

**UFCW LOCAL 663 HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT  
WITH KING'S COUNTY MARKET ANDOVER**  
Effective dates: March 7, 2021-March 4, 2023



We negotiated a contract with King's that increases wages, provides health and welfare benefits to more employees, 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 on Year 1 will receive a \$0.75 increase and Year 2 will receive a \$0.60 increase.
- ❖ **Part-time Employees** above scale will receive \$0.40 each year of the contract.
- ❖ **Full-Time Waiver:** In the event that a part-time employee is advanced to full-time status during the period of January 1<sup>st</sup> through December 31<sup>st</sup>, such employee will sign a waiver guaranteeing him/her the full-time rate of **\$17.83** for the duration of the waiver period.

**HAZARD PAY/ BONUS [NOT INCLUDED IN CONTRACT LANGUAGE]**

To be paid May 15; employee has to be employed on day of ratification and on day bonuses are issued

- Full-time \$500
- Part-time Modified and Group 2 \$250
- Group 3 \$175
- Courtesy \$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 2, Group 3, and Courtesy). Maintain current true cost for all eligible FT and PT positions.

	3/7/2021 – 3/5/2022			3/6/2022 – 3/4/2023		
Contract Classification	Employer cost	Worker cost	TOTAL Cost	Employer cost	Worker cost	TOTAL Cost
Full Time	\$243.26	\$30.00	\$273.26	\$243.26	\$30.00	\$273.26
Part Time (Modified)	\$122.32	\$15.00	\$137.32	\$122.32	\$15.00	\$137.32
Ancillary	87% (\$6.74)	13% (\$1.00)	\$7.74	87% (\$6.74)	13% (\$1.00)	\$7.74

**Ancillary benefits**

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 VAP.** The employer will continue to make hourly contributions for hours worked for all eligible full-time and part-time employees and has increased contribution rates.

Weekly contribution rate	January 1, 2021	January 1, 2022
Full-time	\$31.59	\$38.58
Part-time (Group 2 and Modified Part-time)	\$12.66	\$14.94
Accrual Rate	\$20.00	\$25.00

### **ADDITIONAL IMPROVED BENEFITS AND JOB SECURITY**

- Full-time employees will be eligible for holiday pay if they are a full-time employee as of the date the holiday(s) occur. All part-time (including Group 3), courtesy and custodial employees will be eligible after they have completed one (1) year of service.
- Employees may donate vacation pay in one (1) week increments to a co-worker in need. The donation is for the dollars only. The employee receiving the vacation dollars must be currently off work.
- Safety/security meetings will be held 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.

**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, Doug Rigert at (612) 889-9121 or**

**[DougR@ufcw663.org](mailto:DougR@ufcw663.org)**