

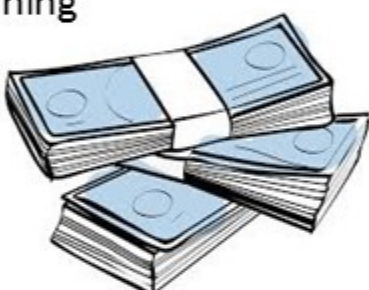
OFFICIAL UNION NOTICE — PLEASE POST DECEMBER 2020 SETTLEMENTS

KAISER PERMANENTE SETTLEMENTS

- **Member was issued a Level 1 and Level 2 for attendance issues.** Leah was able to achieve a full resolution and the company agreed to remove both levels in the Step 2 meeting.
- **Employee in one of the Pharmacy Departments were struggling and was being issued progressive discipline.** The union achieved a remedy in which the employee swapped departments with another employee in the float pool who wanted to work in the first employees department.

KING SOOPERS, SAFEWAY, CITY MARKET, & ALBERTSONS SETTLEMENTS

- Termination reduced to a 5-day suspension
- 1-day suspension reduced to a written warning
- Member awarded full-time status
- Member full-time status reinstated
- Member back paid \$268.00
- Back pay for missed break \$8.09
- 3-day suspension removed from file
- 7 members reinstated from termination
- 4 documented verbal warnings removed from personnel files
- 16 written warnings removed from personnel files
- 1-day suspension reduced to a coaching conversation
- 3-day suspension removed with back pay of \$499.97
- Back pay in the amount of \$720 for missed punches
- Status change to part-time reinstated to full-time status



KING SOOPERS, SAFEWAY, CITY MARKET, & ALBERTSONS SETTLEMENTS

- The Company shall pay member one hour at straight-time pay.
- The Company agrees to reduce the 5-day suspension/final warning to a 3-day suspension and pay member 24 straight-time hours.
- The Company agrees to pay member the differential between their rate they received for weeks ending 4/4/20 and 4/11/20 at the rate of \$20.16/hour for all hours worked.
- 1-day suspension reduced to a written warning
- 1-day suspension removed with \$153.00 in back pay
- Member received E.L. pay after she was denied
- Member back paid \$344.88 in E.L. pay
- Member back paid \$19.16 for missed breaks
- 3-day suspension reduced to a verbal warning
- Member back paid \$34.76 for an unjust two-hour suspension



KING SOOPERS, SAFEWAY, CITY MARKET, & ALBERTSONS SETTLEMENTS

- A member who was terminated was issued a 5-day last and final instead
- The Company will allow a member to work an additional 31.35 hours over a 4 week contingency period
- Compelled management to allow a member a day off which was initially scheduled and changed later
- Back pay in the amount of \$109.55 for holiday not worked due to being out on medical leave
- Member received a payment of \$5924.80 for being forced on medical leave during her pregnancy
- Member was paid 39 hours of emergency leave pay and 12 hours was placed back in sick leave back
- Member was paid 7 hours of emergency leave pay resulting in \$134.12
- Forced the Company to pay member emergency leave pay resulting in \$624
- Forced the Company to pay member emergency leave pay resulting in \$876.40
- Member back paid \$2,775.00 in back pay after an unjust one-month suspension
- Member back paid \$1,045.00 and had wage raised to \$19.16/hr (Bucket Hours)
- Member reinstated from termination and allowed to remain on COVID leave
- Member allowed to return to work after being put out on a forced LOA
- 5-day suspension reduced to a 3-day suspension with back pay totaling \$153.21
- Member back paid \$153.00 after she was denied Thanksgiving Holiday Pay
- Bucket hours pay adjusted to \$15.80 per hour with back pay totaling \$510.66
- Member allowed to transfer to a store after being denied for several months
- 5-day suspension removed from employees file, member allowed to transfer to night crew.
- 7 members in one store received holiday pay after they were initially denied due to being out on COVID leave
- A member was placed on suspension pending investigation and was returned to work 5 hours later – grievance filed for lost wages
- Three members returned to their respective bargaining units after they were forcibly transferred out of their bargaining units
- Military service credit accredited the maximum of 4160 hours; a pay increase of one dollar per hour; back pay totaling \$111.12
- The store delayed vacation planner posting, forced the company to post the schedule for an extended period of time
- Two members got their health insurance reinstated after the company failed to make contributions due to the members being out on COVID leave



JBS SETTLEMENTS

The following grievances were settled:

Member (1) wages owed \$2,124.00; Member (2) \$1,421.20; Member (3) \$2,880.00; Member (4) \$2,808.40.
To date 76 grievances have been settled.



We had eight terminations; one was reinstated with no back pay, one is eligible for rehire, and six will be going through the grievance process.

We had five suspensions; two were reinstated with 9 days of back pay and three were instated without back pay.

595.21 total hours of pay corrections (ID not working, time deduction from Kronos, incorrect pay rates, holiday pay, incentive paid, and penalty pay)

The follow discipline was voided:

- 15 final warnings were voided
- 40 written warnings were voided
- 151 verbal warnings were voided



LOCAL 7 LEGAL DEPT. SETTLEMENTS

Legal has switched two terminations to “resignations” in the employee files, settled a termination grievance for \$3,750, and helped another member receive compensation for an unjust suspension.

IT PAYS TO BE UNION!

