



## PAY

- Pay increases for ALL associates
- Move from bonus-only wage structure to defined annual wage increases for all full- and part-time associates, both existing and new hires
- Sunday premium pay protected for all current and future associates (ranging from \$1.50 to time-and-a-half, depending on state and seniority)
- Guaranteed wage increase if minimum wage rises to honor all experienced full- and part-time associates (with at least two years seniority)
- Wage increase effective immediately upon ratification of contract proposal. Wage increase is also retroactive to the beginning of contract in February (excluding the 11 strike days)

## HEALTH CARE

### COMPANY PROPOSED

### UFCW PROTECTED

|  |  |
|--|--|
| Excluding 1,000 spouses from health care plan  | All spouses so no one loses health care coverage   |
| Raising deductibles to be up to \$5,000/yr   | All deductibles exactly the same; most deductibles \$200-\$300/yr                                      |
| Unlimited out-of-pocket maximums   | Low out-of-pocket maximums   |
| Eliminating ancillary benefits to new and existing part-timers or raising cost of the benefits | All ancillary benefits for current and future associates; no change in cost or coverage to part-timers |
| Raising health care premiums by up to 90%  | Premium costs to less than \$2-\$4/wk  |
| Having sole control of health and welfare fund   | Union trustee positions on health and welfare fund to keep management of it balanced                   |

## HOLIDAYS AND HOLIDAY PAY

- Company proposed reducing number of paid holidays and eliminating time-and-a-half holiday pay entirely. Instead, we kept all 10 paid holidays for full- and part-timers and maintained holiday pay for existing hires with premium pay for new hires





## VACATION

→ Protected and kept ALL vacation days for part- and full-time associates

## MEAT



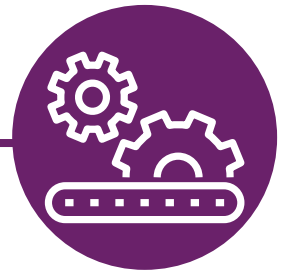
→ Protected meat cutters jobs to keep well-trained butchers in every store



## PENSION

→ Protected pension benefits at all for current and future full-timers. Saved at least 10,000 part-time employees' pensions, and protected a reduced defined pension plan for future part-time employees

## AUTOMATION



→ Biannual meeting to discuss new technology changes and advance notice of rolling out new technology that impacts the bargaining unit (this one is for you, Marty!)



## PROMOTION

→ Promotion from part-time to full-time will be awarded with an immediate \$2/hour increase (a bump up from \$1/hour increase in previous contract)

## WORKER'S COMP



→ Health care coverage while out on workers compensation doubled from six to 12 months