
- Grievances/Arbitrators

Health Benefits

✓ **Protect our healthcare with benefit improvements**

✓ **NO increases to healthcare premiums or deductibles**

➤ Employer Contribution rates:

- Through March 2023: \$4.86/hour.
- March 2023- March 2025: Between \$4.86/hour and \$5.25/hour depending on what is needed.
- With 6-month review to adjust amount- targeting \$52 million in excess reserves.
- Effective April 2025 hours: Up to a maximum of \$5.25/hour, but no less than \$4.86/hour.

➤ These Employer contributions are projected by the health care plan consultants to fund the current benefits for the length of the contract.

Benefit Improvements:

➤ Podiatry – increase cap to \$80 per visit for the PPO (currently \$20/visit)

➤ Chiropractic – increase cap to \$60 per visit for the PPO (currently \$30/visit)

➤ Vision – Implement VSP option changes:

- Increase frame allowance by \$20
- Increase contact lenses allowance by \$40
- \$35 copay for anti-reflective coating
- Cover full standard progressives
- Dental PPO – waive deductible for preventive services (currently \$10/30 individual/family)

❖ All other Trust programs shall continue unless modified by the Trustees based on the terms of the Trust and Plan documents.

Pension

✓ **Perpetual VAP pension contribution increases through % of salary model.**

✓ **Continued funding of Sound Retirement Trust, which are projected to sustain current green zone status and progress toward 100% funding:**

- Safeway/Albertsons will move to a % of salary model at 2.8% for VAP along.
- Kroger will continue to contribute 2.8% of salary to the Sound VAP.
- Safeway/Albertsons will continue to make Rehab Plan contributions to the SRT.
- All Independents who are currently at hourly rate in VAP, move to % of salary at

2.8%.

Safety

- Exclusive Local 367 Master Safety Committee to address issues that aren't getting adequately handled at the in-store committee level.
- Pre- scheduled Master Safety Committee meeting dates: June 17th, Sept. 23rd, and December 7th, 2022. Future dates for 2023 at Dec. meeting.
- Establish store evacuation/ emergency exit training, logistics to be worked out by December 1, 2022.

Training

✓ **First EVER guaranteed funding for Workforce Development and Training**

- The employers agree to pay .01 per hour into a training fund on every hour worked (which will mean hundreds of thousands of training dollars):
 - These payments will begin once Hazard Pay ends in majority of cities where it passed, including Olympia and Seattle; and
 - This replaces previous language in contract that did not guarantee payment into the training fund.
- The employers also agree to establish a joint training fund to use this money to provide grocery workers with the training and workforce development that we need:
 - This Fund has already been established and the training infrastructure is being built right now.

Other Language and Improvements

- ✓ Set up a Joint Labor Management Committee to discuss changes to jurisdiction and training for meat departments:
 - For Albertsons and Safeway also discusses the possibility of creating a merged seniority list for Meat department workers, and
 - Honor original hire date for purposes of wage and benefit accruals between Albertsons and Safeway Banners for transferred Meat Employees.
- ✓ Set up a Joint Labor Management Committee to discuss scheduling issues
- Other Language and Improvements
- ✓ Honor hire date for all purposes under the grocery contract between Albertson's and Safeway banners for transferred employees.
- ✓ QFC Produce will no longer operate under Select-a-sched and the second assistant will receive a \$1 premium.
- ✓ Clarifying limits to how many pre-scheduled Managers and Assistant Managers the employer can pre-schedule onto the Select-a-sched at QFC.
- ✓ Clarified language in existing matrix LOU's to include:
 - Produce Manager, Starbucks Manager, Assistant Deli Manager {in Meat: Seafood Managers and Butcher Block Supervisor.
- ✓ Three-year term of the contract.
- ✓ Improvement to Grievance timelines across contracts to 15 days for termination and 45 days for all other grievances.
- ✓ Cleaned up arbitrator list and added language to enable us to replace inactive arbitrators mid- contract.