

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

A three-year Union Contract that provides Union Representation across the store. **A strong FIRST Union** contract for General Merchandise members. Providing collective bargaining power to negotiate **Wages, Benefits, and Working Conditions.**

## **Including:**

Just cause provision that enforces contract language and provides protection to members from unjust discipline. Including a grievance process that protects the member's rights and the contract language. Including **Union Representation** during meetings with management that may result in discipline.

## **Secure benefits covered under contract language to include the following:**

- Paid vacations based on **Average Hours** worked
- Paid holidays
- **2 Personal** holidays after one (1) year of service
- Sick leave language exceeding State sick leave law
- Premium Pay for Sunday's, Holiday's, and work performed between 12:00 am and 5:00 am.
- Bereavement Leave
- Pension Benefit: Maintain current 401K and IRA company plan and match. Move to SVAP (Sound Variable Annuity Plan) on 1/1/2025 – consistent with the area agreement
- Overtime Benefit including hours exceeding **eight (8)** hours per day, over **forty (40)** hours per week, **working six (6)** days per week, and on **ninth (9) consecutive** day and each day thereafter until a day off is reached

## **Seniority Language:**

Applied by department for availability of hours for weekly work schedule

## **Job Transfer Rights:**

For two years following the date of ratification of this agreement, first consideration will be given for any open positions in the Grocery department over outside hires. Additionally, they shall be **given credit for all hours worked** when moving to the Grocery position and shall be placed on the APC scale commensurate with their experience.

## **Safety:**

Workplace Safety Language: The Union and the Employer will meet periodically to review workplace safety matters

**Wages:**

Journeyman wage **increase \$2.00** first year, **55¢** year two, and **50¢** in the third year.  
Escalators of **25¢** above the State minimum wage and between each step of the wage scale

Current GM JP receivers and red-circled will move to Grocery A rate by the end of the contract with 3 equal additional increases. New non-, red-circled GM receives will move to APC JP rate by end of the contract with 3 equal additional increases. GM receivers will have same performance standards as Grocery receiving and company may interchange receiving duties

GM Auditor to receive CCK wages

Appendix A:

General Salesclerks	Current	2/4/23	1/29/24	2/2/25	
Journeyman	\$18.85	\$20.85	\$21.40	\$21.90	
	Current				
Step 8 (5201 - 6240 hours)	\$15.39	\$17.74*			
Step 7 (4681 - 5200 hours)	\$15.29	\$17.49*			
Step 6 (4161 - 4680 hours)	\$15.19	\$17.24*			
Step 5 (3641 - 4160 hours)	\$15.09	\$16.99*			
Step 4 (2601 - 3640 hours)	\$14.99	\$16.74*			
Step 3 (1561 - 2600 hours)	\$14.89	\$16.49*			
Step 2 ( 521- 1560 hours)	\$14.79	\$16.24*			
Step 1 ( 0- 520 hours)	\$14.69	\$15.99*			
Store Helper/Christmas Extras	\$14.59	\$15.99*			

In no event shall any wage classification be less than twenty-five cent (25¢) per hour above the then current minimum wage. Each rate will be at least twenty-five cent (25¢) per hour higher than the previous rate in the progression schedule not to exceed the Journeyman rate.

**\*Wage rates adjusted based on minimum wage**