

# UFCW LOCAL 653 HIGHLIGHTS OF TENTATIVE AGREEMENT WITH DRISKILL'S

Effective dates: March 4, 2018 – March 6, 2021



## Increased the wages for FULL-TIME and PART-TIME positions

- Top of scale and above scale FT workers will receive: \$0.50 in Year 1, \$0.50 in Year 2, \$0.50 in Year 3
- Top of scale and above scale PT and Group 3 will receive: \$0.25 in Year 1, \$0.25 in Year 2, \$0.25 in Year 3
- All FT and PT workers will continue receiving increases per wage progression (new PT scale on other side)
- All workers will continue to receive at least \$0.20 above federal, state, county, or city minimum wage
- NEW: Modified PT meat cutter trainee - 12 month program, paid \$17.50 during training, and will become FT Classified Assistant upon successful completion

## Secured Employer commitment to pay the increased true cost of the health and welfare plan

### WEEKLY HEALTH & WELFARE COST

Contract Classification	3/5/2017 - 3/3/2018			3/4/2018 - 3/3/2019			3/4/2019 - 2/29/2020			3/1/2020 - 3/6/2021		
	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost	Employer cost
Full Time	\$210.65	\$10.00	\$200.65	\$237.20	\$20.00	\$217.20	\$254.48	\$25.00	\$229.48	\$273.26	\$30.00	\$243.26
Part Time: Modified	\$116.89	\$5.00	\$111.89	\$118.99	\$5.00	\$113.99	\$127.76	\$10.00	\$117.76	\$137.32	\$15.00	\$122.32

### WORKER & EMPLOYER HOURLY INCREASE IN COST PER YEAR OF THE CONTRACT

Contract Classification	Avg hrs per wk used for costing	2018 - YEAR 1		2019 - YEAR 2		2020 - YEAR 3	
		WORKER per Hr Increase	EMPLOYER per Hr Increase	WORKER per Hr Increase	EMPLOYER per Hr Increase	WORKER per Hr Increase	EMPLOYER per Hr Increase
Full Time	40	\$0.25	\$0.41	\$0.13	\$0.31	\$0.13	\$0.34
Part Time: Modified	39	\$0.00	\$0.05	\$0.13	\$0.10	\$0.13	\$0.12

## Groundbreaking Pension Remedy through Variable Annuity Plan (VAP) and Secured Legacy Pension Plan

Contract Classification	CURRENT	3/4/2018 - 3/3/2019		3/4/2019 - 2/29/2020		3/1/2020 - 3/6/2021	
	Legacy Pension	Legacy Pension	VAP	Legacy Pension	VAP	Legacy Pension	VAP
FT	\$129.40	\$133.02	TBD*	\$136.74	TBD*	\$140.57	TBD*
PT	\$42.20	\$43.38	TBD*	\$44.59	TBD*	\$45.84	TBD*

TBD\* = Employer committed to additional VAP contribution to be determined by Union and Management Board of Trustees

## Improved treatment in the workplace and worker protections

- NEW – In case of suspension or termination, the Employer must notify Union
- NEW – Respect and dignity in the workplace
- NEW – Bereavement leave for domestic partners
- NEW – Victim, Witness, and Domestic Abuse leave
- NEW – Student seniority
- NEW – Automation language to secure training, transfer, or severance pay in case of technological changes
- IMPROVED – non-discrimination in the workplace

**Remember: Your Union contract guarantees minimums for wages and benefits. Management can always choose to give anyone more.**

If you have questions, please contact your Union representative, Scott Larson at (612) 961-6305 or [scottl@ufcw653.org](mailto:scottl@ufcw653.org).

## NEW PT SCALE FOR UFCW LOCAL 653 MEMBERS AT DRISKILL'S

<b>Carryout Wage</b>				<b>Carryout Youth Wage</b>			
	Effective (per hour) <u>3/4/2018</u>	Effective (per hour) <u>3/3/2019</u>	Effective (per hour) <u>3/1/2020</u>		Effective (per hour) <u>3/4/2018</u>	Effective (per hour) <u>3/3/2019</u>	Effective (per hour) <u>3/1/2020</u>
0 - 500 hours	\$9.75	\$10.00	\$10.00	0 - 500 hours	\$8.00	\$8.25	\$8.50
501 - 1000 hours	\$9.85	\$10.10	\$10.10	501 - 1000 hours	\$8.25	\$8.50	\$8.75
over 1001 hours	\$9.95	\$10.20	\$10.35	over 1001 hours	\$8.50	\$8.75	\$9.00
<b>Group 3 Part-Time</b>				<b>Group 3 Youth Wage</b>			
	Effective (per hour) <u>3/4/2018</u>	Effective (per hour) <u>3/3/2019</u>	Effective (per hour) <u>3/1/2020</u>		Effective (per hour) <u>3/4/2018</u>	Effective (per hour) <u>3/3/2019</u>	Effective (per hour) <u>3/1/2020</u>
0-780 hours	\$10.00	\$10.25	\$10.25	0 - 500 hours	\$8.50	\$8.75	\$9.00
781-1560 hours	\$10.25	\$10.50	\$10.50	501 - 1000 hours	\$8.75	\$9.00	\$9.25
1561-3120 hours	\$10.50	\$10.75	\$10.75	over 1001 hours	\$9.00	\$9.25	\$9.50
3121 -4680 hours	\$11.00	\$11.00	\$11.00				
4681 - 6240 hours	\$12.00	\$12.00	\$12.00				
6241 - 7800 hours	\$12.25	\$12.50	\$13.00				
<b>Part-Time Food Handlers, Delicatessen, Pharmacy Employees (Modified, Regular)</b>							
	Effective (per hour) <u>3/4/2018</u>	Effective (per hour) <u>3/3/2019</u>	Effective (per hour) <u>3/1/2020</u>				
0 - 1040 hours	\$10.00	\$10.00	\$10.00				
1041 - 1560 hours	\$10.25	\$10.25	\$10.25				
1561 - 2600 hours	\$10.75	\$10.75	\$10.75				
2601 - 3640 hours	\$11.50	\$11.50	\$11.50				
3641 - 4660 hours	\$12.25	\$12.25	\$12.25				
4661 - 5760 hours	\$12.75	\$12.75	\$12.75				
5761 - 6760 hours	\$13.25	\$13.25	\$13.25				
6761 - 7760 hours	\$14.25	\$14.25	\$14.45				
Over 7761 hours	\$14.50	\$14.75	\$15.00				
<p>Provided further that Food Handlers and Pharmacy Employees shall receive not less than twenty cents (\$.20) above federal, state, city or county minimum or youth minimum wage, whichever is higher, during the term of this agreement.</p>							
<b>Carryout and Maintenance Part-Time</b>							
<p>Provided further that Courtesy employees and Custodial employees shall receive not less than twenty cents (\$.20) above federal, state, city or county minimum or youth minimum wage, whichever is higher, during the term of this agreement.</p>							

