



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