

K # 6789

800 cas

**MEMORANDUM OF AGREEMENT  
HYDE PARK MARKETS - UFCW LOCAL 1625**

The current agreement remains in effect as modified below:

1. ARTICLE 3. Delete Section 2.
2. ARTICLE 12. Section 1. Amend to read: "Should any provision of this Agreement conflict with or be in violation of State or Federal law, such provision or provisions shall automatically be amended to conform to the law."
3. ARTICLE 16. Section 5. Amend last sentence to read: "Department Heads will be paid for any unused sick days from the prior year during the first pay period of January of each year."
4. ARTICLE 18. Section 1. Add: "The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other liability that might arise out of or by reason or action taken or not taken by the Employer for the purpose of complying with any of the provisions of this Article, unless the error is the result of the Employer's negligence."
5. ARTICLE 20. Section 2. Add: "In the event of an on the job injury or job-related illness requiring medical assistance, the employee shall submit to drug and alcohol testing as directed by the Employer."
6. ARTICLE 21. Section 7. Amend to read: "New employees shall be employed on a trial basis of not more than ninety (90) calendar days of work. During the trial period, each new employee will receive evaluations after thirty (30) and sixty (60) calendar days of work, copies of which will be provided to the employee and the Union, and may be discharged or laid off at the sole discretion of the Employer without recourse to the grievance procedure and without reference to seniority and without obligation to rehire such employee."
7. ARTICLE 42. Amend dates to May 1, 1998 though April 30, 1999.
8. Miscellaneous (Not in Agreement). Effective May 1, 1998, the 10% employee discount will be discontinued. In lieu of this discount, gift certificates will be issued to employees two times per year, in the amounts of \$15 for full-time employees and \$10 for part-time employees.
9. ARTICLE 19. Section 1. Add after first sentence: "Effective June 1, 1998, this monthly contribution will increase to \$271.00."

Dated this 11 day of May, 1998.

FOR THE UNION:

Gary Pawdy

FOR THE COMPANY:

[Signature]

closing all stores by 4/30/99

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