



SETTLEMENT MEMORANDUM

Chicago, Illinois

January 10, 1974

TO: D. Weiss (4)

FROM: Vice President, Industrial Relations

cc: H. G. Beckner	A. F. Holder	F. J. Raucci
E. Buron	P. Johnston	M. Scholtens
W. R. Christopherson	W. F. Kalbas	J. W. Smith
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J. T. Hartigan	P. N. Petronella	

RE: URW Local 595 - Eisner Wage Reopener

On January 9, 1974, we arrived at a settlement with the URW for a wage adjustment pursuant to the reopener provision of the contract in effect.

1. TERM: This settlement is for an adjustment in pay rates only for the period December 30, 1973 through July 27, 1974 when the entire collective bargaining agreement expires. It should be noted that the control year for wage stabilization purposes is December 31, 1973 through December 30, 1974. The new adjustments, together with previously negotiated improvements in holidays and vacations constitute a full 5.5% increase for Wage Stabilization purposes so that absent a relaxation of wage controls of the food industry, no further increases will be permitted for the remainder of the control year.
2. WAGES: The new wage rates and incremental increases represented thereby for both new hires and present employees are set forth on Appendix A attached hereto.

The adjustments are retroactive on all hours worked (including vacation and holiday pay, but excluding disability pay) to and including December 30, 1973, payable to all employees in service on January 13, 1974. The new rates and retro pay should be implemented immediately.

APPENDIX A

	Hourly Rates Effective 12/30/73 Thru 7/27/74	*Incremental Adjustments
<u>Assistant Manager</u>		
0-39,999	4.80	.25
40,000-59,999	4.85	.25
60,000-79,999	4.95	.25
80,000-99,999	5.06	.26
100,000 and over	5.16	.26
<u>Service Manager</u>		
0-39,000	4.43	.23
40,000-59,000	4.48	.23
60,000-79,000	4.53	.23
80,000-99,000	4.58	.23
100,000 and over	4.69	.24
<u>Produce Manager</u>		
0-1,499	4.53	.23
1,500-2,499	4.58	.23
2,500-3,499	4.64	.24
3,500-4,499	4.69	.24
4,500-5,499	4.74	.24
5,500-6,499	4.80	.25
6,500-7,499	4.85	.25
7,500-8,499	4.90	.25
8,500-9,499	4.95	.25
9,500 and over	5.01	.26
<u>Assistant Service Manager</u>		
0-6 months	3.07	.15
6-12 months	3.20	.16
12-18 months	3.44	.17
18-24 months	3.655	.18
24-30 months	3.80	.19
After 30 months	4.37	.22

\* All employees in service on January 13, 1974 to receive these minimum increases or the new contract rates, whichever is greater.

APPENDIX A (cont'd.)

	Hourly Rates Effective 12/30/73 Thru 7/27/74	<u>*Incremental Adjustments</u>
<u>Pastry Hostess</u>		
0-6 months	3.07	.15
6-12 months	3.20	.16
12-18 months	3.44	.17
18-24 months	3.655	.18
24-30 months	3.80	.19
After 30 months	4.37	.22
 <u>Perishables Manager</u>		
0-6 months	3.22	.15
6-12 months	3.35	.16
12-18 months	3.59	.17
18-24 months	3.805	.18
24-30 months	3.95	.19
After 30 months	4.52	.22
 <u>Clerks</u>		
0-6 months	2.97	.15
6-12 months	3.10	.16
12-18 months	3.34	.17
18-24 months	3.555	.18
24-30 months	3.70	.19
After 30 months	4.27	.22
 <u>Part-Time Student</u>		
0-3 months	2.15	.11
3-6 months	2.20	.11
6-12 months	2.37	.12
After 12 months	2.76	.14
 <u>Part-Time Non-Student</u>		
0-6 months	2.39	.12
6-12 months	2.54	.15
After 12 months	2.92	.15
 <u>Service Clerks</u>		
0-6 months	1.84	.09
After 6 months	1.95	.10

\* All employees in service on January 13, 1974 to receive these minimum increases or the new contract rates, whichever is greater.