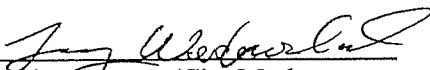


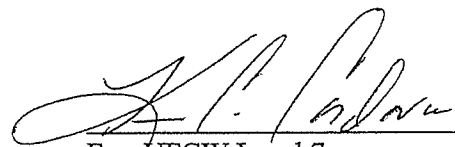
At the discretion of the company, Pharmacy Lead Technicians may be placed within a pharmacy and may be assigned duties to assist in the training and operations of the department. Pharmacy Lead Technicians will be considered full-time and paid at the "head clerk" pay rate.

- The Company withdraws all proposals except the following, which remain open:
 - a. Proposal 5 – Article 18 – Minimum Weekly Schedule
 - b. Proposal 13 – Letter of Agreement re Deli Assistants
 - c. Health & Welfare
 - d. Wages
 - e. Term
 - f. Pension
 - g. Letters of understanding

- The Union withdraws all proposals, except the following, which remain open:
 - a. Proposal 2 – Union Orientation
 - b. Proposal 5 – Bucket Hours
 - c. Modified Union Proposal on Full-Time:
 - i. The Union and the Company would enter into a letter agreement on a full-time look back period as entered into in 2015.
 - d. Two-tier improvements: Proposals 8-C, 8-F, 10-A, 10-D, 11-A, 11-D, 24-C, and 24-E.
 - e. Proposal 9-A, modified to ONLY change the amount of the existing night premium to \$3.00 and withdrawing all other sub-proposals (Night Premium)
 - f. Wages
 - g. Health & Welfare
 - h. Pension
 - i. Term
 - j. Letters of understanding



For: King Soopers/City Market



For: UFCW Local 7

3-3-19
Date

3-3-19
Date