

570570  
MAR 29 1974 8/23

MEMORANDUM OF AGREEMENT

1. ARTICLE 10.11 - HOLIDAYS - is intended to mean that:

Sunday work is to be offered by seniority and on a voluntary basis; and

Further, various stores are presently offering Sunday work on differing basis which is satisfactory to the employees.

Because of the above situation FELRA and the Union agree to set up a joint committee that will try to develop uniform practice that will be satisfactory to both parties.

2. HEALTH AND WELFARE

1) Local 692 Part Time and Dependent Surgical Schedule:

Effective September 1, 1973, the present part time and dependent surgical schedule shall be adjusted to conform to the full time Blue Shield surgical schedule.

2) The Trustees will study the subject of reciprocity and H.M.O.

3. PENSION BENEFITS

1) Sickness and Accident Benefits and Disability Pension:

The parties agree that they will instruct their respective Trustees on the Health and Welfare and Pension Funds to implement by proper resolution the following understanding:

The effective date of a disability pension shall be either:

- a) the first of the month following the receipt by the participant of a Social Security Disability Award, whereupon all Sickness and Accident benefit payments from the Health and Welfare Fund shall terminate; or
- b) if already terminated then retroactive to the first of the month next following the termination of such benefits.

2) Pension Benefits-Schedule Changes:

Effective the first of the month following I.R.S. approval, the Trustees will effect the following changes for Local 692 members:

- 1. Full time benefits increased to \$11.00 per month.
- 2. Retirees receiving less than \$10.00 per month benefit, will increase by 10% or a minimum of \$10.00.

8/26/73-8/24/74

Memorandum of Agreement (continued)

3. Full time to receive credit for part time service at the part time benefit level on retirement.
4. Part time benefit to \$5.00 per month.
5. Part time retirement at age 60 - no reduction.
6. Part time disability provision, same as full time.
7. Part time vesting; any combination of ten (10) years.
8. Part time to receive credit for their full time service.
9. Total aggregate service of full time and part time will count for eligibility and vesting.

FOR THE EMPLOYER:

SAFEWAY STORES, INCORPORATED

John Bee  
T. P. P. P.

FOR THE UNION:

RETAIL STORE EMPLOYEES' UNION,  
LOCAL NO. 692

Al. L. L.  
Harry J. Cimbalor