

# **UFCW Local 1189/ARGA Settlement Terms**

## **(Meat Unit)**

**Ratification Date 9/30/14**

### **Full Committee Recommendation**

1. Delete all references to 1116 and replace with 1189
  2. Delete paragraph 3.17 entitled "Labor Management Committee"
  3. Modify paragraph 5.1 (No Strike/No Lockout) to state:

"The Employer agrees not to engage in any lockout of Employees and the Union agrees that it will not engage in any strikes during the life term of this Agreement." (grammar correction)
  4. Significantly improve vacation benefit by modifying paragraph 8.3 (Vacation) to state:

"Employees hired after April 30<sup>th</sup>, 2005 shall be entitled to annual vacation of ~~two (2) paid vacation days~~ one week after one (1) year of employment ~~to be taken in the second year of employment, one (1) week after the second year,~~ two (2) weeks after the fifth second year, and three (3) weeks after the eighth year.
  5. Delete as outdated and unused, the following sentence from paragraph 8.6 (Vacation):

"~~Vacation pay will be paid at the beginning of the vacation period, if requested.~~"
  6. Delete the following sentences from paragraph 9.1 (Holidays):

"~~Part-time Employees hired before May 1<sup>st</sup>, 2005 normally scheduled to work between 12 noon and 3:00 p.m. on Friday shall be entitled to two (2) hours off or two (2) hours additional pay for the Good Friday holiday. The time off shall be determined by mutual agreement between the Employer and the Employee affected.~~"
  7. Revise paragraph 9.1 (Holidays) to reflect agreement during the 2013 negotiations to move personal holidays (8 hours for full-time / 7 hours for part-time) to Article 8.
  8. Delete paragraph 19.3 (Leave of Absence) as outdated and covered by current state and federal law:

"~~Disability due to pregnancy shall be treated the same as other disabilities for leave purposes.~~"
- ACA-driven modifications to Health Coverage (Article 16)**
9. Significantly increase monthly family contribution from \$1090/month to:
    - a. \$1,330/month effective first day of month following ratification (average cost increase \$1.38/hr)
    - b. \$1,410/month effective July 1, 2015 (average cost increase 46¢/hr)
  10. Significantly increase monthly single contribution from \$460/month to:
    - a. \$485/month effective first day of month following ratification (average cost increase 24¢/hr)
    - b. \$525/month effective July 1, 2015 (average cost increase 39¢/hr)
  11. No changes to eligibility or "premium share" for:
    - a. **FortyPlus Employees** (employees averaging 40 hours per week or more – department heads and traditional full-time employees)
    - b. **ThirtyPlus Employees** (current employees averaging 30 to 39 hours per week)
    - c. **Grandfathered PT Employees** (current employees averaging less than 30 hours per week with more than 3 years of completed service with the employer)

12. **Part-time Employees** (averaging *less than* 30 hours per week)
- a. **Transitional PT Employees** (current employees with more than 6 months but less than 3 years of completed service with the employer)
    - “Opt-in” health coverage election with “premium share” equal to 1/3 of the health fund contribution coupled to an offsetting hourly wage increase above the “premium share” amount
  - b. **New Part-time Employees** (less than 6 months of completed service with the employer, PPTs, utility promoted to part-time, and all new hires)
    - No employer provided health insurance coverage

New hires meeting **ThirtyPlus Employee** definition will be offered affordable employer provided single health insurance coverage on the same basis as migrating grocery PPT employees (same weekly “premium share”)

13. Contract expires April 30, 2016

**Wages**

14. Wage adjustments and new wage scales:

Wage increases for “over the top scale” employees (employees who are at the top of or above their wage scale on date of ratification):

**FortyPlus Employees (Head Meatcutters, Journeyman Meatcutters, and Full-time Meat Wrappers)**

	<u>DOR</u>	<u>7/26/15</u>
Over top scale	+25¢	+25¢

Hourly wage increases for “over the top” PT employees:

**Grandfathered Part-Time and ThirtyPlus Meat Handlers Employees: Hired on or before 5/01/2005**

	<u>DOR</u>	<u>7/26/15</u>
Over top scale	+20¢	+20¢

**Part-time employee adjusted wage progressions:**

**Grandfathered, New Part Time and *ThirtyPlus* Meat Handlers  
hired on or after 4/30/05**

	05/02/10	<u>DOR</u>	<u>7/26/15</u>
Start	\$7.25	\$8.20	\$9.00
1040 Hours	\$7.60	\$8.20	\$9.00
2080 Hours	\$8.20	\$8.50	\$9.20
3120 Hours	\$8.50	\$8.60	\$9.20
4160 Hours	\$8.80	\$8.80	\$9.35
5200 Hours	\$9.44	\$9.44	\$9.50
6240 Hours	\$9.75	\$9.75	\$9.75
7800 Hours	\$10.05	\$10.05	\$10.05
9360 Hours	\$10.35	\$10.35	\$10.35
Over top scale		+20¢	+20¢

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Add new wage scale for *Transitional* Part-time Meat Handlers  
(more than 6 months but less than 3 years of service):

**New Scale: *Transitional* Part Time Meat Handlers hired on  
or after 5/1/05 (employees with election to continue or drop  
participation in the health plan)**

	<u>11/2/14</u>	<u>7/26/15</u>
1040 Hours	\$10.00	\$10.80
2080 Hours	\$10.30	\$11.00
3120 Hours	\$10.40	\$11.00
4160 Hours	\$10.60	\$11.15
5200 Hours		\$11.30
6240 Hours		\$11.55

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**Part Time Non Food Handling Employees**

	05/02/10	<u>DOR</u>	<u>7/26/15</u>
Start	\$7.25	\$8.10	\$9.00
1040 Hours	\$7.50	\$8.20	\$9.00
1560 Hours	\$7.75	\$8.30	\$9.00
2080 Hours	\$8.20	\$8.40	\$9.10
3120 Hours	\$8.35	\$8.50	\$9.10
4160 Hours	\$8.67	\$8.67	\$9.20
5200 Hours	\$9.00	\$9.00	\$9.50
Over top scale		+20¢	+20¢

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