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SPOKANE RETAIL GROCERY PROPOSAL  
DECEMBER 16, 1984

On Sunday, December 16, the Spokane Retail Grocery Employers represented by Allied Employers, Inc. submitted the following recommended proposal for your consideration and action. Your rank and file negotiating committee is recommending that you accept this offer.

The only changes in your current Agreement are those items specified herein, which are as follows:

1. Add a new section 2.4 as follows:

It is agreed the Employer shall send to the Union office a postcard indicating the name, hire date, address, Social Security number, classification, store, and location for all new employees, not later than thirty-one (31) days from the date of employment. These prepaid postcards shall be furnished by the Union.

2. Modify Article 3, Exemptions, as follows:

3.1 A bona fide owner, store manager, and assistant manager shall not be required to be a member of the Union.

Delete 3.2.

We have agreed to provide the employers with the following additional exemptions:

1. Albertsons: One additional exemption in those stores which currently have only two exempt employees (manager and assistant manager).
2. Rosauers: One additional exemption in stores #7, #26, and #29.
3. Safeway: Compute exemptions allowed in all Spokane area stores on the basis of three per store. Maximum exemption per store is four.
3. Seniority: Combine grocery and produce into the same area of comparable work so that "comparable work" is defined as: (1) Grocery and Produce, (2) Bakery Sales, (3) Deli, and (4) Non-Foods.
4. Add the following to Article 5.10: Likewise, the Employer shall not encourage, intimidate, or coerce an employee to perform "off-the-clock" work.
5. Modify Article 6.1 as follows:

The following shall be considered as holidays for non-probationary employees (employees hired after 12-20-84 shall have a five (5) month waiting period):

New Year's Day (January 1)  
 Memorial Day (last Monday in May)  
 Independence Day (July 4)  
 Labor Day (first Monday in September)  
 Thanksgiving Day (fourth Thursday in November)  
 Christmas Day (December 25)

6. Delete Article 9.3.
7. Add the following to Article 18.3: If approved, the Employer shall confirm such requested leave in writing to the employee.
8. Health and Welfare: Convert to the newly proposed plan effective February 1, 1985.

Employer contribution effective February 1, 1985, based upon January, 1985 hours, to be \$163.46. Employer contribution to increase by \$20.80 per month per eligible employee in January, 1986, based upon December, 1985 hours, and by \$27.20 effective January, 1987, based upon December, 1986 hours. Any monies not used to maintain benefits will be diverted into pension on the effective dates (1-1-86 and 1-1-87).

The UFCW Trustees are to determine the level of benefits that can be purchased with available funds.

9. Modify Article 23.3 as follows:

Time spent in attendance at store meetings called by the Employer before the start or after the ending of the employee's regular shift, shall be compensated for at the employee's regular hourly rate of pay. Sections 5.8 and 5.9 of this Agreement do not apply to store meetings.

10. Duration: July 1, 1984 through October 3, 1987 (39-month Agreement).
11. Helper Clerks - Add the following: All hours exceeding the twenty percent (20%) shall be paid at the Beginner Clerk rate.
12. Wages:

Appendix A - Grocery and Produce

	<u>Current</u>	<u>7-1-85</u>	<u>12-1-85</u>	<u>6-1-86</u>	<u>12-1-86</u>	<u>6-1-87</u>
Journeyperson	\$10.36	\$10.51	\$10.66	\$10.86	\$11.01	\$11.21
Sr.Apprentice	7.70	7.70	7.70	7.70	7.70	7.70
Jr.Apprentice	6.70	6.70	6.70	6.70	6.70	6.70
Apprentice	5.70	5.70	5.70	5.70	5.70	5.70
Beginner	4.90	4.90	4.90	4.90	4.90	4.90
Helper Clerk	3.85	3.89	3.92	3.92	3.95	3.99

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Appendices B, C, D

	<u>Current</u>	<u>7-1-85</u>	<u>12-1-85</u>	<u>6-1-86</u>	<u>12-1-86</u>	<u>6-1-87</u>
Head Bakery	\$8.26	\$8.34	\$8.42	\$8.55	\$8.66	\$8.79
Journey person	7.98	8.06	8.14	8.27	8.38	8.51
Journey Deli	7.43	7.51	7.59	7.72	7.93	7.96
Journey Non-Foods	7.34	7.42	7.50	7.63	7.74	7.87

NO CHANGE IN APPRENTICE CONTRACT RATES.

Extend progression for employees hired after December 20, 1984 by six months (1040 hours):

New Hire Progression

Beginner - 0-1040 hours

Apprentice - 1041-2080 hours

Junior Apprentice - 2081-3120 hours

Senior Apprentice - 3121-4160 hours

Journey person - 4160 or more.

It is recommended that you accept this proposal.