

Clerks and Meat Contracts SUMMARY OF CHANGES TO AGREEMENT

The Stop & Shop Supermarket Company LLC and UFCW Local 1445 have negotiated new tentative contracts that will be effective as of February 24, 2019 and will expire February 26, 2022. The new contracts will contain many of the same provisions as the previous contracts but with the changes listed in the new MOA (memorandum of agreement), the most important which are listed below.

1. ARTICLE 2 – EMPLOYMENT OF UNION MEMBERS, SECTION 2 (Clerks); ARTICLE 4 – EMPLOYMENT OF UNION MEMBERS, SECTION 2 (Meat) New union authorization cards will be **electronic**.
2. ARTICLE 3 – GENERAL CONDITIONS, SECTION 1(D) (Clerks); ARTICLE 42 – GENERAL CONDITIONS, SECTION 1(C) (Meat); Wedding gift requests must be made **no later than 6 months** after the wedding date.
 - a. SECTION 10 (Clerks): The union will be notified of new employee orientations and will be allowed 15 minutes to speak with them. **This is a new section.**
3. ARTICLE 11 – LEAVE OF ABSENCE, SECTION 2 (Clerks); ARTICLE 17 – LEAVE OF ABSENCE (Meat): Requests for a LOA must be submitted either in writing or **electronically** to **Human Resources** and to Local 1445, and the Stop & Shop Human Resource Lead will have the authority to approve or disapprove the LOA.
 - a. SECTION 12 (Clerks); SECTION 3 (Meat): If an employee notifies the store manager **by Tuesday** of their return to work, the employee will be added to the following week's schedule.
4. ARTICLE 12 – HOURS, SECTION 2: HOURS OF WORK FOR PARTTIME EMPLOYEES (E) (Clerks); ARTICLE 38, SECTION 2: HOURS OF WORK FOR PARTTIME EMPLOYEES (D) (Meat): Any parttime employee hired **before December 1, 2006**, who wants to work 20 hours or more per week shall be scheduled for a minimum of 20 hours per week (excluding Sundays) provided they request the hours and are available. Grievances involving this minimum shall not be subject to a retroactive remedy. **This change from April 1, 2006, means more people will be eligible.**
5. ARTICLE 13 – WEARING APPAREL AND TOOLS: (4TH paragraph) (Clerks) ARTICLE 8 – WEARING APPAREL AND TOOLS, SECTION 6: (Meat): Effective 1/1/2020, eligible employees will receive a one-time-per-year maximum \$50 allowance for safety shoes, **which is an increase from the previous allowance of \$25.**
6. ARTICLE 17 – INJURIES, SECTION 5 (Clerks); ARTICLE 16 – INJURIES, SECTION 9 (Meat): In case of injuries sustained on the job, the company will continue to make

contributions for eligible employees to the Health and Welfare and Pension Funds for a period of up to **9 months. This is an increase from 6 months.**

7. ARTICLE 28 – WORK SCHEDULES, SECTION 2 (Clerks); ARTICLE 38 – SECTION 3: SCHEDULE (Meat): The company will continue with 2-week schedules, and **the schedules will be posted by 5 PM on Thursday for the next 2 weeks beginning on that Sunday. You can request a reasonable adjustment to the second week, at your manager’s discretion.**
8. ARTICLE 39 – SICK LEAVE (Clerks); ARTICLE 12 – SICK LEAVE (Meat): Starting for accruals in 2019, the company will carry over all unused sick leave (up to 40 hours) accrued under the Massachusetts Sick Leave law into the following year for parttime associates with less than one year of service.
9. ARTICLE 36 – RELIEF MANAGER, SECTION 2 (Meat): Add **Pre-Packaged Meat Manager**
10. EXHIBIT K (Clerks): Replace “Clerks/Delivery Employees” and “Delivery Employees” with “Drivers” throughout the exhibit.

Drivers will be allowed to accept unsolicited cash or electronic tips.

11. EXHIBIT J1 (Meat): The company has agreed that there will be **no layoffs of any full- or parttime meat department employees on the payroll as of 2/23/19** as a result of the company using prepackages, case-ready, pre-priced, fresh, or frozen products for the duration of the contract.
12. SIDE LETTERS

CLERKS AND MEAT -

Technology: The company will notify the union one week prior to the introduction of new technology that might have an impact on bargaining unit staffing. The company and the locals will meet twice each year to discuss upcoming plans for store technology.

CLERKS -

Pharmacy Techs: The company agrees to continue to reimburse employees for the cost of National Certified Pharmacy Technician (CPhT) training, state certification, and/or other necessary tests. This additional training can be obtained by seeking manager’s approval

MEAT -

Sick Leave: Add to apply to fulltime and parttime employees, and that Paid Sick Leave Laws provide that all forms of paid time off may be used to meet the sick leave accrual mandates.

CLERKS AND MEAT -

To Determine Medical Eligibility: For parttime ACA associates in 2020, the company will use 50.5 weeks.

ARTICLE 14 – WAGES (Clerks); ARTICLE 39 – WAGES (Meat):

GWIs (General wage increases):

FULLTIME –

Department Heads, Lead Clerks, Night Crew Chiefs, and clerks made **fulltime** before April 17, 2016, who are at or above the top of their respective fulltime wage scale:

2/24/2019	2/23/2020	2/21/2021
\$25/week	\$20/week	\$25/week

Clerks made fulltime on or after April 17, 2016 who are at or above the top of their respective fulltime wage scale:

2/24/2019	2/23/2020	2/21/2021
\$15/week	\$1,250 bonus	\$15/week

The first fulltime GWI applies to all active fulltime associates and then they will move to the appropriate wage scale.

SECTION 3 (Clerks); SECTION 2 (Meat) - WAGES, FULLTIME CLERKS: (The following changes apply to **fulltime** associates only.)

Employees **hired or promoted BEFORE 4/17/2016** will follow the weekly wage scale below:

New Contract	
Start	\$590
6 months	\$600
6 months	\$610
6 months	\$630
6 months	\$640
6 months	\$650
6 months	\$660
6 months	\$680
6 months	\$700
6 months	\$720
6 months	\$730

Once a fulltime associate reaches the top of the wage scale, GWIs will be followed.

If an associate's rate is LESS than the midpoint between 2 steps, the associate will remain at that rate and then move to the next step after the required time; if the rate is AT or GREATER than the midpoint between 2 steps, their rate will be adjusted to the next step.

Wage scale for employees hired or promoted on or AFTER 4/17/2016:

New Contract	
Start	\$580
6 months	\$588
6 months	\$602
6 months	\$618
6 months	\$632
6 months	\$648
6 months	\$662
6 months	\$670
6 months	\$692
6 months	\$702
6 months	\$712
6 months	\$722
6 months	\$734
6 months	\$746
6 months	\$758
6 months & thereafter	\$770

Promoted associates will be placed on the fulltime scale. If their rate is LESS than the midpoint between 2 steps, they will move up to the next step after the required time; if their rate is AT or GREATER than the midpoint, their rate will be adjusted to the next step.

Any associate currently in the progression scale will remain AT LEAST \$2.30 ABOVE the minimum wage.

All fulltime associates will still receive time-and-a-half for overtime pay, major holidays, and Sundays, regardless of when they were hired or promoted.

MEAT -

SECTION 1: Effective January 1, 2020, the new starting rate for Pre-Packaged Meat Department Manager is \$815.00 per week. If the Pre-Packaged Meat manager is transferred to a cutting department, they will receive the Meat Department Head rate.

Deli Department Head appointed on or after February 24, 2019 will receive the greater of \$25.00/week over their stated rate at the time of their appointment and any GWIs thereafter.

ARTICLE 14 – WAGES (Clerks); ARTICLE 39 – WAGES (Meat): (The following changes apply to **parttime** associates only.)

GWIs (General wage increases):

PARTTIME -

PARTTIME years of service	2/24/2019	2/23/2020	2/21/2021
12 or more	\$0.50	\$0.50	\$0.55
More than 7 but less than 12	\$0.40	\$0.40	\$0.45
More than 3 but less than 7	\$0.30	\$0.30	\$0.35
More than 1 but less than 3	\$0.25	\$0.25	\$0.25
Parttime MEAT CUTTERS only	\$0.625	\$0.50	\$0.625

Increases received in the 12 months prior to the scheduled GWI will be credited toward the scheduled increase. So if you've gotten LESS than the GWI prior to the scheduled GWI, when it's time to receive the scheduled GWI, your rate will be adjusted to equal that GWI. (It will go **up**.) If you got MORE than the scheduled GWI, when it's time that you would normally receive the scheduled GWI your rate won't be adjusted. (It **won't go down**.)

ARTICLE 14 – WAGES, SECTION 14 – CREDIT FOR PARTTIME HOURS (Clerks); ARTICLE 38 – HOURS, SECTION 9 – CREDIT FOR PARTTIME HOURS (Meat) A parttime associate promoted to fulltime will get EITHER the minimum rate of the scale for the newly promoted classification OR an hourly increase of **\$2.00**, whichever is greater. **This is an improvement from the hourly increase was \$1.00 in the previous contract.**

ARTICLE 14 – WAGES (Clerks): Adding premium pay of \$0.25/hour over the associate's regular rate for the Customer Service Desk.

ARTICLE 14 – WAGES, SECTION 8 (Clerks); ARTICLE 39 – WAGES, SECTION 3 (Meat):

Parttime Minimum Rates

Years of Service as of adjustment date, beginning next year - 3/22/2020	
More than 2 years but less than 4 years	Minimum wage + \$0.50
More than 4 years but less than 7 years	Minimum wage + \$1.20
More than 7 years but less than 12 years	Minimum wage + \$1.75
Twelve or more years	Minimum wage + \$2.40

These one-time adjustments will decompress wages.

General wage increases will follow.

ARTICLE 12 – HOURS, SECTION 3 – OVERTIME PAY, MAJOR HOLIDAYS, AND SUNDAY (B) (Clerks): ARTICLE 38 – HOURS (Meat)

∴ For parttime associates hired **February 24, 2019 and after** –

	Premium will be the GREATER of
February 24, 2019 – February 23, 2020	\$1.50/hour or the legal minimum
February 24, 2020 – February 23, 2021	\$2.00/hour or the legal minimum
February 24, 2021– February 23, 2022	\$3.00/hour or the legal minimum
February 24, 2022 and after	Time-and-a-half

All parttime employees hired on or before February 23, 2019 will continue to receive time-and-a-half premium pay.

HEALTH AND WELFARE (Clerks and Meat)

Health Plan Modifications

Associate Contributions –

Weekly pre-tax payroll deductions

	Associate	Associate + spouse	Associate + child(ren)	Family	Parttime (30 hours)
July 1, 2019	\$15.00	\$24.00	\$24.00	\$30.00	\$15.00
July 1, 2020	\$17.00	\$27.00	\$27.00	\$34.00	\$17.00
July 1, 2021	\$19.00	\$30.00	\$30.00	\$38.00	\$19.00

No changes to current health insurance benefits, deductibles, and out-of-pocket costs

The HSA and Bonus program will continue for eligible parttime associates.

FYI – “The total cost of health care, including premiums and out-of-pocket costs for employees and dependents, is estimated to average \$14,800 per employee in 2019. Large employers will cover roughly 70 percent of those costs, leaving \$4,400 on average for employees to pick up in premium contributions and out-of-pocket expenses.” Per SHRM, the world’s largest HR professional society.

A Dental Network will be implemented for the Interstate Health & Welfare fund.

Pension

Fulltime employees:

Effective March 1, 2019, **the company contributions** to the UFCW Union Industry Pension Fund for eligible associates **will increase** as follows to **maintain the current benefit rates**:

	Monthly Company Contribution Rates		
FT Eligibility Date	Benefit	Current	New as of 3/1/2019
Before April 17, 2016	\$69/mo/yr of service	\$187.68	\$224.25
On or after April 17, 2016	\$59/mo/yr of service	\$160.48	\$191.75

Parttime employees:

Effective March 1, 2019, **the company contributions** to the UFCW Union Industry Pension Fund for eligible associates **will increase** as follows to **maintain the current benefit rates**:

	Monthly Company Contribution Rates		
Eligible PT associates hired on or before May 1, 2018	Benefit	Current	New as of 3/1/2019
	\$45/mo/yr of service	\$122.40	\$146.25
	\$33.75/mo/yr of service	\$91.80	\$109.69
	\$22.50/mo/yr of service	\$61.20	\$73.13
	\$12.50/mo/yr of service	\$34.00	\$40.63

Effective March 1, 2019, for eligible parttime associates hired after May 1, 2018, age 21 and having met the twelve-month waiting period, the company will contribute \$32.50 per month to the UFCW Union Industry Pension Fund. The accrual supported by this contribution going forward will depend on the AUCRs assigned by the Fund.

MEAT - Effective March 1, 2019, the meat supplemental pension plan will no longer be offered to any parttime associate hired after May 1, 2018.

This summary of the final company contractual offer, brought to you for a vote April 24, 2019, contains the agreement reached with the negotiating committee for The Stop & Shop Supermarket Company and UFCW Local 1445. Any spelling errors and/or omissions will be corrected in the final draft.