



Denver Distribution Center
UFCW Local 7



LETTER OF UNDERSTANDING
Temporary Overtime Pay Changes
March 2020

The following outlines the temporary modifications the overtime provisions in the collective bargaining agreement based on the extraordinary circumstances caused by the COVID-19 pandemic.

Article 12 OVERTIME

hourly rate of pay shall be paid under the following conditions:

- a. For all time worked in excess of eight (8) hours in any one (1) day.
- b. For all time worked in excess of forty (40) hours in any one (1) workweek as described above.
- c. All employees will have eight (8) hours between shifts on scheduled or worked hours and will be paid the overtime rate if they do not have such.

Employees scheduled and working more than five (5) days in a workweek will receive **two (2) times time and one half (1-1/2x)** for the day on which the least number of hours was worked.

Section 31. No Pyramiding of Overtime. It is understood and agreed there shall be no pyramiding of overtime and premium for the same hours of work.

... rest of article remains the same ...

This Letter of Understanding is retroactive to March 15, 2020 and will remain in effect until the Company returns to the regular terms and conditions as outlined in the agreement.

IT IS HEREBY AGREED.

SAFeway, INC

UFCW LOCAL 7

By Dave A Schutte
Dave Schutte, VP-General Mgr.

By: Kim Cordova
Kim Cordova, President

Date: 3/23/20

Date: 3/23/20

By _____
Kurt Hodge, Dir. Operations

Date: _____