

L. 1063

MAY 16 1988

#6803.
Drew X 11/87
1,4 vs res

MEMORANDUM OF AGREEMENT

The following represents a letter of understanding between Food Giant, Inc., Atlanta, Georgia and United Food and Commercial Workers Union Local No. 1063 and also District Union Local No. 442, as agreed upon changes in their present respective contracts covering the period May 20, 1984 through November 29, 1987.

1. The above named contracts will remain unchanged except as modified below.
2. The effective date of such changes will be the Sunday following membership ratification.
3. The contract term shall begin on the date mentioned in #2., immediately above, and end on the Saturday evening closest to November 29, 1990, except provision is made for a contract reopener for all items on the second anniversary date of this contract, with the "no strike, no lockout" clause inoperable.
4. Food Giant will cooperate with United Food and Commercial Workers Union in recommending the Atlanta Independant Retailers/United Food and Commercial Workers labor contracts to any potential buyers or the first ten (10) of the present thirty-five (35) corporate stores.
5. During the first year on these contracts, Food Giant will either guarantee the existence of twenty-five (25) stores, or will make the sale of such twenty-five (25) corporate stores subject to acceptance of these labor agreements. During the second year of these contracts, Food Giant will offer the same guarantee for twenty (20) corporate stores.
6. Food Giant agrees to conduct a bi-annual review of the Company's progress with the United Food and Commercial Workers Local's committee, comprised of three (3) meatcutters and three (3) clerks together with respective Union representatives of each group.
7. A fifteen percent (15%) wage reduction to all employees hired prior to December, 1984, except courtesy clerks, in accordance with the attached.
- 8(a). Article VII, Holidays, Section E, of Local 1063's labor agreement shall be modified to reflect one (1) day's pay instead of two (2).
- (b). Article VIII, Holidays, Section 3, of Local 442's labor agreement shall be deleted.
- (c). It is agreed that the holidays mentioned in 8(a) and 8(b), immediately above, (will be reinstated during the 1988 negotiations mentioned in #3 above.)

X 11/90

Effective the Sunday after ratification:

HEAD CASHIER

Under \$80,000 \$10.590 - \$1.59 = \$ 9.00

ASSISTANT MANAGER

Under \$15,000 \$11.070 - \$1.66 = \$ 9.41
 \$15,001 to \$25,000 11.130 - 1.67 = 9.46
 \$25,001 to \$35,000 11.190 - 1.68 = 9.51
 \$35,001 to \$50,000 11.360 - 1.70 = 9.66
 \$50,001 to \$80,000 11.590 - 1.74 = 9.85
 \$80,001 and Up 11.840 - 1.78 = 10.06

PRODUCE MANAGER

Under \$15,000 \$11.170 - \$1.68 = \$ 9.49
 \$15,001 to \$25,000 11.310 - 1.70 = 9.61
 \$25,001 to \$35,000 11.430 - 1.71 = 9.72
 \$35,001 to \$50,000 11.480 - 1.72 = 9.76
 \$50,001 to \$80,000 11.720 - 1.76 = 9.96
 \$80,001 and Up 11.960 - 1.79 = 10.17

FRONT END MANAGER

\$80,000 and Up \$11.520 - \$1.73 = \$ 9.79

Effective the Sunday after ratification:

Start	\$ 5.49	-	\$.82	=	\$4.67
After 6 months	5.74	-	.86	=	4.88
After 12 months	5.99	-	.90	=	5.09
After 18 months	6.24	-	.94	=	5.30
After 24 months	6.79	-	1.02	=	5.77
After 30 months	7.29	-	1.09	=	6.20
After 36 months	7.79	-	1.17	=	6.62
After 42 months	8.29	-	1.24	=	7.05
After 48 months	8.79	-	1.32	=	7.47
After 54 months	9.29	-	1.39	=	7.90
After 60 months	9.79	-	1.47	=	8.32
After 66 months	10.30	-	1.55	=	8.75

ZONE II

After 66 months \$8.63

NEW HIRE RATES

Effective the Sunday after ratification:
After 60 months \$7.50

Effective 12/06/87
After 72 months \$7.75

CHECKER/STOCK CLERK

Start	7.900	\$
After 6 months	8.130	
After 12 months	8.510	
After 18 months	8.800	
After 24 months	9.220	
After 30 months	10.150	8.63

HEAD CASHIER

Under \$80,000	\$10.440	\$ 8.87
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ASSISTANT MANAGER

Under \$15,000	\$10.920	\$ 9.28
\$15,001 to \$25,000	10.980	9.33
\$25,001 to \$35,000	11.040	9.38
\$35,001 to \$50,000	11.210	9.53
\$50,001 to \$80,000	11.440	9.72
\$80,001 and Up	11.690	9.94

PRODUCE MANAGER

Under \$15,000	\$11.020	\$ 9.37
\$15,001 to \$25,000	11.160	9.49
\$25,001 to \$35,000	11.280	9.59
\$35,001 to \$50,000	11.330	9.63
\$50,001 to \$80,000	11.570	9.83
\$80,001 and Up	11.810	10.04

FRONT END MANAGER

\$80,000 and Up	\$11.370	\$ 9.66
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006803

APRIL 12, 1988

*This report is authorized by law 29 U.S.C. 2.
Your voluntary cooperation is needed to make
the results of this survey comprehensive,
accurate, and timely.*

Form Approved
O.M.B. No. 1220-0001
Approval Expires 1/31/90

RECEIVED

APR 19 1988

C & R DEPT - RESEARCH OFFICE

13
MAY 16 1988

Director of Research
Retail Clerks International
Food & Commercial Workers
1775 K Street NW.
Washington , DC. 20006

PREVIOUS AGREEMENT EXPIRED
NOVEMBER 29, 1987

Respondent:

We have in our file of collective bargaining agreements a copy of your agreement(s):

Alterman Foods Inc Inter LU 1063

**WITH Food and Commercial Workers;
INTERSTATE**

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction or public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

JANET L. NORWOOD
Commissioner

PLEASE RETURN THIS LETTER WITH
YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

1. Approximate number of employees involved 1400
2. Number and location of establishments covered by agreement 35
3. Product, service, or type of business _____
4. If your agreement has been extended, indicate new expiration date _____

Your Name and Position

Area Code/Telephone Number

Address

City/State/ZIP Code