

UFCW Local 555

Highlights of Contract Offer

Newberg Fred Meyer Non Food Agreement

November 10, 2010

- **Health & Welfare:**

- **Increase Employer contributions** up to 35% (\$4.34) over the term of the agreement
- **Employer contributions** - One rate on all hours worked for H&W; no less than \$4.09 per hour
- **Increase per day max** for Hospital Room & Board
- **Increase per day max** for Skilled Nursing Facility Care
- **Rx co-pays** in network Generic - \$10; Preferred Brand - \$20; Out of Network 80% of UCR
- **Increase prescription quantity** to greater of 34 days or 100 units for a single co-payment
- **Annual deductibles** change to \$300 single; \$600 family
- **Increase Chiropractic coverage to 80%** of UCR for medically necessary care.
- **Increase Naturopathic covered at 80%** of UCR for medically necessary care.
- **NEW. . . Acupuncture covered at 80%** of UCR for medically necessary care.
- **NEW. . . Same-sex domestic partner coverage**
- **NEW. . . Establish Health and Care Management program**
- **NEW. . . Establish Catastrophic Care Management program**

Defeated Employer Proposals:

- *Defeated* \$18 per week employee premium for employee only health coverage
- *Defeated* \$34 per week employee premium for family health coverage
- *Defeated* extending new H&W tunnels to 72 months
- *Defeated* reduction in weekly disability benefits

- **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
- *Defeated* Elimination of Rule of 85

- **Wages:**

- **Retroactive 25¢ Wage Increase** for Journeypersons back to February 10, 2010
- **Retroactive Wage Increase** for Apprentices back to February 10, 2010
- **25¢ Lump Sum** Payment for Journeypersons' hours in 2/2011
- **15¢ Lump Sum** Payment for Apprentices' hours in 2/2011
- **Second 25¢ per hour wage increase** on Journeyperson rates 2/2012
- **25¢ Lump Sum** Payment for Journeypersons' hours in 2/2013
- **15¢ Lump Sum** Payment for Apprentices' hours in 2/2011

- **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

- **Term:**

- **Ratification through February 22, 2014 (3 Years 4 Months)**