



PAY

- Pay increases for ALL associates, including annual wage increases for all full-timers and greater increases for part-time associates.
- 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 by up to \$12/wk	Resonable premium increases to \$2-\$4/wk per year for over 95% of membership
Having sole control of health and welfare fund	Broader grocery representation in management of the health and welfare fund

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-time 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

KEEPING EXPERIENCED MEAT DEPARTMENT EMPLOYEES IN EVERY STORE



→ Protected skilled meat department employees from layoffs



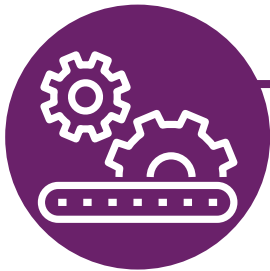
MINIMUM HOURS

→ Achieved guaranteed 20 hours per week for eligible part-timers

ENSURING RETIREMENT SECURITY



→ 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



PROTECTING CUSTOMER SERVICE

→ 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!)

PAVING THE WAY FOR CAREER GROWTH



→ Promotion from part-time to full-time will be awarded with an immediate \$2/hour increase



WORK SHOE ALLOWANCE

→ \$50 voucher for work boots