

## **ARGA-Union Proposals-Grocery**

**March 6, 2019**

1. Article 3.4 A Union Rep will be given time with new employees.
2. Article 4.12 Technological changes that are introduced will be discussed with the Union and new jobs created from such changes will be bargaining unit jobs.
3. Provide equal benefits for all employees within a classification (remove 2005, 2008 and any other similar dates throughout the contract).
4. Article 8 Improve vacation benefits: 1 week after 1 year, 2 weeks after 2 years, 3 weeks after 8 years, 4 weeks after 15 years, 5 weeks after 20 years.
5. Article 9 Employees are eligible for holiday pay after completing probation.
6. Provide vacation and holiday pay for baggers, utilities and all non-food handlers, do so at the same rate as Part-Time Food Handling Employees.
7. Article 10 Increase the number of Full-Time Positions and opportunities for promotion.
8. Article 12 Establishing progressive discipline and renumbering.
9. Article 14 Establishing timelines within the grievance process.
10. Article 15 Health Fund-Employer to cover Family premium for Full-Time Employees and single premium for Part-Time Employees (no employee share to premiums).
11. Article 15 Pension Increased Employer contribution and Employer 5% 401K match.
12. Article 18 Funeral Leave-Include brother-in-law, sister-in-law, son-in-law and daughter-in-law.
13. Article 19.4 SPUR (Special Project Union Representative) Leave Language.
14. Article 19.10 6 paid sick days (prorated based on hours worked) per year for verifiable illness, injury for self or dependent child or due to pregnancy or birth of a child.
15. Article 21 Rate of Pay-Increase wages for all. Premium pay for employees working in the Deli for all hours worked in the Deli Department.
16. Article 24 Term of Agreement- 3 year contract.

The Union reserves the right to add to, modify, and/or delete from these proposals until such time that a complete successor agreement has been reached.