

SETTLEMENT PROPOSAL  
SHOP RITE, FOODTOWN, PATHMARK, GRAND UNION

This is a brief outline of the new food industry contracts. A complete and printed contract will be forthcoming to all members. All Articles not referred to below remain the same as in the old contract.

Sam Kinsora, President  
UFCW LOCAL 1262

CHANGES - PROPOSALS

PREAMBLE - Change name of Union to: United Food and Commercial Workers Union, Local 1262.

1. ARTICLE 1 - RECOGNITION

- A. Vendors can now pack out soda and beer.
- B. Bakery Dept. employees will now be treated the same as all other bargaining unit positions (except as provided for).

2. ARTICLE 4 - MANAGEMENT CLAUSE

Company can request an additional 30 days on new or remodelled stores.

3. ARTICLE 5 - REGULAR WORK WEEK AND MAXIMUM HOURS

- A. The Employer may schedule first shift full-time employees (other than bakery production employees) to start between 6 AM and 10 AM at their regular straight time rate of pay.
- B. The Employer may not schedule any full-time employees later than 10 AM except those assigned to a second shift or as discussed below. Full-timers hired or appointed after April 8, 1984, or first shift full-timers appointed from the night crew, 2nd shift or part-time, in order to maximize customer service, may be scheduled to start no later than 3:30 PM two (2) days per week.
- C. Sunday premium changed to double time for full-time employees hired prior to 4/8/84.
- D. Department managers and other classified employees not included in rotation of overtime.
- E. Full-time employees on the second shift (preference of schedule remains as in old contract) may be scheduled to start an eight (8) hour shift between the hours of 6 AM and 12 Noon one (1) or more days per week.

4. ARTICLE 7 - WAGE CLAUSE

Prior experience - change from 3 years to 2 years.

5. ARTICLE 8 - HOLIDAYS

- A. Night crew employees at the employee's option (by store) have the right to work the eve of the holiday or holiday night of the following holidays: Thanksgiving, Christmas, New Year's.
- B. In the event the Employer refuses to permit an employee to take a previously scheduled personal day, the Employer will pay the employee in lieu of that day.

6. ARTICLE 9 - SUCCESSORS AND ASSIGNS

When Employer acquires a new market, the new employees shall not have seniority over old employees.

7. ARTICLE 11 - VACATIONS

Holidays that fall during full-time employee's vacation may now be taken the last work day before or the first work day after the employee's vacation.

8. ARTICLE 33 - SICK LEAVE

Sick leave bonus must now be paid within sixty (60) days of the end of sick leave year.

9. ARTICLE 34 - HEALTH & WELFARE

1. Full-time: a) Increase life insurance from \$10,000 to \$20,000,  
b) Increase major/medical from \$100,000 to \$250,000.
2. Part-time: a) Increase life insurance from \$2,500 to \$5,000,  
b) Increase major/medical from \$50,000 to \$100,000.

NEW - RETIREE HEALTH & WELFARE BENEFITS

EFFECTIVE: Those retiring on or after June 1, 1984.

ELIGIBILITY: Full-time eligible to receive a pension, other than vested, with a minimum of 15 years of "credited benefit service" whose age and years of "credited benefit service" equals or exceeds 77.- e.g. 22 years & age 55.  
17 years & age 60.

- BENEFITS:
- \* Major medical insurance (from 62-65) \$100,000 maximum.
  - \* Blue Cross & Blue Shield starting at age 62 converting to the Blue Cross & Blue Shield Medicare "carved-out" program when the member first becomes eligible for Medicare.
  - \* Dental benefits with an annual \$100 maximum payment.
  - \* 50% reimbursement for prescription drugs with no annual maximums.
  - \* \$40 vision care.
  - \* Multi-phasic screenings.

COST: Contributions equalling 50% from the member to cover the cost for major medical and Blue Cross & Blue Shield will be required. It will remain the member's responsibility to purchase both Medicare Parts A & B. There is no cost to the member for all other coverages under this program.

10. ARTICLE 35 - PENSION

Effective June 1, 1984:

1. Full-time employees increased from \$16 to \$20 for past and future years.
2. Part-time employees shall receive 50% of the full-time benefit.

11. ARTICLE 45 - SERVICE CLERKS

A. The following departments shall now come under the Service Clerks:

Snack Bar	Warm Beer Departments
Quick Food Section	Electronic (TV) Departments
Salad Bar	Candy & Ice Cream Counter Personnel
Pizza Departments	Bakery Counter Personnel

B. Full-time employee in charge of department or section will be a clerk covered by clerk rates and employment conditions.

12. NEW - ARTICLE 46 - SCHOLARSHIPS

Effective 5/1/85 and 5/1/86 each Company (Shop Rite, Foodtown, Grand Union, Pathmark) will contribute \$5,000 to the Union Scholarship Award Program.

WAGES  
ACROSS-THE-BOARD INCREASES

Those employees hired prior to 4/9/84 shall receive the general wage increase or the new progression scale, whichever is greater.

FULL-TIME EMPLOYEES

Effective:	<u>4/9/84</u>	<u>4/7/85</u>	<u>COLA</u> <u>12/85</u>	<u>4/6/86</u>	<u>COLA</u> <u>12/86</u>	<u>TOTAL</u>
	\$20	\$20	\$5	\$15	\$5	\$65

PART-TIME EMPLOYEES

Effective:	<u>4/9/84</u>	<u>4/7/85</u>	<u>COLA</u> <u>12/85</u>	<u>4/6/86</u>	<u>COLA</u> <u>12/86</u>	<u>TOTAL</u>
	.50	.375	.125	.375	.125	\$1.50

DEPT. MGR.

(as of 4/8/84)

<u>4/9/84</u>	<u>4/7/85</u>	<u>COLA</u> <u>12/85</u>	<u>4/6/86</u>	<u>COLA</u> <u>12/86</u>	<u>TOTAL</u>
\$25	\$20	\$5	\$15	\$5	\$70

SERVICE CLERKS  
ACROSS-THE-BOARD INCREASES

On payroll prior to 4/9/84:

Effective:	<u>4/9/84</u>	<u>4/7/85</u>	<u>4/6/86</u>	<u>TOTAL</u>
	.25	.25	.25	.75

WAGE PROGRESSION SCALES

60 days	.15 per hour above applicable minimum wage
6 months	.15 additional
12 months	.15 additional
18 months	.15 additional
24 months	.15 additional
30 months	.15 additional
36 months	.15 additional

These lengths for service increases are in addition to any entitled across-the-board increases.

\*\*\*\* The Employer further agrees that \*\*\*\*  
\*\*\*\* all wage increases are retroactive \*\*\*\*  
\*\*\*\* to 4/9/84. \*\*\*\*

NEW HIRES

For employees hired or appointed after 4/8/84

1. ARTICLE 5 - REGULAR WORK WEEK AND MAXIMUM HOURS
  - A. Full-time employees hired or appointed after 4/8/84 may be scheduled to work two (2) evenings per week (no later than 3:30 PM start).
  - B. Full-time employees hired or appointed after 4/8/84 shall be paid one and one-half (1-1/2) times for hours worked on Sunday.
2. ARTICLE 8 - HOLIDAYS  
New hired part-time employees maximum four (4) hours pay for holiday and personal holiday pay.
3. ARTICLE 11 - VACATION
  - A. Full-time employees - one (1) week after one (1) year.
  - B. Part-time employees - two (2) weeks after three (3) years (continuous service prior to June 30th)
4. ARTICLE 23 - JURY DUTY  
Part-time employees, after one (1) year, will receive this benefit.
5. ARTICLE 24 - FUNERAL LEAVE
  - A. Full-time employees, after 30 days, will receive this benefit.
  - B. Part-time employees, after 6 months, will receive this benefit.
6. ARTICLE 33 - SICK LEAVE  
Part-time employees - after
 

"	1 year, 3 days.
"	2 years, 4 days.
"	3 years, 5 days.
7. ARTICLE 34 - HEALTH & WELFARE  
Part-time employees will be entitled to this benefit after 12 months of service.
8. ARTICLE 36 - PRE-PAID LEGAL  
Part-time employees will be entitled to this benefit after 12 months of service.

WAGES

WAGE PROGRESSION SCALES AND MINIMUM RATES OF PAY

FULL-TIME EMPLOYEES

<u>After</u>	<u>4/9/84</u>	<u>4/7/85</u>	<u>4/6/86</u>
Start	\$230		
6 months	250		
12 months	275		
18 months	300		
24 months	325		
30 months	350		
36 months	400	\$420	\$435

PART-TIME EMPLOYEES

<u>After</u>	<u>4/9/84</u>	<u>4/7/85</u>	<u>4/6/86</u>
30 days	\$3.75		
6 months	4.10		
12 months	4.45		
18 months	4.80		
24 months	5.30		
30 months	5.75		
36 months	6.25	\$6.50	\$7.00