



# Your New Contract

## Portland, Bend and Newberg Associates

*August 8, 2021 –  
August 10, 2024  
In agreement with  
UFCW Local 555*

- Provides More Money for You
- Maintains Affordable Health Care

### To Our Fred Meyer Associates:

I'd like to take the opportunity to thank you for ratifying your new contract. We are very excited about the agreement and believe it is a win for you, Fred Meyer, and our customers.

Here is a summary of the contract and all the investments that we are making in you:

- **Provides more pay for all associates**
- **Maintains affordable health care benefits**
- **Secures pension benefits for your retirement.**
- **Enhances other benefits such as sick leave and Bereavement**

We believe this agreement rewards and recognizes your hard work and shows our commitment and investment in you.

I encourage you to fully review your new contract, which will be available from your union representative.

This significant investment in you, by Fred Meyer is a win for everyone! Thank you for your ongoing contribution to our success as a team and service to our customers. You are a valued member of our Fred Meyer team.

Sincerely,

*Dennis Gibson, Fred Meyer President*

### More Money for You

This contract provides more money for our current associates and improves entry-level wages. Here are some highlights of the changes made to our wage scales:

#### **Wage increases for all Journeyperson associates effective August 8, 2021.**

- **Head Clerks/Journeyperson** Associates at the top rate of their progression will receive a dollar increase, every year of the contract term. That's a 3 dollar increase over the contract period!
- **CCK (Central Cashier) Journeyperson** wages increase an additional \$1.03 on the Sunday after ratification (Jan. 2) and \$1.02 on August 7, 2022, to bring CCK wages up to the grocery wage scale.

#### **Apprentices (associates who are working their way through the wage progressions) will receive increases retroactive to January 2, 2022.**

- Apprentices will receive up to \$2.75 per hour at ratification plus additional increases through the life of the contract.

All increases will be applied in accordance with contract.

## Maintains affordable health care benefits and Secures pension benefits for your retirement.

- The company contributing nearly \$30 million each year for your health care. No changes to your current healthcare benefits.
- The company continues to pay towards your retirement with \$5 million in annual pension contributions.

## Nutrition Centers Transition to Grocery

- With this ratified agreement, current Nutrition Center associates will transition into Grocery contract no later than six months after the date of ratification.

## Benefit Enhancements

- **Bereavement Pay** – Funeral Leave has been expanded to allow associate to grieve, whether or not they attend a funeral for a covered family member as outlined in the contract. The company will also pay on the date the associate is notified if they need to leave work early.
- **Sick Leave Pay** – In addition to aligning with the law on sick leave accrual, and qualifications, the associates with full banks on December 1<sup>st</sup> and who meet the contract criteria may cash out up to 40 hours of the leave bank!

## Commitment to Safety Measures

- Fred Meyer will continue to furnish and maintain a first aid kit in a designated place in stores and will check and replenish any needed supplies on a monthly basis.
- In addition to the store level safety committees, with this ratified agreement, we will also establish a Master Safety Committee to review workplace safety matters.