

#6847
REV x 5/84

AGREEMENT--Change name to UFCW Locals 157 and 278.

ARTICLE I--MANAGEMENT AUTHORITY--Agreed to incorporate meat and grocery contracts.

ARTICLE II--RECOGNITION--Agreed to incorporate meat and grocery contracts.

ARTICLE IV--HOURS, OVERTIME AND WORKING CONDITIONS--

Section 26: Employees may request transfers to a particular store when a vacancy occurs in that store within the employees classification. The senior employee making the request will be transferred provided the employee has the ability and qualifications to perform the work. This request must be made in writing to the Personnel Department.

Section 11b: Present language plus: If two or more employees are scheduled to work on a Sunday or holiday, the employee with the greatest seniority within classification will be offered the schedule calling for the greatest number of hours.

ARTICLE V--WAGES AND JOB CLASSIFICATIONS--

Section 2: Change probationary period to 60 days and effective 7/1/85 previous experience will be given to a maximum of twelve months on the wage progression scale.

Section 4g: Employees shall have a minimum of ten (10) hours off between the ending of their schedule and the starting of their next schedule, unless mutually agreed to between the employee and the manager and in this event, the time shall be eight (8) hours. Any employee who works during the eight (8) or ten (10) hour period shall be paid for such time at the rate of time and one-half (1½).

Section 6a: Fulltime Head Meat Cutters, Head Cashiers, and Produce Managers will be assigned in all stores. Assistant Managers, where designated, shall be full time. Deli Managers may be designated by the Employer. Increase manager relief to \$475.

Section 6b: Employees relieving the Department Heads (other than Meat Department) shall receive the department head's rate of pay for each three days of or more of relief in the regular workweek.

Section 11a: Add: Courtesy Clerks shall be allowed to sweep the sales floor, clean spillages on the sales floor, handle register returns, check prices for cashiers and clean restrooms.

ARTICLE VI--SENIORITY--

Current Full Time employees who may subsequently be reduced to part time and those former full time employees involuntarily reduced to part time shall be entitled to claim available hours up to and including eight (8) hours per day and forty (40) hours per week in accordance with seniority within classification within the store provided this does not conflict with any other provisions of this Agreement. Available hours may be claimed for the five (5) highest hour days except Sundays and holidays. Employee shall advise Store Manager of their wishes to claim hours by 12:00 on Saturday.

Zones:

- 1) Richmond and Hopewell
- 2) Norfolk and Virginia Beach
- 3) Portsmouth, Chesapeake, Franklin and Suffolk and Emporia
- 4) Hampton, Newport News, Williamsburg, Matthews and Colonial Beach

Seniority shall first be exercised in an employees store, then zone, then District Manager's territory and then the Local Union's jurisdiction.

ARTICLE 7--VACATION--

For those employees who have waived vacation they shall receive one (1) week of additional vacation in 1985 and a second additional week in 1986.

ARTICLE 8--HOLIDAYS--

Section 2

Meat Department employees hired prior to 5/17/81 shall receive 6 personal holidays per year.

Section 1: Stores will close by 7:00 p.m. on Christmas Eve.

ARTICLE IX--LEAVES OF ABSENCE--

FUNERAL LEAVE--

Add: Sister-in-law, brother-in-law, son-in-law and daughter-in-law to present language

DISABILITY LEAVE:--Present language with 12 month extension.

ARTICLE X--HEALTH & WELFARE--

Courtesy Clerk benefits remain for optical and dental
New hire clerks to receive Courtesy Clerks Benefits for first 9 months of employment. First of month following nine months of service, contributions will begin for regular clerk benefits.
Reopener for Carolina-Virginia Meatcutters Fund. (See Appendix)
Reopener 1985 and 1986 for Central Virginia Fund.

ARTICLE XVII--STORE STEWARDS--

The Employer agrees to arrange the scheduled day off for stewards for the purpose of attending the Annual Shop Stewards Seminar sponsored by the Local Union. The Union agrees to notify the Employer at least two (2) weeks in advance of scheduling the seminars. Not more than one steward from each department will be affected by the above. Further, this Seminar will be held on a Tuesday or Wednesday and will not be scheduled during peak selling periods.

ARTICLE XVIII--CHECKOFF

The Employer agrees to deduct ABC Checkoff weekly and remit on a monthly basis.

APPENDIX

Carolina-Virginia Meat Cutters Health & Welfare contribution rate will be put in effect or re-opened at such time as Local 525 has negotiated rate increases with A&P and Big Star in North Carolina.

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