



Fred Meyer Enhances Wage Proposal During Bargaining Session on August 29

Fred Meyer offers one of the best total compensation packages in the retail and grocery industry in Oregon and SW Washington. We want to continue to do that. For you that means job stability, competitive wages, high-quality affordable health care and a pension when you retire – something our competitors do not offer. We know you are the heart of our company and you do make a difference for our customers, each other, and our communities.

What happened during our latest session on August 29?

- The company and union exchanged proposals on wages. Fred Meyer wage proposals are a significant investment in you, and we have enhanced our initial offer:
 - Improved on our last proposal with additional increases for top-rate associates both in Schedule A (includes Grocery stocking, produce and night crew) and Schedule B (includes Bakery, Deli, Pickup, Starbucks)
 - Increases for associates in other wage scales
- We also provided an initial wage proposal for top-rate associates in Non-Food classifications (includes Apparel, GM, Home, Electronics, Floral, Fuel and Jewelry).
- The union also made a proposal on health care, which included eliminating co-pays and deductibles.
- We are standing by our health care proposal which makes no changes to your co-premiums and health care coverage. Your company-sponsored health care coverage is an exceptional benefit that provides affordable coverage for you and your family. Total premium coverage for an associate and family is less than \$100 per month.
- Remember: bargaining is about working through ideas & concerns and coming to a solution that is both good for our associates and the company. Both parties are still making proposals – nothing is set in stone.
- We are working with the union to schedule more bargaining dates.

Thank you for all you do for our customers and each other.

**UFCW Local 555 – Allied Employers, Inc.
Portland Grocery & Meat
Employer Proposal
August 29, 2019**

The Employers make the following proposal and all subsequent proposals (unless expressly stated otherwise in writing) conditioned on a full recommendation from the Union and the Union’s bargaining committee and ratification by the bargaining unit and is further conditioned on the Union not taking economic action prior to such ratification. The Employers reserve all rights to add to, subtract from, or otherwise modify this proposal at any time. The following are the proposed changes to the Agreement (any sections or sub-sections not referenced shall remain unchanged):

TERM

August 5, 2018 through August 7, 2021 (3 Years)

WAGES

Increase all Journeyperson wage rates as follows:

Grocery Appendix A, Meat Cutters, Meat Wrappers:

1 st Sunday After Ratification:	+\$0.30
1 Year After Ratification:	+\$0.30
2 Years After Ratification:	+\$0.30

Grocery Appendix B, Meat Appendix B:

1 st Sunday After Ratification:	+\$0.40
1 Year After Ratification:	+\$0.40
2 Years After Ratification:	+\$0.40

Apprentice rates: see attached.

ARTICLE 3 – BARGAINING UNIT WORK *(TA on 7/11/18)*

3.3 (New) New Technology. The Employer will notify the Union prior to implementation of any new technology or methods that may have a material effect on the wages, hours, or working conditions of any bargaining unit employee in order to give the Union the opportunity to request to bargain concerning the effects of such change.

ARTICLE 4 – HOURS OF WORK – OVERTIME *(TA on 11/6/2018)*

4.12 (New) Weekly Guarantee. Part-time employees who have completed their probationary period shall be scheduled for at least twenty (20) hours work in each week, sixteen (16) hours for Courtesy Clerks. Time off with pay (vacation, sick, etc.) shall be counted towards

this weekly minimum. The aforementioned weekly guarantee shall not apply if one (1) or more of the following conditions exist:

- (1) A week in which the employee restricts his/her availability during the week.
- (2) Work is not available due to acts of God.

ARTICLE 6 – COMPENSATION PRACTICES

6.9 Courtesy Clerks. The Employer shall be permitted to employ Courtesy Clerks who may perform any job function in the store with the exception of the operation of cash registers. The primary duties of a Courtesy Clerk are customer service and/or general housekeeping duties, but he or she shall be permitted to perform other duties incidental to or in addition to his or her primary duties. Courtesy Clerks shall not be required or permitted to work as checkers.

ARTICLE 8 – VACATION (TA on 10/9/2018)

8.7 Scheduling - By Mutual Agreement or By Assignment. Vacation periods may be arranged at any time during the year that is mutually agreeable to the employee and the Employer. **The Employer shall respond in writing to all written vacation requests within fourteen (14) days of their submission by the employee. Vacation requests will not be unreasonably denied. Employees shall be allowed to carry over a maximum equal to the number of weeks of vacation they accrue annually into the following anniversary year.** Assigned vacation periods scheduled by the Employer will not start before April 1, and will be completed by October 1 of each year. At least fourteen (14) days notice of the date of Employer assigned vacations shall be given each employee.

If an employee is denied vacation in writing during an anniversary year, if requested by the employee or the Union, a meeting shall be held between a company representative, the employee, and the union representative to meet and determine agreeable times for the employee to take their earned vacation within their anniversary year. Such meeting must take place as soon as possible after the request; such request shall be made no later than the ninth (9th) month of the employee's anniversary year. If mutually agreeable vacation dates cannot be selected, the employer may provide at least two (2) options greater than the number of weeks to be scheduled (e.g., 3 options for 1 week, 4 total options for 2 weeks, 5 total options for 3 weeks, etc.) during the employee's anniversary year from which the employee may choose. If the employer does not provide the options, the employee will be cashed out any vacation time in excess of the maximum accrual plus carryover on their anniversary date. If the employee does not choose one of the options provided or does not avail themselves of this process, the maximum carryover shall apply and any unused vacation over the carryover maximum shall be forfeited.

[Bargaining Note: This change will be implemented 90 days after contract ratification. Within the first year of this transition, the employer will work with employees with excessively large banks.]

ARTICLE 12 — BEREAVEMENT FUNERAL LEAVE

12.1 Eligibility - Calculation of Benefits. After six (6) months of continuous employment, regular full-time employees shall be allowed up to three (3) days off with pay at straight time for the purpose of **grieving**, attending the funeral and assisting in arrangements therefore in the event of a death in the employee's immediate family. Paid days off will be limited to the employee's scheduled workdays. Scheduled days off will not be changed to avoid payment for funeral leave. Immediate family shall be defined as the spouse or equivalent domestic partner, son, daughter, stepchildren, mother, father, brother, sister, grandparents, grandchildren, or present mother-in-law or father-in-law.

ARTICLE 14 — HEALTH INSURANCE BENEFITS

Target six months of reserves.

MEAT SCHEDULE "B" - SERVICE COUNTER (MEAT & FISH DEPARTMENT)

B.2 Limitation on Work. Service Counter employees shall not be permitted to cut, bone, or grind fresh meat or perform any wrapping of product for preparation for sale in self-service cases. However, Service Counter employees may **perform "cosmetic trimming" to enhance the appearance of product being placed in the service counter**, cut to size a steak or roast which has already been processed by a Meat Cutter in order to serve a customer, modify any prepared cut to suit a customer, or use the slicing or cube machines to serve customers. The Service Counter employee will be confined to the Service Counter, the holding cooler area, and other areas necessary to perform the work required by the department. They may wrap fresh fish products for sale in self-service cases as a means of selling fish when the service counter is not manned.

(New) Letter of Understanding – Unused Vacation Balances *(TA on 10/9/2018)*

Employees who have greater than maximum carryover of vacation "banked" from previous years shall be required to use such banked vacation on the following basis: the employee must use a minimum of one additional week of vacation each year until the excess bank of vacation is depleted. During this period, the employee will not be allowed to carry over any additional vacation. Once the excess bank is depleted, eligible employees will be allowed to carry over the maximum carryover of weeks vacation as per Article 8.7.

APPENDIX A

A.2 Head Clerk. Head Clerks are employees assigned the duties of directing the operation of the store **or store departments**, and exercising supervision over the store employees for an entire shift.

Schedule A (PDX only)

	Current	7/1/2019	7/1/2020	7/1/2021
Apprentices (pre-2010)				
0-1040 hours	\$12.10	\$12.60	\$13.35	\$14.10
1041-2080 hours	\$12.15	\$12.65	\$13.40	\$14.15
2081-3120 hours	\$12.20	\$12.70	\$13.45	\$14.20
3121-3640 hours	\$12.25	\$12.75	\$13.50	\$14.25
3641-4160 hours	\$12.30	\$12.80	\$13.55	\$14.30
4161-4680 hours	\$12.35	\$12.85	\$13.60	\$14.35
4681-5200 hours	\$12.40	\$12.90	\$13.65	\$14.40
5201-5720 hours	\$12.45	\$12.95	\$13.70	\$14.45
5721-6240 hours	\$12.58	\$13.00	\$13.75	\$14.50
6241-6760 hours	\$13.08	\$13.08	\$13.80	\$14.55
6761-7280 hours	\$13.58	\$13.58	\$13.85	\$14.60
7281-7800 hours	\$14.08	\$14.08	\$14.08	\$14.65
Apprentices (post-2010)				
0-1040 hours	\$12.10	\$12.60	\$13.35	\$14.10
1041-2080 hours	\$12.15	\$12.65	\$13.40	\$14.15
2081-3120 hours	\$12.20	\$12.70	\$13.45	\$14.20
3121-4160 hours	\$12.25	\$12.75	\$13.50	\$14.25
4161-5200 hours	\$12.30	\$12.80	\$13.55	\$14.30
5201-6240 hours	\$12.35	\$12.85	\$13.60	\$14.35
6241-7280 hours	\$12.40	\$12.90	\$13.65	\$14.40
7281-7800 hours	\$13.00	\$13.00	\$13.70	\$14.45
7801-8840 hours	\$14.00	\$14.00	\$14.00	\$14.50
Courtesy Clerks	\$12.10	\$12.60	\$13.35	\$14.10

Schedule B (PDX only)

	Current	7/1/2019	7/1/2020	7/1/2021
Apprentices (pre-2010)				
0-1040 hours	\$12.10	\$12.60	\$13.35	\$14.10
1041-2080 hours	\$12.15	\$12.65	\$13.40	\$14.15
2081-3120 hours	\$12.20	\$12.70	\$13.45	\$14.20
3121-3640 hours	\$12.25	\$12.75	\$13.50	\$14.25
3641-4160 hours	\$12.30	\$12.80	\$13.55	\$14.30
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2081-3120 hours	\$12.20	\$12.70	\$13.45	\$14.20
3121-4160 hours	\$12.25	\$12.75	\$13.50	\$14.25
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7281-7800 hours	\$12.45	\$12.95	\$13.70	\$14.45
7801-8840 hours	\$12.50	\$13.00	\$13.75	\$14.50

**UFCW Local 555 – Fred Meyer Portland Area Non-Food
Initial Employer Proposal
August 29, 2019**

The Employer makes the following proposal and all subsequent proposals (unless expressly stated otherwise in writing) conditioned on a full recommendation from the Union and the Union’s bargaining committee and ratification by the bargaining unit and is further conditioned on the Union not taking economic action prior to such ratification. The Employer reserves all rights to add to, subtract from, or otherwise modify this proposal at any time. The following are the proposed changes to the Agreement (any sections or sub-sections not referenced shall remain unchanged):

TERM

June 30, 2019 through June 25, 2022 (3 Years)

WAGES

Increase all Journeyman wage rates as follows:

1 st Sunday After Ratification:	+\$0.45
1 Year After Ratification:	+\$0.45
2 Years After Ratification:	+\$0.55

Apprentice rates: see attached.

The following language items reference the Portland Grocery contract. All items shall apply to the Fred Meyer Portland area Non-Food agreement in the appropriate article.

ARTICLE 3 – BARGAINING UNIT WORK (*Grocery TA on 7/11/18*)

3.3 (New) New Technology. The Employer will notify the Union prior to implementation of any new technology or methods that may have a material effect on the wages, hours, or working conditions of any bargaining unit employee in order to give the Union the opportunity to request to bargain concerning the effects of such change.

ARTICLE 4 – HOURS OF WORK – OVERTIME (*Grocery TA on 11/6/2018*)

4.12 (New) Weekly Guarantee. Part-time employees who have completed their probationary period shall be scheduled for at least twenty (20) hours work in each week, sixteen (16) hours for Courtesy Clerks. Time off with pay (vacation, sick, etc.) shall be counted towards this weekly minimum. The aforementioned weekly guarantee shall not apply if one (1) or more of the following conditions exist:

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ARTICLE 8 – VACATION (Grocery TA on 10/9/2018)

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