

## UFCW Local 555

### Highlights of Contract Offer

#### Coos Bay Fred Meyer Non Food Agreement

*November 10, 2010*

- **Pension:**

- **Adopt Green Zone** extension for 2009
- **Increase Employer contributions** up to 23¢ per hour
- **Early retirement protected** under Retail Clerk's Pension
- **Modify plan** to equivalent of \$0.74 per hour savings

- **Defeated Employer Proposals:**

- *Defeated* Elimination of Pension COLA
- *Defeated* Elimination of Early Retirement

- **Wages:**

- **Retroactive 20¢ per hour Wage Increase** for Journeypersons back to June 28, 2009
- **Second 20¢ per hour Wage Increase** for Journeypersons first Sunday after ratification
- **Apprentice Wage Increase** of up to 60¢ per hour first Sunday after ratification
- **25¢ per hour Wage Increase** on Journeyperson rates 6/2011
- **25¢ per hour Wage Increase** on Journeyperson rates 6/2012
- **24¢ per hour Wage Increase** on Journeyperson rates 6/2013

- **Language Issues:**

- **Expand definition of "immediate family"** for funeral leave to include domestic partner, stepchildren and grandchildren
- **Newly organized groups** receive union H&W benefits based on time with company
- **Dues deducted weekly** instead of monthly - convert as soon as possible
- **Voluntary Tax deductible Political contribution** deducted weekly - convert as soon as possible

- **Defeated Employer Proposals:**

- *Defeated* adding additional non-union exempt positions
- *Defeated* elimination of dues check-off
- *Defeated*

- **Term:**

- **Ratification through January 4, 2014 (3 Years 2 Months)**