

X# 6701

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9/75

MEMORANDUM OF AGREEMENT

DEC 01 1975

October 12, 1975

Agreement by and between RETAIL CLERKS UNION, LOCAL 1245, R.C.I.A., AFL-CIO and ACME MARKETS, INC. made this 12th day of October 1975.

SECTION 5 - SENIORITY - CHANGES

Language to be written.

E16-17
10

Seniority shall terminate after twelve (12) months absence from work due to non-occupational sickness.

SECTION 7 - WORK WEEK - CHANGES

1 - SECOND SHIFT - to start between 12 Noon to 4 P.M. (in order to create or maintain as many Forty (40) Hour positions as possible, the second shift will be flexible.

2 - OVERTIME INCLUDING SUNDAY WORK - will be rotated between qualified employees within classification required to perform the work.

3 - PART-TIME EMPLOYEES normally scheduled not less than fourteen hours per week.

4 - PART-TIME EMPLOYEES scheduled to work more than five hours per day will be scheduled an unpaid lunch period of not less than one-half hour - (Except by mutual agreement).

SECTION 9 - VACATIONS - CHANGES - FULL-TIME AND PART-TIME

G46-44
40

1 - Four weeks after twelve years of service instead of FOUR for Seventeen Years of Service.

2 - OVERTIME SCHEDULE - Minimum 40 Weeks

SECTION 10 - HOLIDAYS - CHANGES - FULL-TIME AND PART-TIME

G28-30
110

ADD - One Personal Holiday for a total of Three - One each Four Months - effective 1-1-76.

SECTION 11 - UNIFORMS - CHANGE

1 - Company agrees to provide rain apparel to all employees who are required to perform work out of doors during rainy weather.

(NEW SECTION) - AUTOMATION

Language to be written.

VII - X - 10/16/78

SECTION 15 - WELFARE - CHANGES

1. Contributions increased to \$47.00 per month Full-Time.
2. Contributions increased to \$17.00 per month Part-Time.
3. The following benefits to be maintained for Full-Time and Part-Time Members:-

Full-Time

- Life Insurance - \$5,000 maximum
- Hospitalization - Full Semi-Private - 120 Days - Family coverage
- Full Miscellaneous
- Full Maternity
- Surgical - \$500.00 maximum
- In Hospital Medical - \$132.00
- Major Medical - \$100,000 maximum
- Dental Benefits - Family coverage
- Optical Benefits - Family coverage
- *Prescription Drug Program - Family coverage - effective 7-1-76

Part-Time

- Hospitalization - \$25.00 per diem - 31 days
- Miscellaneous - \$250.00
- Surgical - \$250.00 maximum
- Dental Benefits - Single coverage
- Optical Benefits - Single coverage
- *Prescription Drug Program - Single coverage - effective 7-1-76

*NEW BENEFIT

	Mo. Contrib.	1-1-76	1-1-77	1-1-78
<u>SECTION 16 - PENSION - CHANGES</u>	<u>\$35.80</u>	<u>\$42.00</u>	<u>\$48.50</u>	<u>\$56.00</u>

Improvements in Pension Plan - Full-Time

- 1 - Vesting after 10 Years of Service - Any Age - Reduced Pro Rata - Early Retirement Age 60.
2. Vested Credit - per 1000 Hours of Service per Year
3. Spouse Benefit - Early Retirement - Reduced Pro Rata.
4. Reinstatement of Credited Service - (Effective 1-1-76)
Example: 9 Years of Service - Laid off or terminated - Rehired within 9 yr. does not lose former service = 8 years - 7 years - etc.
5. New Benefit Level - \$300.00 maximum effective 1-1-76.
6. New Benefit Level - \$300.00 maximum at age 62 - No Reduction - BUT MEMBER MAY WORK TO age 65 - effective 1-1-77
7. New Benefit Level - \$350.00 maximum at age 62 - No Reduction - BUT MEMBER MAY WORK TO age 65 - effective 1-1-78.

PART-TIME PENSION BENEFITS - Effective 1-1-77 - Monthly Contribution \$8.00.

SECTION 19 - MATERNITY LEAVE - CHANGE

613
Maternity Leave of Absence (without pay) shall be granted to employees with six (6) months or more of continuous service. Such leave shall commence when necessary for the health of the employee or the unborn child as certified in writing by a physician acceptable to the Company, and shall terminate when the employee is able physically to return to work, as similarly certified.

(NEW SECTION) - NON-DISCRIMINATION

E1724
The Employer and the Union in the performance of this Agreement agree not to discriminate against any employee or applicant for employment because of race, color, religious creed, origin, age or sex.

SECTION 25 - DURATION

Thirty-six month Agreement

10-4-75 through 10-6-78.

EXHIBIT A - CHANGES

FULL-TIME EMPLOYEES - ACROSS-THE-BOARD INCREASES:

- 44
1
- Grocery Dept. Managers, Produce Dept. Managers, Dairy Dept. Managers.
 - Head Cashiers, General Clerks, Cashier-Clerks, Special Clerks, Weighers and Wrappers, Apprentices.

All full-time employees, on the payroll prior to September 4, 1975, shall receive a minimum wage increase of Twenty-five Dollars (\$25.00) per forty-hour week or the applicable wage rate, whichever is greater, effective October 4, 1975.

Those employees will also receive a minimum wage increase of Fifteen Dollars (\$15.00) per forty-hour week or the applicable wage rate, whichever is greater, effective October 2, 1976, and

Effective October 1, 1977 will receive an additional increase of Fifteen Dollars (\$15.00) per forty-hour week or the applicable wage rate, whichever is greater.

Cost of Living:

In 1977 and in 1978, there will be a cost of living adjustment for all Full-Time employees on the payroll as of those dates.

Cost of Living Allowance April 2, 1977 - Five Dollars (\$5.00) per forty-hour week.

Cost of Living Allowance April 1, 1978 - Five Dollars (\$5.00) per forty-hour week.

FULL-TIME WAGE SCALE - GENERAL CLERKS, CASHIER-CLERKS, SPECIAL CLERKS, AND WEIGHERS AND WRAPPERS

A 36-38
008
A 39-41
032,016
A 42
2
B 2
2
B 20
5
B 21
2
B 22
9

	10-4-75 to and includ. 10-1-76	10-2-76 to and includ. 4-1-77	C.O.L. 4-2-77	10-1-77 to and includ. 3-31-78	C.O.L. 4-1-78
After 30 days to 6 months	140.00	150.00	155.00	160.00	170.00
6 months to 12 months	147.00	162.00	167.00	182.00	187.00
12 months to 18 months	153.00	168.00	173.00	188.00	193.00
18 months to 24 months	160.00	175.00	180.00	195.00	200.00
24 months to 30 months	168.00	183.00	188.00	203.00	208.00
30 months to 36 months	177.00	192.00	197.00	212.00	217.00
Over 36 months	190.00	205.00	210.00	225.00	230.00

GROCERY DEPARTMENT HEADS

Grocery Department Managers, (where appointed), will receive the Full-Time employee across-the-board wage increases or a new premium of Twenty-five Dollars (\$25.00) per week over the Full-Time wage scale, whichever is greater.

Dairy Department Managers will receive the Full-Time employee across-the-board wage increases or a new premium of Ten Dollars (\$10.00) per week over the Full-Time wage scale, whichever is greater.

Head Cashiers will receive the Full-Time employee across-the-board wage increases or a new premium of Ten Dollars (\$10.00) per week over the Full-Time wage scale, whichever is greater.

Produce Department Managers will receive the Full-Time employee across-the-board wage increases or the following new scale rates whichever is greater.

	10-4-75 to and includ. 10-1-76	10-2-76 to and includ. 4-1-77	C.O.L. 4-2-77	10-1-77 to and includ. 3-31-78	C.O.L. 4-1-78
<u>PRODUCE DEPARTMENT MANAGER</u>					
Total weekly gross produce sales:					
Up to \$5,000.	210.00	225.00	230.00	245.00	250.00
\$5,000. - \$8,000.	215.00	230.00	235.00	250.00	255.00
Over \$8,000.	220.00	235.00	240.00	255.00	260.00

HEAD DELI CLERK (NEW CLASSIFICATION)

Premium of \$10.00 per forty-hour week over the Full-Time wage scale.

JOURNEYMEN MEAT CUTTERS

All full-time Journeymen Meat Cutters on the payroll prior to September 4, 1975 shall receive a minimum wage increase of Thirty Dollars (\$30.00) per forty-hour week or the applicable wage rate, whichever is greater.

Those Journeymen Meat Cutters will also receive a minimum wage increase of Fifteen Dollars (\$15.00) per forty-hour week or the applicable wage rate, whichever is greater, effective October 2, 1976 and

Effective October 1, 1977 will receive an additional increase of Fifteen Dollars (\$15.00) per forty-hour week or the applicable wage rate whichever is greater.

<u>JOURNEYMAN MEAT CUTTERS</u>	10-4-75 to and includ. <u>10-1-76</u>	10-2-76 to and includ. <u>4-1-77</u>	C.O.L. <u>4-2-77</u>	10-1-77 to and includ. <u>3-31-78</u>	C.O.L. <u>4-1-78</u>
First 6 months	240.00	255.00	260.00	275.00	280.00
Thereafter	250.00	265.00	270.00	285.00	290.00

APPRENTICES

<u>APPRENTICES</u>	10-4-75 to and includ. <u>10-1-76</u>	10-2-76 to and includ. <u>4-1-77</u>	C.O.L. <u>4-2-77</u>	10-1-77 to and includ. <u>3-31-78</u>	C.O.L. <u>4-1-78</u>
First 6 months	169.00	184.00	189.00	204.00	209.00
Second 6 months	177.00	192.00	197.00	212.00	217.00
Third 6 months	187.00	202.00	207.00	222.00	227.00
Fourth 6 months	197.00	212.00	217.00	232.00	237.00
Fifth 6 months	208.00	223.00	228.00	243.00	248.00
Sixth 6 months	219.00	234.00	239.00	254.00	259.00
Thereafter to Journeyman rate	250.00	265.00	270.00	285.00	290.00

MEAT MANAGERS

All full-time Meat Managers on the payroll prior to September 4, 1975 shall receive a minimum wage increase of Thirty-five Dollars (\$35.00) per forty-hour week or the applicable wage rate whichever is greater.

Those Meat Managers will also receive a minimum wage increase of Ten Dollars (\$10.00) per forty-hour week or the applicable wage rate, whichever is greater, effective April 3, 1976 and

Those Meat Managers will also receive a minimum wage increase of Fifteen Dollars (\$15.00) per forty-hour week or the applicable wage rate, whichever is greater, effective October 2, 1976, and

Effective October 1, 1977 will receive an additional increase of Seventeen Dollars (\$17.00) per forty hour week or the applicable wage rate, whichever is greater.

<u>MEAT MANAGERS</u>	Effec- tive 10-4-75	Effec- tive 4-3-76	10-2-76 to and includ. <u>4-1-77</u>	C.O.L. <u>4-2-77</u>	10-1-77 to and includ. <u>3-31-78</u>	C.O.L. <u>4-1-78</u>
Trainee	258.00	268.00	283.00	288.00	303.00	308.00
	268.00	278.00	293.00	298.00	315.00	320.00

PART-TIME EMPLOYEES

All part-time employees on the payroll prior to September 4, 1975 shall receive a minimum wage increase of fifty cents (50¢) per hour or the applicable wage rate, whichever is greater.

Those part-time employees will also receive a minimum wage increase of thirty cents (30¢) per hour or the applicable wage rate, whichever is greater, effective October 2, 1976 and

Effective October 1, 1977 will receive an additional increase of thirty cents (30¢) per hour or the applicable wage rate, whichever is greater.

<u>PART-TIME EMPLOYEES</u>	<u>10-4-75</u> to and includ. <u>10-1-76</u>		<u>10-2-76</u> to and includ. <u>9-30-77</u>		<u>10-1-77</u> to and includ. <u>10-6-78</u>	
	<u>Per Hour</u>	<u>Sunday</u>	<u>Per Hour</u>	<u>Sunday</u>	<u>Per Hour</u>	<u>Sunday</u>
30 days to 6 months	2.50	3.75	2.75	4.125	3.00	4.50
6 months to 12 months	2.65	3.975	2.90	4.35	3.15	4.725
12 months to 18 months	2.80	4.20	3.05	4.575	3.30	4.95
18 months to 24 months	3.00	4.50	3.25	4.875	3.50	5.25
24 months to 30 months	3.25	4.875	3.50	5.25	3.75	5.625
30 months to 36 months	3.45	5.175	3.75	5.625	4.00	6.00
Over 36 months	3.75	5.625	4.05	6.075	4.35	6.525

OTHER CHANGES

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F44-46
140

NIGHT CREW PREMIUM increased to forty cents (40¢) per hour effective October 4, 1975.

MAN IN CHARGE OF NIGHT CREW PREMIUM increased to thirty cents (30¢) per hour effective October 4, 1975.

NON-FOOD RATE to be established.

BLS 2453

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OMB No. 44-R0003
App. exp. March 31, 1980

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212
February 10, 1976



Acme Markets, Inc.
Labor Relations Division
124 North 15th Street
Philadelphia, Pennsylvania 19102

MAR 03 1976

Gentlemen:

We now have on file a copy of your collective bargaining agreement(s) with the Retail Clerks International Association, Local #1245 and your Division #7 in New Jersey which expires October 1978.

We would appreciate your sending us the following information to complete our files:

The number of workers covered 1,011 f.t.
1,097 p.t.
2,108 total = 2,100

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noted 3/4/76 C.B.

Please return this form with your information in the enclosed envelope which requires no postage.

Thank you for your cooperation.

Sincerely yours,

Julius Shiskin

JULIUS SHISKIN
Commissioner

RECEIVED

FEB 17 1976

LABOR RELATIONS DEPARTMENT