

UFCW LOCAL 663 HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT WITH ALMSTED'S



We negotiated a contract with Almsted's that increases wages, provides health and welfare benefits to more members, secures retirement, and improves other benefits and working conditions. The contract term is from March 7, 2021 to March 4, 2023.

GUARANTEED WAGE INCREASES

- ❖ **Full-time employees** above scale to receive \$0.85 in Year 1 and \$0.60 in Year 2 of contract
- ❖ **Part-time employees** (Reg, Modified, Group 3) above new scale to receive \$0.40 each year of the contract
- ❖ When a part-time employee is put on a full-time waiver, the rate of pay will be increased from \$15.98 to \$17.83 per hour for the waiver period
- ❖ Overnight \$2.00 per hour shift differential for all employees who work before 5:00 a.m. and after midnight (Full-time meat continues to receive One and one-half time)

HAZARD PAY IS A BONUS FOR ALL MEMBERS

All employees will receive a one-time bonus payable on March 17, 2021. Employees must be employed as of March 7, 2021 and have completed 60-day probationary period.

Full-time: \$500

Part-time: \$250

Carryout: \$100

MORE MEMBERS WILL HAVE ACCESS TO HEALTH & WELFARE BENEFITS AND THERE IS NO

INCREASE TO FULL-TIME OR PART-TIME CONTRIBUTIONS for the term of the contract. The employer will provide Ancillary benefits to all currently non-benefitted members (i.e. Regular PT, Group 3, Carryout & Maintenance). Maintain current true cost for all eligible FT and PT positions.

Weekly Contribution	Employer cost	Employee cost	Total cost of benefit
Full-time	\$243.26	\$30.00	\$273.26
Part-time: Modified	\$122.32	\$15.00	\$137.32
Ancillary	\$6.74	\$1.00	\$7.74

Ancillary benefits for all current non-benefitted union members (Regular PT, Group 3, Carryout & Maintenance) will be effective January 1, 2022. Members need to opt in for the Ancillary benefit. All new hires will have an open enrollment period of 90 days from their hire date. There is an annual open enrollment period from Jan 1-Feb 28.

Ancillary benefits include:

- Doctor on Demand (telehealth)
- dental care
- vision care
- life insurance
- accidental death and dismemberment benefit
- employee assistance program – TEAM

RETIREMENT SECURITY CONTINUED THROUGH EMPLOYER CONTRIBUTIONS TO LEGACY PLAN

& VAP. The employer will continue to make hourly contributions for hours worked for all eligible full-time and part-time employees.

- The Employer and Union agree to the scheduled industry Rehabilitation Plan for the Legacy Plan that requires contributions to increase by 3.0% effective March 6, 2021, and 3.0% effective March 5, 2022.
- Members will receive an increase in the crediting rate in the second year of the contract.

Weekly Contribution Rates	Current	Effective January 1, 2021	Effective January 1, 2022
Full-time:	\$31.59	\$31.59	\$38.58
Part time:	\$12.66	\$12.66	\$14.94
<i>Accrual rate</i>	<i>\$20.00</i>	<i>\$20.00</i>	<i>\$25.00</i>

ADDITIONAL IMPROVED BENEFITS AND JOB SECURITY

- All part-time employees (including Group 3, courtesy and custodial) will be eligible for holiday pay after completing 1 year of service.
- Employees may donate vacation pay in one week increments to a co-worker in need. Donation for dollars only, and the employee receiving vacation dollars must be currently off work.
- Safety/security meetings will be held monthly consistent with the Employer's health and safety practices. Meeting dates and meeting outcomes will be shared with the Union upon request. A Union representative can attend the meetings if they choose to.
- E-Commerce employees shall be bargaining unit members and classified as full-time or part-time food handlers.

PT WAGE SCALES

PT – Regular, Modified, Group 3

(Note: With Union's \$0.20 above minimums provision, starting rate is \$10.28)

Step	Years (new progression)	Hrs (previous progression)	Effective 3/1/2020	Effective 3/7/2021	Effective 3/6/2022
Step 1	0-1 yr	0-1040	\$10.20	\$10.25	\$10.25
Step 2	1 yr	1041-1560	\$10.50	\$10.50	\$10.50
Step 3	6 months	1561-2600	\$10.75	\$10.75	\$10.75
Step 4	6 months	2601-3640	\$11.50	\$11.00	\$11.00
Step 5	6 months	3641-4660	\$12.25	\$11.25	\$11.25
Step 6	6 months	4661-5760	\$12.75	\$11.50	\$11.50
Step 7	6 months	5761-6760	\$13.25	\$11.75	\$11.75
Step 8	6 months	6761-7760	\$14.25	\$12.00	\$12.00
Step 9	6 months	7761+	\$14.85	\$12.25	\$12.25
Step 10	6 months			\$12.75	\$12.75
Step 11	6 months			\$13.25	\$13.25
Step 12	6 months			\$14.25	\$14.25
Step 13	6 months			\$14.50	\$14.50
Step 14	6 months			\$14.75	\$14.75
Step 15	6 months			\$15.00	\$15.00
Step 16	6 months			\$15.50	\$15.90

Employees above scale will receive the following increases:

At start of scale or in progression: place into scale at rate right above current rate on 3/7/2021.

Examples: current \$10.28, go to \$10.50; current \$12.60, go to \$12.75 on 3/7/2021 – and progress on scale.

Top or above old scale: place into scale at rate at least \$.35 more than current on 3/7/2021.

Examples: \$14.85, go to \$15.50 on 3/7/2021, \$15.90 on 3/6/2022.

Top or Above new scale: \$.40 at 3/7/2021.

Example: \$17.15 go to \$17.55 on 3/7/2021, \$17.95 on 3/6/2022.

Remember: Your Union contract guarantees minimums for wages and benefits.

Management can always choose to give anyone more.

If you have questions, please contact your Union representative, Scott Larson at (612) 961-6305 or scottl@ufcw663.org