

UFCW LOCAL 653 HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT WITH JERRY'S
Effective dates: March 4, 2018 – March 7, 2021



Increased the wages of FULL-TIME positions

- Top of scale and above scale FT workers will all receive raises: \$0.50 in Year 1, \$0.50 in Year 2, \$0.50 in Year 3
- All FT workers with Sunday outside the workweek before ratification will be “grandfathered”

Improved the wages and quality of PART-TIME positions

- Top of scale and above scale PT workers will all receive raises: \$0.25 in Year 1, \$0.25 in Year 2, \$0.25 in Year 3
- NEW: Guaranteed minimum of 30% of Part Time workers will be benefited (PT Modified)
- PT Group 3 classification eliminated and workers will all become PT Regular
- Higher PT wage scale (effective 9/2/18) – now \$10 - \$15.25 (up from \$9.60 - \$14.25)
- All PT workers will slot into next highest rate in the new wage scale and receive at least \$0.25 every 6 months
- All PT workers will now receive:
 - 6 paid national holidays
 - 3 weeks of paid vacation after 8 years
 - Paid bereavement and jury duty leave
 - Ancillary benefits – to include: dental, vision, life, accidental death and dismemberment insurance
- All PT workers with Sunday outside the workweek before ratification will be “grandfathered”

Secured Employer commitment to pay the increased true cost of the Health & Welfare plan

WEEKLY HEALTH & WELFARE COST

	3/5/2017 - 3/3/2018		3/4/2018 - 3/3/2019		3/4/2019 - 2/29/2020			3/1/2020 - 3/6/2021		
Contract Classification	TOTAL Cost	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost	Employer cost
Full-Time	\$210.65	\$237.20	\$20.00	\$217.20	\$254.48	\$20.00	\$234.48	\$273.26	\$20.00	\$253.26
Part-Time: Modified	\$116.89	\$118.99	\$5.00	\$113.99	\$127.76	\$10.00	\$117.76	\$137.32	\$10.00	\$127.32
Part-Time: Regular	\$0.00	\$7.22	\$1.00	\$6.22	\$7.48	\$1.00	\$6.48	\$7.74	\$1.00	\$6.74

WORKER & EMPLOYER HOURLY INCREASE IN COST PER YEAR OF THE CONTRACT

		2018 - YEAR 1		2019 - YEAR 2		2020 - YEAR 3	
Contract Classification	Avg hrs per wk used for costing	WORKER per Hr Increase	EMPLOYER per Hr Increase	WORKER per Hr Increase	EMPLOYER per Hr Increase	WORKER per Hr Increase	EMPLOYER per Hr Increase
Full-Time	40	\$0.25	\$0.41	\$0.00	\$0.43	\$0.00	\$0.47
Part-Time: Modified	39	\$0.00	\$0.05	\$0.13	\$0.10	\$0.00	\$0.25
Part-Time: Regular	28	\$0.04	\$0.22	\$0.00	\$0.01	\$0.00	\$0.01

Maintained Employer Paid Retirement Contribution Amounts – Hourly contributions to 401(k) below:

FT Traditional & Classified Assistant		PT Modified		PT Regular		
DOE before 3/4/2018	\$3.235	all workers	\$1.35	before 3/4/2018		\$1.35
DOE before 3/4/2018: 25-30 YOS & under 62 (until 30 and out reached or eliminated)	\$4.00			(if currently receiving retirement contributions)		
DOE after 3/4/2018	\$2.00					

Improved treatment in the workplace and worker protections

- NEW – In case of suspension or termination, the Employer must notify Union
- NEW – Respect and dignity in the workplace
- NEW – Bereavement leave for domestic partners
- NEW – Victim, Witness, and Domestic Abuse leave
- NEW – Student seniority
- NEW – Automation language to secure training, transfer, or severance pay in case of technological changes
- IMPROVED – non-discrimination in the workplace

NEW PT WAGE SCALE FOR UFCW LOCAL 653 MEMBERS AT JERRY'S

Part-Time Food Handlers and Part-Time Pharmacy Employees

	Years	Effective 9/2/2018	Effective 3/3/2019	Effective 3/1/2020
Step 1	0-1	\$10.00	\$10.00	\$10.00
Step 2	1	\$10.25	\$10.25	\$10.25
Step 3	1.5	\$10.50	\$10.50	\$10.50
Step 4	2	\$10.75	\$10.75	\$10.75
Step 5	2.5	\$11.00	\$11.00	\$11.00
Step 6	3	\$11.25	\$11.25	\$11.25
Step 7	3.5	\$11.50	\$11.50	\$11.50
Step 8	4	\$11.75	\$11.75	\$11.75
Step 9	4.5	\$12.00	\$12.00	\$12.00
Step 10	5	\$12.25	\$12.25	\$12.25
Step 11	5.5	\$12.75	\$12.75	\$12.75
Step 12	6	\$13.25	\$13.25	\$13.25
Step 13	6.5	\$14.25	\$14.25	\$14.25
Step 14	7	\$14.50	\$14.50	\$14.50
Step 15	7.5	\$14.75	\$14.75	\$14.75
Step 16	8	\$15.00	\$15.00	\$15.00
Step 17	9	\$15.25	\$15.25	\$15.25

Note: Workers slot into the next highest wage and progress from there.

For example:

A Part-Timer currently at \$14.25 would slot into \$14.50 on Sept 2, 2018 and receive at least \$0.25 every 6 months through step 16.

Employees who are above scale will receive the following increases:

March 4, 2018	\$0.25
March 3, 2019	\$0.25
March 1, 2020	\$0.25

Provided further that Food Handlers and Pharmacy Employees shall receive not less than ten cents (\$.10) above federal, state, city or county minimum wage, whichever is higher, during the term of this agreement.

Carryout and Maintenance Part-Time

Provided further that Courtesy employees and Custodial employees shall receive not less than ten cents (\$.10) above federal, state, city or county minimum wage, whichever is higher, during the term of this agreement.

**Remember: Your Union contract guarantees minimum wages and benefits at Jerry's.
Management can always choose to give anyone more.**

