

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



We negotiated a contract with Radermacher'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 \$0.75 in Year 1 and \$0.60 in Year 2 of contract
- ❖ **Part-time employees** (All PT – Regular, Modified, Group 3, Group 3 Youth) and **Carry-out and Maintenance** 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

BONUS FOR ALL MEMBERS

All employees to receive a one-time bonus to be paid May 27; employee has to be employed on day of ratification and on day bonuses are issued:

- Full-time \$500
- Part-time \$250

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 7, 2021, and 3.0% effective March 6, 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.
- The Employer agrees to maintain a paid time off donation policy that enables employees to donate their paid time off to a coworker in need.
- Safety/security meetings will be held monthly consistent with the Employer's health and safety practices. Meeting dates will be shared with the Union upon request. A Union representative can attend the meetings if they choose to.
- The Employer may operate an E-Commerce Department in their stores and such work will be performed by bargaining unit employees.

PT WAGE SCALES

All PT – Regular, Modified, Group 3, Group 3 Youth

		Effective	Effective
	Years	3/7/2021	3/6/2022
Step 1	0-0.5	\$11.00	\$11.00
Step 2	0.5	\$11.25	\$11.25
Step 3	1	\$11.50	\$11.50
Step 4	1.5	\$11.75	\$11.75
Step 5	2	\$12.00	\$12.00
Step 6	2.5	\$12.25	\$12.25
Step 7	3	\$12.50	\$12.50
Step 8	3.5	\$12.75	\$12.75
Step 9	4	\$13.15	\$13.15
Step 10	4.5	\$13.55	\$13.55
Step 11	5	\$13.95	\$13.95
Step 12	5.5	\$14.35	\$14.35
Step 13	6	\$14.75	\$14.75
Step 14	6.5	\$15.15	\$15.15
Step 15	7	\$15.50	\$15.50
Step 16	7.5	\$15.90	\$15.90

Examples of placing into scale:

Current employee at \$11.00 will place on scale at \$11.25 on 6/6/2021, \$11.50 on 9/5/2021, \$11.75 on 3/6/2021 and progress on the scale

Current employee at \$15.00 will place on scale at \$15.15 on 6/6/2021, \$15.50 on 9/5/2021, \$15.90 on 3/6/2021

Current employee at \$16.25 will receive \$0.40 each year of the CBA - \$16.65 on 6/6/2021, \$17.05 on 3/6/2021

Effective March 7, 2021, Employees will retain their current wage rate. On June 6, 2021, Employees will be placed into the step that corresponds with the wage rate that is next higher than their current wage rate, not years of service. On September 5, 2021, Employees move to the next step in the progression, followed by moves every 6 months thereafter.

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, Amber Allen at (612)865-6755 or ambera@ufcw663.org