

# **UFCW HIGHLIGHTS OF CONTRACT OFFER**

## **FOOD 4 LESS**

**OCTOBER 10, 2007**

- Eliminates Two-Tier Wage Structure effective 6/4/07.
- Provides Retroactive Wage Increases for all Employees (See attached wage schedules).
- Drastically Reduces Backfill for Promoted Employees.
- Eliminates Appendix “C” so that Employees hired prior to October 4, 2004 will continue to earn time and one-half minus \$1.00 on Sunday – Sunday rate will not be frozen.
- Many Improvements to Plan B Prescription, Dental, Vision, Chiropractic and PPO/HRA Health Plan (See attached for details).
- Shortens Waiting Period for Health Plan to 6-months for New Hires and Dependent Children. Shortens Waiting Period for Spouses to 24 Months (except Utility Clerks).  
ALL TIME WORKED CREDITED TOWARDS INITIAL ELIGIBILITY.
- Provides Graduation to “B” Prescription, Vision, Dental, and PPO/HRA Health Plan for employees hired after October 2004.
- Many Improvements to New Hire Health Plan.
- Provides Adequate Funding to Pay for Health Coverage for Term of Agreement.
- Provides Adequate Funding for Pension and “Rule of 85” for Term of Agreement.
- Employer Contributions: One rate on all hours worked for both Health & Welfare and Pension.
- Sick Leave Shall Be Payable on 1<sup>st</sup> Day of Absence.
- Service Clerks may work as Meat Clerks to maximize hours.
- All holidays to be celebrated on actual holiday for all employees.
- Discharged Employees who wish to grieve their discharge, must file a written protest with the Union within seven days of the discharge.
- Four-Year Term: June 4, 2007 to June 5, 2011.