

UFCW LOCAL 653 HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT WITH LUNDS & BYERLYS

Effective dates: March 4, 2018 – March 7, 2021



Increased the wages, number, and security of FULL TIME positions

- Department heads will all receive raises: \$1.00 in Year 1, \$0.75 in Year 2, \$0.75 in Year 3
- Top of scale and above scale FT workers will all receive raises: \$0.50 in Year 1, \$0.50 in Year 2, \$0.50 in Year 3
- FT Retail Specialists classification eliminated and workers will become FT Classified Assistants
- FT Maintenance classification eliminated and workers will become FT Classified Assistants
- FT Meat Helper classification eliminated and workers will become FT Traditional
- Raised Full Time ratio from 25% to 30%
- All Full Time workers with Sunday outside the workweek before ratification will be "grandfathered"

Improved the wages and quality of PART TIME positions

- NEW: Guaranteed minimum of 30% of Part Time workers will be benefited (PT Modified)
- PT Group 3 classification eliminated and workers will all become PT Regular
- Higher PT wage scale (effective 9/3/18) – now \$11 - \$17 (up from \$9.60 - \$14.25)
- All PT workers will slot into next highest rate in the new wage scale and receive \$0.25 raise every 6 months
- All PT workers will now receive:
 - 6 paid national holidays
 - 3 weeks of paid vacation after 8 years
 - Paid bereavement and jury duty leave
 - Ancillary benefits – to include: dental, vision, life, accidental death and dismemberment insurance
- Courtesy and Maintenance wages increased to \$0.20 above minimum and youth minimum wages
- All Part Time workers with Sunday outside the workweek before ratification will be "grandfathered"

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

WEEKLY HEALTH & WELFARE COST

Contract Classification	TOTAL Cost Current	TOTAL Cost 3/4/2018	Worker cost	Employer cost	TOTAL Cost 2/28/2019	Worker cost	Employer cost	TOTAL Cost 2/28/2020	Worker cost	Employer cost
Full Time: Traditional	\$210.65	\$237.20	\$20.00	\$217.20	\$254.48	\$20.00	\$234.48	\$273.26	\$20.00	\$253.26
Full Time: Classified	\$210.65	\$237.20	\$20.00	\$217.20	\$254.48	\$20.00	\$234.48	\$273.26	\$20.00	\$253.26
Part Time: Modified	\$116.89	\$118.99	\$5.00	\$113.99	\$127.76	\$7.50	\$120.26	\$137.32	\$10.00	\$127.32
Part Time: Regular	\$0.00	\$7.22	\$1.00	\$6.22	\$7.48	\$1.00	\$6.48	\$7.74	\$1.00	\$6.74

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: Traditional	40	\$0.25	\$0.41	\$0.00	\$0.43	\$0.00	\$0.47
Full Time: Classified	40	\$0.25	\$0.41	\$0.00	\$0.43	\$0.00	\$0.47
Part Time: Modified	39	\$0.00	\$0.05	\$0.06	\$0.16	\$0.06	\$0.18
Part Time: Regular	28	\$0.04	\$0.22	\$0.00	\$0.01	\$0.00	\$0.01

Maintained current Employer hourly contributions for 401k

FT Traditional & Classified Assistant		PT Modified		PT Regular	
before 2/26/2017	\$3.235	all workers	\$1.35	before 3/4/2018	\$1.35
before 2/26/2017: 25-30 YOS & under 62 (until 30 and out or turn 62)	\$4.00			(if currently receiving 401k)	
after 2/26/2017	\$2.00				

Improved treatment in the workplace and worker protections

- NEW – In case of suspension or termination, the Employer must notify Union so a representative can be present
- NEW – Respect and dignity in the workplace
- NEW – Bereavement leave for domestic partners
- NEW – Victim, Witness, and Domestic Abuse leave
- NEW – Student seniority
- NEW – No subcontracting of any current existing operations
- NEW – Automation language to secure training, transfer, or severance pay in case of technological changes
- IMPROVED – non-discrimination in the workplace to now also include: gender, gender identity or expression; pregnancy; physical or mental health condition; veteran status; and criminal record after employment.

WAGE SCALE FOR UFCW LOCAL 653 MEMBERS AT LUNDS & BYERLYS

Full-Time Food Handlers and Pharmacy Employees

Years of Service	Effective 3-4-18	Effective 3-3-19	Effective 3-1-20
0-1 yr	23.50	23.50	23.50
1-2 yrs	24.00	24.00	24.00
2-3 yrs	24.73	25.23	25.73

Current meat helper employees move to food handler scale.
Sunday remains outside of the work week.

Note: Workers slot into the next highest wage and progress from there.

For example:

A Retail Specialist currently at \$17.70 would slot into the Classified Assistant scale at \$18.00 in 2018 then progress to \$19.50 in 2019 and \$20.50 in 2020.

Classified Assistant

Years of Service	Effective 3-4-18	Effective 3-3-19	Effective 3-1-20
0-1 yr	16.00	16.00	16.00
1-2 yrs	18.00	18.00	18.00
2-3 yrs	19.50	19.50	19.50
3-4 yrs	20.50	20.50	20.50
4-5 yrs	21.50	21.50	21.50
5 yrs or more	22.73	23.23	23.73

Current full time maintenance move to next highest classified assistant rate.
Sunday remains outside of the work week.

Part-Time Food Handlers and Part-Time Pharmacy Employees

Years of Service	Effective 9-3-18	Effective 3-3-19	Effective 3-1-20
0.00	11.00	11.00	11.00
0.50	11.25	11.25	11.25
1.00	11.50	11.50	11.50
1.50	11.75	11.75	11.75
2.00	12.00	12.00	12.00
2.50	12.25	12.25	12.25
3.00	12.50	12.50	12.50
3.50	12.75	12.75	12.75
4.00	13.00	13.00	13.00
4.50	13.25	13.25	13.25
5.00	13.50	13.50	13.50
5.50	13.75	13.75	13.75
6.00	14.00	14.00	14.00
6.50	14.25	14.25	14.25
7.00	14.50	14.50	14.50
7.50	14.75	14.75	14.75
8.00	15.00	15.00	15.00
8.50	15.25	15.25	15.25
9.00	15.50	15.50	15.50
9.50	15.75	15.75	15.75
10.00	16.00	16.50	17.00

Note: Workers slot into the next highest wage and progress from there.

For example:

A Part Timer currently at \$14.25 would slot into \$14.50 on Sept 3, 2018 and receive \$0.25 every 6 months.

Provided further that Food Handlers and Pharmacy Employees shall receive not less than twenty cents (\$.20) above federal, state, city or county minimum wage, whichever is higher, during the term of this agreement.

Carryout and Maintenance Part-Time

Provided further that Courtesy employees and Custodial employees shall receive not less than twenty cents (\$.20) above federal, state, city or county minimum wage, whichever is higher, during the term of this agreement.

Remember: Your Union contract guarantees minimum wages and benefits at Lunds & Byerlys. Management can always choose to give anyone more.