

UFCW LOCAL 653 HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT WITH SUPERVALU
Effective dates: March 4, 2018 – March 4, 2023



Increased the wages of FULL-TIME positions

- Top of scale and over scale FT workers will all receive raises: \$0.50 in Years 1, 2, 3, 4 and \$0.60 in Year 5

Improved the wages and quality of PART-TIME positions

- Over scale PT workers will all receive raises: \$0.25 in Years 1, 2, and 3
- Top of scale and over scale PT workers will all receive raises: \$0.25 in Years 4 and 5
- Higher PT wage scale for all PT and Group 3 (effective 9/2/18) – now \$10 - \$15.75 (up from \$9.60 - \$14.25)
- All PT and Group 3 workers will now receive:
 - 6 paid national holidays (effective March 6, 2019)
 - 3 weeks of paid vacation after 8 years
 - Paid jury duty leave
 - Ancillary benefits – to include: dental, vision, life, accidental death and dismemberment insurance
- NEW: Modified PT meat cutter trainee - 12 month program, paid \$17.50 during training, and will become Classified Assistant upon successful completion

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	
Contract Classification	TOTAL Cost	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost
Full-Time	\$210.65	\$237.20	\$20.00	\$217.20	\$254.48	\$20.00

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

Contract Classification	Avg hrs per wk used for costing	2018 - YEAR 1		2019 - YEAR 2		2020 - YEAR 3	
		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
PT Regular and Group 3 PT	28	\$0.04	\$0.22	\$0.00	\$0.01	\$0.00	\$0.01

In years four (4) and five (5) of the CBA, in the event that additional contributions are needed beyond the Employer contributions spelled out above, there may be an employee contribution increase required to maintain the true cost of benefits.

Groundbreaking Pension Remedy through Variable Annuity Pension Plan (VAPP) and Secured Legacy Pension Plan

	CURRENT	3/4/2018 - 3/3/2019		3/4/2019 - 2/29/2020		3/1/2020 - 3/6/2021	
Contract Classification	Legacy Pension	Legacy Pension	VAP	Legacy Pension	VAP	Legacy Pension	VAP
FT	\$129.40	\$133.02	TBD*	\$136.74	TBD*	\$140.57	TBD*
PT	\$42.20	\$43.38	TBD*	\$44.59	TBD*	\$45.84	TBD*

TBD* = Employer committed to additional VAP contribution to be determined by Union and Management Board of Trustees
 Employer will make contributions to both Legacy and VAP in Years 4 and 5 contract based on rates to be set by Board of Trustees.

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 & GROUP 3 WAGE SCALE FOR UFCW LOCAL 653 MEMBERS AT SUPERVALU

Part-Time Food Handlers, Part-Time Pharmacy Employees, and Group 3 Part-Time

	Years	Effective 9/2/2018	Effective 3/3/2019	Effective 3/1/2020	Effective 3/7/2021	Effective 3/6/2022
Step 1	0-1	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Step 2	1	\$10.25	\$10.25	\$10.25	\$10.25	\$10.25
Step 3	1.5	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
Step 4	2	\$10.75	\$10.75	\$10.75	\$10.75	\$10.75
Step 5	2.5	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00
Step 6	3	\$11.25	\$11.25	\$11.25	\$11.25	\$11.25
Step 7	3.5	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50
Step 8	4	\$11.75	\$11.75	\$11.75	\$11.75	\$11.75
Step 9	4.5	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Step 10	5	\$12.25	\$12.25	\$12.25	\$12.25	\$12.25
Step 11	5.5	\$12.75	\$12.75	\$12.75	\$12.75	\$12.75
Step 12	6	\$13.25	\$13.25	\$13.25	\$13.25	\$13.25
Step 13	6.5	\$14.25	\$14.25	\$14.25	\$14.25	\$14.25
Step 14	7	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50
Step 15	7.5	\$14.75	\$14.75	\$14.75	\$14.75	\$14.75
Step 16	8	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Step 17	9	\$15.25	\$15.25	\$15.25	\$15.50	\$15.75

Note: Workers slot into the scale based on current wage.

For example:

A Part-Timer currently at \$14.25 would slot into \$14.25 on Sept 2, 2018 and receive a raise every 6 months through the steps.

Employees who are over scale will receive the following increases:

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

Employees who are top of scale or over scale will receive the following increases:

March 7, 2021	\$0.25
March 6, 2022	\$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 Supervalu.

Management can always choose to give anyone more.

If you have questions, please contact your Union representative:

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