

**Tentative Agreements Between
UFCW Local 7 and King Soopers/City Market**

**Memorandum of Agreement
Between
UFCW Local 7 And
King Soopers/City Market**

**King Soopers Denver, Colorado Springs, and Pueblo Retail Clerk Agreements
King Soopers Boulder, Colorado Springs, Denver, Fort Collins, Longmont, Parker, and
Pueblo Meat Agreements
King Soopers Broomfield Meat-only (and Store 89 Deli), Greeley Meat-only, Loveland
Meat-only (and Store 74 Deli) Agreements
King Soopers Store 86 Clerk and Deli Agreement
City Market Grand Junction Retail Clerk Agreement
City Market Grand Junction Meat Agreement**


UFCW Local 7 (the "Union") and King Soopers/City Market (the "Employer") are parties to the above Collective Bargaining Agreements (the "CBAs"). The parties have met and reached tentative agreement for new CBAs. Such new CBAs shall contain the provisions of the current CBAs between the parties, except as modified in the attached documents entitled "Tentative Agreement(s)," as well as any and all documents attached to, or incorporated by reference into, said Tentative Agreement(s). The new CBAs shall have a term of the date of ratification through and including January 6, 2025 (conforming dates for contracts with expiration dates other than January 8, 2022).

The attached Tentative Agreements and the current CBAs, as modified herein, represent the entire Agreement between the parties. Any Union proposal not identified or addressed herein shall be deemed withdrawn. Any proposal of the Employer not identified or addressed herein shall be deemed withdrawn. The modification or withdrawal of any proposal in these negotiations shall not be used as evidence in any arbitration or other proceeding.

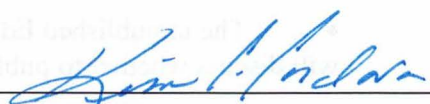
The parties reserve the right to correct any drafting errors or omissions in this Agreement.

The Union, its officers, and bargaining committee agree to recommend and support the ratification of this Agreement.

This Agreement is only effective upon ratification by the Union of this Agreement.



For: King Soopers/City Market



For: UFCW Local 7

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Date

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The revisions proposed herein shall also apply to the relevant sections of the Retail and Meat agreements for all King Soopers and City Market bargaining units in Colorado; Article and Section numbering below is for King Soopers Denver Retail unless otherwise indicated. Article and Section numbering may differ in meat and or outlying units.

- The undersigned parties agree that the wage rates contained in Appendix A of the Collective Bargaining Agreement shall be updated with the rates attached hereto. All retroactive pay shall be paid within thirty (30) days of ratification of a new CBA.
- The Union agrees to pull down picket lines as soon as possible on Friday, January 21, 2022. The Union agrees to hold ratification votes for all of the Denver, Boulder, Broomfield, and Parker units on Monday, January 24, 2022. The Union agrees to hold ratification votes in other units on or before January 31, 2022, and also the parties agree to extend any agreements except Denver, Boulder, Parker, and Broomfield which are presently expired or set to expire through and including January 31, 2022.
- The Employer agrees to make a health and welfare contribution in the month of February 2022 (January hours) for any employees who do not reach the necessary qualifying hours as set forth in Article 37 of the Agreement, so long as such individual qualified for February coverage based on December 2021 hours.
- Upon ratification by all units, and not more than three business days following ratification by the last unit, the parties agree to execute the attached Global Settlement, Release, and Return to Work Agreement.
- The parties agree that the Broomfield Store 89 Deli and Loveland Store 74 Deli will be covered by all terms and conditions applicable to Deli Departments in the Denver Meat Bargaining Unit, except that the parties will meet and bargain over a Union security clause at such time as seventy-five percent (75%) of employees vote to authorize an all-union agreement, as required under the Colorado Labor Peace Act. The parties agree to conform the Broomfield and Loveland Meat Agreements accordingly.
- The Union agrees to disclaim interest in the Deli and Meat Managers at City Market Store 413, and the Union agrees not to organize these two positions at Store 413 during the life of this Agreement. The Employer agrees not to retaliate against any employee for his or her participation in the election process at City Market Store 413.
- The Employer pledges to assign 500 part time employees to full time (combined total for retail and meat) as soon as possible over the three (3) months following ratification.
- The unpublished Educational Leave Letter will be carried forward. The parties will discuss whether to publish it.
- The parties agree to carry forward all existing Letters of Understanding and Letters of Agreement, specifically including any Letters of Agreement reached during the term of the 2019-2022 agreement, except as provided in the Addendum re: Letters of Understanding and Letters of Agreement appended hereto and as outlined below. As indicated in the Addendum, the parties agree to move certain Letters into the body of the Agreement.

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- Letter of Agreement #21 (Meat) regarding Deli Scheduling Procedures shall be modified to apply to Butcher Block Clerks in all Meat Bargaining Units in the State of Colorado. The classification of Meat Wrapper shall be eliminated, and any and all Meat Wrappers shall be reclassified as Butcher Block Clerks, carrying forward all ACQ hours with full seniority and benefits.
- Letter regarding Minimum Wage shall be modified as follows:

**LETTER OF UNDERSTANDING
BETWEEN
KING SOOPERS, INC
AND
UFCW LOCAL 7**

MINIMUM WAGE

Effective on ratification, the starting rate in any job classification, excluding courtesy clerks, shall be not less than forty cents (\$0.40) above the operative minimum wage applicable to the store, and each rate above will be at least twenty-five cents (\$0.25) per hour higher than the previous rate in the progression schedule.

Bargaining Note: In applying the provisions of this Letter of Agreement, ~~the~~ parties understand, for example, agree that an employee working at a progression step that is adjusted as a result of the operation of this letter the minimum wage during the term of this Agreement would remain at the same step but work under the newly adjusted rate until they complete the remaining hours of that step and advance to the next step.

- Letter regarding Pharmacy Technicians (Retail #19) shall be modified as follows:

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11. 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 a full-time position and paid at the "head clerk" pay rate.

Revisions to Article 2:

**ARTICLE 2
AUTHORIZED WORK FOR VENDORS**

Section 3. Vendor Work: Direct store delivery vendors who deliver the product categories of beverages (including juice sold in produce/deli departments), cookies and crackers, bakery, pizza, ice cream, chips, specialty/gourmet/natural foods, cosmetics, pet accessories, greeting cards (and related products such as bows, wraps, candles, balloons, ribbons), newspapers, magazines, books and related products shall be allowed to perform all work in connection with the sale of their

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products directly delivered to the store. For purpose of this provision, the product categories as used herein shall be interpreted to include all products delivered by such vendor.

Additionally, all vendors shall be allowed to stock and otherwise maintain any J-Hook or Clip strip program. Additionally, all vendors may perform: any work in connection with promotional and seasonal displays; facing in connection with the service of product; rotation of product; cleaning of product, shelves and racks; affixing coupons and other promotional materials to products; vendors shall be permitted to perform three (3) major resets per store per section per calendar year. Additionally, vendors may perform work, as necessary to accommodate the introduction of new items, or removal of discontinued items, from the set; checking of code dates and removal of outdated product; and any work in connection with the opening of a new store and the two (2) week period thereafter, or during the two (2) weeks before and after a store remodel. All the product delivered to the store from a warehouse owned or operated by, or for the benefit of, the Employer shall be stocked by bargaining unit members with the above exceptions.

Revisions to Article 5:

ARTICLE 5
NEW EMPLOYEES, TRANSFERRED EMPLOYEES,
PROMOTED OR DEMOTED

Section 12. Completion of Forms For Benefit Programs. At the time of hiring, or otherwise joining the bargaining unit, the Employer will advise each such employee of the fact that he must become a member of the Union within thirty-one (31) days and must remain a member of the Union as a condition of employment during the life of this Agreement. The Employer will likewise furnish each such employee with the address of the Union office and name of the Union representative. Completion of any necessary applications, forms and papers for qualification under the Health and Welfare Article or any other benefit programs provided by this Agreement, shall be completed on the first day of employment, but not later than the eligibility date of participation in the various plans. The Union application forms, furnished by the Union to the Company, will be provided to the employee during the completion of the new hire paperwork.

Revisions to Article 7:

ARTICLE 7
DEFINITIONS OF CLASSIFICATIONS

Section 16. For the purposes of this Agreement, the terms set forth below shall have the following meanings:

HEAD CLERK. A Head Clerk is an employee who has been assigned by the Employer to direct or supervise the work of others. The mere fact that two (2) persons work together does not mean that one is a Head Clerk. The intent of the Head Clerk classification shall not be used to circumvent this Agreement. All payroll work performed by bargaining unit employees shall be paid at the Head Clerk rate of pay. An Assistant Convenience Store Manager, if designated by the Employer, shall be a Head Clerk position.

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Revisions to Article 10:

ARTICLE 10
SCHEDULING AND ASSIGNMENT OF HOURS

Section 25. Additional Hours. ~~Management shall post weekly additional hours request list. Employees interested in working additional hours must sign and designate the days they are interested in working additional hours on such list by midnight of the Saturday prior to the start of the applicable workweek. When additional hours become available, management shall contact, in seniority order, employees who have requested to work on the day indicated on the request list and offer them the hours. If the hours cannot be assigned to the employees requesting them, management may fill the hours at its discretion. Nothing in this section shall be construed to require management to assign hours at overtime or to employees who have not made a request to work additional hours. The Company would use its best efforts to give employees at least ~~two~~one (2+) hours notice if an employee is required to work beyond the end of their scheduled shift. Employees shall not be subject to discipline for failure to remain at work beyond the end of his/her scheduled shift if less than two (2) hours notice is given except in emergency situations.~~

Management shall post a weekly additional hours request list for their store/department. Employees interested in working additional hours must sign and designate the days they are interested in working additional hours on such list by midnight of the Saturday prior to the start of the applicable workweek.

When additional hours become available, management shall contact, in seniority order, employees who have requested to work on the day/shift indicated on the request list and offer them the hours. If the hours cannot be assigned to the employees requesting them, management may fill the hours at its discretion, including assigning those hours to employees who work in different Local 7 bargaining units within the same banner.

Prior to assigning hours to employees from outside the bargaining unit, employees in the home department/bargaining unit shall have priority in shift selections, if qualified. In the event available hours are being filled from outside the bargaining unit, the Company shall honor reasonable requests for training from employees within the bargaining unit who wish to claim such hours.

Nothing in this section shall be construed to require management to assign hours at overtime or to employees who have not made a request to work additional hours.

Bargaining Note: The intent of this provision is not to avoid assigning available hours to current department or bargaining unit employees or to avoid hiring for long term needs. Rather, the intent is to fill unexpected business needs.

The parties agree to meet at least every six (6) months to discuss issues which may arise from the implementation of this proposal.

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Revisions to Article 11:

ARTICLE 11
NO REDUCTION IN PAY

Section 31. ~~The Employer shall not raise or subsequently lower the hourly rates of pay for classification covered by the Agreement without the mutual consent of the Union.~~

~~The terms of this Agreement are intended to cover only wages and other employee benefits. The Employer may place superior wages and other benefits in effect and may reduce any premiums to the minimum herein prescribed without the consent of the Union. It is clearly understood that any wage increases are made to a specific progression step and/or job classification within the bargaining unit. Prior to increasing any rate listed herein, the Employer shall first meet with the Union President or designee, to discuss such change. The meeting between the Employer and the Union shall occur at least two (2) weeks prior to the implementation of the wage change. It is expressly understood that an employee's wages will not be reduced as a result of this section.~~

~~BARGAINING NOTE: Examples: The Employer could offer a premium for all work performed within a specific six (6) week period, and then terminate the premium at the end of the period. An employer could increase the wage rate for a particular job step from \$17.00 to \$18.00, but could not then lower that wage rate back to \$17.00.~~

Revisions to Article 15:

ARTICLE 15
NIGHT PREMIUM

Section 39. A premium of ~~two one~~ dollars (\$~~21~~.00) per hour shall be paid for all work performed between the hours of 12:00 midnight and 6:00 am to all employees (excluding Courtesy Clerks). Employees whose shifts are scheduled to end at 12:00 midnight need not be paid any premium under this Section, even where it is necessary for them to remain on the job for a short period in order to complete their work, provided that such additional period does not exceed fifteen (15) minutes.

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Revisions to Article 16:

ARTICLE 16
HOLIDAYS AND HOLIDAY PAY

Section 46. Premium Pay for Holiday Work. For employees hired on or before March 5, 2005, when a holiday is worked, the employee shall be paid one and one-half (1½) times his/her normal hourly rate of pay, in addition to the holiday pay provided herein. For employees hired on or after March 6, 2005, when a holiday (as defined above for such employees) is worked, the employee

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shall be paid one dollar (\$1.00) per hour worked, except that such employees will be paid one and one-half (1½) times his/her normal hourly rate of pay for hours worked on Christmas.

Revisions to Article 17:

ARTICLE 17
VACATIONS

Section 47.

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Any employee who has two (2) or fewer weeks of vacation per year pursuant to this Agreement shall be entitled to take up to one (1) week of vacation, without pay (and such time will not be considered as time worked), upon the employee's request. The scheduling of such unpaid vacation shall be subject to the normal vacation scheduling provisions of this Article.

BARGAINING NOTE: It is understood that for any employees who elect to take an unpaid vacation, this unpaid time does not count as time towards any of the benefits provided under this Agreement (such as, but not limited to, pension contributions, health and welfare contributions, etc.).

Section 49. Vacation Pay in Advance. An employee who has earned vacation on the basis of having completed an anniversary year shall receive his vacation pay during the workweek immediately preceding the employee's vacation, provided the employee has requested such in writing at least two (2) weeks in advance of his vacation. In the event employees have their vacation pre-approved at least two (2) weeks in advance of their vacation and the employee's vacation check is not made available in accordance with the contract, a cash advancement, which approximates the net amount owed, shall be given to the employee at the store, provided the employee signs the cash advance voucher. The Company shall recoup the advancement from the employee's vacation check.

Section 51. A vacation may not be waived by an eligible employee and extra pay received for work during that period, unless agreed by the Union and the Employer. Vacations must be taken during each anniversary year. Vacation that has been earned by an employee but which remains unused following their anniversary year shall be paid out to the employee.

Section 52. Vacation Upon Lay Off or Termination. When an employee is laid off, or discharged, or leaves his place of employment, and at said time he is entitled to a vacation, he shall receive his vacation wages at the time of the layoff or discharge, or at the time he leaves his place of employment. Provided, however, that if such employee be discharged for proven dishonesty, he shall not be entitled to any vacation or vacation pay, whether the same has accumulated or not.

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Section 53. In the event a regular full-time employee ~~who has been employed two (2) years or longer~~ voluntarily quits or is discharged ~~for reasons other than proven dishonesty~~, such employee shall be paid pro rata vacation pay earned up to the time the employment relationship is severed.

Revisions to Article 18:

ARTICLE 18
MINIMUM WEEKLY SCHEDULE

New Section: Any employee may indicate his or her desire to be regularly scheduled fewer than twenty (20) hours in a workweek and management will have the discretion to so schedule the employee. An employee can withdraw consent to be so scheduled under this provision at any time. This provision is not intended to circumvent any scheduling provisions of the Collective Bargaining Agreement.

Bargaining Note: It is the specific intent of the parties that less than minimum hour employees are not a separate classification and shall be subject to Article 10, Section 24 (Retail) on the same basis as other employees.

For these workers, which the Employer will specifically identify for purposes of audit review, the Employer will make healthcare contributions for any employee who has at least one (1) year of service and who has worked eight hundred (800) hours during any anniversary year following the employee's first anniversary.

The amount of contributions, which would be retroactive to the beginning of the year once the eight hundred (800) hour threshold is met, is two hundred dollars (\$200.00) per month. Notwithstanding any contributions, qualifications for benefits remains as set forth under Article 37.

Revisions to Article 25:

ARTICLE 25
RELIEF PERIODS

Section 61. The Employer will give employees a relief period of fifteen (15) uninterrupted minutes for each four (4) hour period worked, as near as practical to the middle of the four (4) hours. Notwithstanding the above, any employee whose work shift is ~~more than sixseven (76)~~ hours ~~or more~~, shall receive at least two (2) rest periods.

When an employee is required to work ten (10) hours in a day, he shall be entitled to a third relief period.

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Revisions to Article 27:

ARTICLE 27
SENIORITY

Section 67. Definition of Full-Time Employee. A regular full-time employee is defined as an employee who has been hired as such or works forty (40) or more hours per week for at least four (4) consecutive weeks, in his home store, except for assignment to a forty (40) hour per week schedule as a result of the employee receiving any hours caused by other employees' absence for any reason. Scheduled hours of work voluntarily vacated by an employee (such as trading of hours) shall not be used for purpose of advancing an employee to full-time status. An employee who fails to maintain full-time status as a result of working less than forty (40) hours per week for reasons other than absence due to an approved leave of absence, or a reduced schedule resulting from an on-the-job injury for twelve (12) consecutive weeks shall be designated as a part-time employee.

BARGAINING NOTE: It is understood that for purposes of this provision, the definition of "absence" shall include such things as absence from work due to vacation, holiday, vacated shift, unexcused absence, funeral leave, jury duty, leave of absence and illness.

Look Back. Within ninety (90) days of ratification, the Employer will agree to review by store, in the trailing fifty-two (52) week period, ending December 31, 2021, to identify any part-time employee who during that period, worked, at straight-time plus vacation, a total of 2080 or more hours and post for seventy-two (72) hours, in the store where such employee worked the hours, the full-time opening(s) and to advance the most senior qualified employee who signs the posting to such position, or if no one signs the posting, to make the employee who worked the hours full time. The Employer agrees to an additional lookback at the beginning of year three (3) of the contract under the same terms.

Assignment to Full-Time Status. ~~When a full-time vacancy, other than a four (4) week at forty (40) hour opening defined in Section 66, occurs and the Employer determines that such vacancy shall be filled by a full-time employee, the job vacancy for non-management positions shall be filled by the assignment of the most senior qualified employee of the classification who has signed the current full-time request list as provided for in this Agreement. Should management be unable to fill such vacancy from the list, then such vacancy shall be posted within the affected store for seventy-two (72) hours and management shall offer the full-time assignment to the senior qualified employee of the store and classification who signed the posting before hiring off the street.~~

~~Four (4) week at forty (40) hour openings shall be filled by the most senior employee within the store and affected classification who has signed the full-time request list as set forth in this Agreement. Should management be unable to fill such vacancy from the list, then such vacancy shall be posted within the affected store for seventy-two (72) hours and management shall offer~~

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~~the full-time assignment to the senior qualified employee of the store and classification who signed the posting before hiring off the street.~~

~~Notwithstanding the above, t~~The Employer may transfer a full-time employee from another store to fill a vacancy in lieu of advancing an employee to full-time status under this Article.

~~Employees may sign the full-time request list during the first fifteen (15) days of January and the first fifteen (15) days of July to be considered for advancement to full-time effective with the first workweek in February and August respectively. Such request shall state the specific store(s) in the bargaining unit that the employee desires advancement to full-time. The Employer will send the Union a copy of the new full-time request list.~~

~~———— If an employee is offered assignment to full-time status and accepts or declines the same, his/her request shall be voided.~~

The Employer shall not make assignments of full-time status to a probationary employee or to an employee on leave of absence.

Section 69. Promotions and Assignment to Full-Time. The Employer agrees to make promotions and lateral transfers to non-management, ~~non-APC~~ classifications and full-time status to the most senior qualified employee as provided herein within each store. Management will post to the Employer's web portal a list of openings within the store where the opening exists for seventy-two (72) hours and said posting shall list the date and time the notice is posted on Monday. Employees may sign the posting and be considered for promotion. Upon completion of the seventy-two (72) hour period, management shall record the time it removed the posting maintain a record of the posting for a period of no less than thirty (30) days. The posting shall remain posted through midnight Wednesday.—The Company shall offer the promotion/lateral transfer/full-time to the senior qualified employee within both the bargaining unit within the store, and, if none, then to the senior qualified employee within the store, and, if none, to the senior qualified employee not within the store, but within the bargaining unit, prior to hiring off-the-street. ~~Floral clerks, Pharmacy Technicians, Bakery Production employees, and Cake Decorators may be assigned at management's discretion.~~

~~For purposes of this section, a promotion is an assignment to a classification which has a higher "journeyman" or "thereafter" rate than the classification being vacated by the involved employee.~~

~~For All Purpose Clerk (APC) positions, management shall fill the opening with the most senior qualified employee in the bargaining unit who has previously signed the promotion request list as described below. An employee who is desirous of promotion to All Purpose Clerk (APC) may sign the promotion request list during the first fifteen (15) days of January and the first fifteen (15) days of July to be considered for promotion effective with the first workweek in February and August respectively. Such request shall state the specific stores in the bargaining unit the employee~~

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~~is desirous of promotion to. The employer will send the Union a copy of the new promotion request list. If the list is exhausted for a particular store, then management will post the opening within the store and allow employees of the store, regardless of their seniority date, to request promotion. The Company shall offer promotion to the senior qualified employee within the store prior to hiring off the street.~~

~~— If an employee is offered and accepts or declines the same, he/she will have his/her request voided. An employee accepting a promotion must hold such position for six (6) months before being eligible to sign up and accept another promotion.~~

The Employer shall not make promotional assignments to probationary Employees or to an employee on a Leave of Absence.

Revisions to Article 32:

**ARTICLE 32
LEAVES OF ABSENCE**

Section 79. Sickness, Injury or Pregnancy. Leaves of absence shall be granted for up to ~~twelve eighteen (18)~~ 12 months without pay when an employee with three (3) months of continuous service is unable to work because of bona fide sickness, accident, disability, or pregnancy. ~~However, in the event such an employee is unable to return to work at the end of eighteen (18) months of his/her leave period, he/she shall be entitled to an additional leave of six (6) months if he/she submits satisfactory medical evidence that he/she will be able to return to duties within his/her classification within the same additional period.~~

Employees that have left the Employer after exceeding twelve (12) months on a leave of absence shall be reinstated if they submit satisfactory medical evidence that they will be able to return to duties within their classification if they return within twenty-four (24) months from the commencement date of the original leave of absence. The following provisions will apply to former employees returning under the noted circumstances:

- Assume the seniority date at when the employee left the company
- Assume the same wage/tier that the employee was at when they left the Employer
- No vacation time will be credited upon reinstatement
- There will be no retroactive pension payments
- Healthcare coverage will be reinstated with the same level of coverage as the employee had when they left the Employer on the first of the month following the former employee's return.

Revisions to Article 35:

ARTICLE 35

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SICK LEAVE¹

Delete the entirety of Sections 94 and 95, and replace with the following language:

1. The paid sick leave accrual provisions set forth in this Agreement supersede the accrual provisions of any and all prior policies or applicable collective bargaining agreements.
2. King Soopers employees covered by this Agreement will accrue one (1) hour of paid sick leave for every thirty (30) hours worked starting from their first day of employment or January 1, 2021, whichever is later, up to forty-eight (48) hours of paid sick leave per year.
3. Carryover of sick leave from year to year:
 - a. Employees shall be entitled to carry over sick leave from year to year, but shall be subject to a maximum accumulation of:
 - i. Employees in the Clerks units hired on or before March 27, 2005 shall not be entitled to accumulate more than six hundred (600) hours of sick leave.
 - ii. Employees in the Meat units hired on or before March 27, 2005 shall not be entitled to accumulate more than six hundred (600) hours of paid sick leave.
 - iii. All employees hired after March 27, 2005 shall not be entitled to accumulate more than four hundred eighty (480) hours of paid sick leave. In the event a legislative change makes sick time compensable, the maximum accrual will revert to two hundred and forty (240) hours. No associate's current accumulation shall be reduced as a result of this change.
 - b. After an employee has used forty eight (48) or more hours of paid sick leave in a given benefit year, any further use of accrued paid sick leave during that benefit year for a subsequent sickness or injury shall be subject to the following waiting period:
 - i. on the third (3rd) full workday absence for employee's sickness or non-occupational injury;
 - ii. on the second (2nd) workday's absence if the employee is hospitalized, undergoes outpatient surgery, or has accumulated in excess of ninety-six (96) hours but less than one hundred ninety-two hours, and;
 - iii. on the first (1st) workday's absence if the employee is hospitalized, undergoes outpatient surgery, or has accumulated in excess of one hundred ninety-two (192) hours.
 - c. Any employee ineligible for first day sick pay under this Article shall be permitted to use up to five (5) days per year of vacation accrued pursuant Section 47 or unused personal holidays as payment for such employee's first day sick time at the employee's election. Notwithstanding other requirements to use personal holidays or unused and accrued vacation, there shall be no management discretion to deny pay for such absence, except that a doctor's certificate or other authoritative verification of illness may be required by the Employer. In order to use personal holidays and/or vacation pay for a sick absence, the employee must provide at least two (2) hours' notice prior to the start of such employee's scheduled shift.

¹ The parties agree to change all references in this Article from King Soopers to Employer.

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4. Employees may use their accrued paid sick leave for the sickness, safety, and caregiving purposes described below. Paid sick leave may be used as soon as it is accrued, and must be taken in one (1) hour increments.
5. Employees will be paid their regular hourly rate for all hours in which leave is taken. Benefits will be maintained. This regular hourly rate does not include overtime or bonus pay, and paid sick leave is not considered "hours worked" for purposes of determining whether an employee is entitled to overtime in a given workweek.
6. When leave is foreseeable, King Soopers expects employees to make a good faith effort to provide advance notice of their need for leave and to schedule the leave in a manner that does not unduly disrupt King Soopers' operations.
7. King Soopers will allow employees to use their accrued paid sick leave to be absent from work when the employee has a mental or physical illness, injury, or health condition that prevents the employee from working; needs to obtain a medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or needs to obtain preventative medical care. King Soopers will not consider the fear or anxiety of contracting a communicable illness that is a cause of a public health emergency to be a mental or physical illness, injury, or health condition that prevents an employee from working, but will consider accommodations to an employee who has a health condition which would allow the employee to perform alternative work or jobs.
8. King Soopers will also allow employees to use their accrued paid sick leave to be absent from work when the employee needs to care for a Family Member who has a mental or physical illness, injury, or health condition; needs to obtain a medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or needs to obtain preventative medical care.
9. "Family Members" include any person who is related to the employee by blood, marriage, civil union or adoption, as well as a child to whom the employee is standing in loco parentis or a person who stood in loco parentis to the employee, as well as a person for whom the employee is responsible for providing or arranging health or safety related care.
10. If an employee or Family Member is the victim of domestic abuse, sexual assault, or harassment, King Soopers will allow the employee to use accrued paid sick leave for the following "safe" time purposes: seeking medical attention to recover from a mental or physical illness, injury, or health condition caused by the domestic abuse, sexual assault, or harassment; obtaining services from a victim services organization; obtaining mental health or other counseling; seeking relocation due to the domestic abuse, sexual assault, or harassment; or seeking legal services, including preparing for or participating in a civil or criminal proceeding related to or resulting from the domestic abuse, sexual assault, or harassment.
11. For leaves lasting four (4) or more consecutive workdays, King Soopers may request reasonable documentation to establish that the paid sick leave was used for one of the sickness, safety, or caregiving purposes described above.
12. In the event of a Public Health Emergency ("PHE"), as defined in Colorado's Healthy Families and Workplaces Act, C.R.S. 8-13.3-402(9), King Soopers will allow employees to use accrued paid sick leave if a public official orders the closure of the King Soopers location where the employee normally works, or orders the closure of the school or place of care of an employee's child and the employee needs to care for the child.

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13. Any time a PHE is declared in Colorado, King Soopers will add sufficient PHE paid sick leave ("PHE PSL") to each Colorado employee's available paid sick leave balance to ensure that the employee may take up to two (2) weeks of PHE PSL during the emergency, if necessary for the covered reasons discussed below. Employees who work 40 hours or more per week will be provided 80 hours of PHE PSL. For employees who normally work fewer than 40 hours in a workweek, PHE PSL will be provided to cover the average number of hours the employee works in a 14-day period.
14. PHE PSL may only be used during a PHE or during the four weeks after the official termination or suspension of the PHE, and may only be used for the following reasons related to the PHE:
- a. The employee needs to self-isolate and to engage in self-care because the employee has been diagnosed with, or has symptoms of, a communicable illness that is the cause of the PHE.
 - b. The employee needs to seek or obtain medical diagnosis, care, or treatment because the employee is experiencing symptoms of a communicable illness that is the cause of the PHE.
 - c. The employee needs to seek preventative care concerning a communicable illness that is the cause of the PHE.
 - d. The employee needs to seek care for a Family Member who is engaging in self-isolation, self-care, or seeking diagnosis, care, treatment, or preventative care due to a diagnosis or symptoms of a communicable illness that is the cause of the PHE.
 - e. King Soopers or a local, state, or federal public health official with jurisdiction over the worksite, determines the employee's presence on the job or in the community would jeopardize the health of others because of the employee's exposure to, or symptoms of, a communicable illness that is the cause of the PHE, regardless of whether the employee has been diagnosed as having the communicable illness.
 - f. The employee needs to care for a Family Member when a local, state, or federal public health official, or the Family Member's employer, determines that the Family Member's presence would jeopardize the health of others because of the Family Member's exposure to, or symptoms of, a communicable illness that is the cause of the PHE, regardless of whether the Family Member has been diagnosed as having the communicable illness.
 - g. The employee needs to care for a child or other Family Member when the child care provider is unavailable due to a PHE, or if the child's or Family Member's school or daycare is closed by local, state, or federal public health officials or at the discretion of the school or daycare, due to a PHE. This reason for absence applies even if the school is closed but is providing instruction remotely.
 - h. The employee, even with an accommodation, is unable to work in any job at King Soopers because the employee's own health condition may increase susceptibility to or risk of a communicable illness that is the cause of the PHE.
15. Employees will only be provided the full amount of PHE PSL once during any given PHE, even if the PHE is extended, amended, restated, or prolonged.
16. Sick leave benefits are not convertible to cash. King Soopers will not pay out accrued but unused paid sick leave upon an employee's separation from the company. However, if an employee separates from King Soopers and is rehired within six (6) months after the

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separation, King Soopers will reinstate any accrued but unused paid sick leave from the employee's previous employment.

- 17. Certain leave, such as FMLA and/or FFCRA leave, may run concurrently with paid sick leave.
- 18. King Soopers will make whole any employee who, under a policy or collective bargaining agreement in place prior to the execution of this Agreement, was scheduled to receive a credit of paid sick leave after the employee's first year of employment. Upon such an employee's first year job anniversary, King Soopers will credit the difference between the number of paid sick leave hours the employee accrued pursuant to the terms of this Agreement and the number of paid sick leave hours the employee was scheduled to receive under the prior policy or agreement.
- 19. The parties agree that the Colorado Healthy Families and Workplaces Act ("HFWA") allows for federal preemption under the Taft-Hartley Act and ERISA for collective bargaining agreements and trust funds that provide for paid sick leave benefits. Specifically, the HFWA is preempted when employees covered by a collective bargaining agreement enjoy equivalent or more generous paid sick leave benefits as compared to those required by the HFWA. The bargaining parties hereby expressly waive the application of the HFWA's provisions because employees covered by this Agreement enjoy equivalent or more generous paid sick leave benefits as compared to those required by the HFWA.
- 20. The parties agree that any disputes related to paid sick leave benefits must be resolved according to the grievance and arbitration processes set forth in this Agreement. Any attempt to resolve grievances or disputes related to paid sick leave benefits according to the administrative or judicial remedies set forth in the HFWA will be deferred to the grievance and arbitration processes set forth in this Agreement.
- 21. The parties agree that any discussions which either party may wish to have regarding changes or additions to the relevant trust fund provisions or other related benefits in this Agreement, in light of the HFWA, will be the subject of bargaining.

Revisions to Article 37:

ARTICLE 37
HEALTH AND WELFARE COVERAGE

(Medical, Surgical, Hospital, Dental, Prescription,
Vision and Life Insurance)

Section 97.

...

Employer Contributions and Benefit Levels. The Employer agrees to contribute the following amounts per month for each eligible employee.

	Current	January 2022 hours payable in February 2022	January 2023 hours payable in February 2023 "Up to"	January 2024 hours payable in February 2024 "Up to"

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Plan A Hired Before 3/5/2005	<u>\$ 988.78</u>	<u>\$ 1,030.31</u>	<u>\$ 1,081.82</u>	<u>\$ 1,135.92</u>
Plan A Hired After 3/5/2005	<u>\$ 850.59</u>	<u>\$ 886.31</u>	<u>\$ 930.63</u>	<u>\$ 977.16</u>
Plan B Hired Before 3/5/2005	<u>\$ 791.01</u>	<u>\$ 824.23</u>	<u>\$ 865.44</u>	<u>\$ 908.72</u>
Plan B Hired After 3/5/2005	<u>\$ 680.47</u>	<u>\$ 709.05</u>	<u>\$ 744.50</u>	<u>\$ 781.73</u>
Plan C Hired After 3/5/2005	<u>\$ 428.68</u>	<u>\$ 446.68</u>	<u>\$ 469.02</u>	<u>\$ 492.47</u>

The “up to” rates for 2023 and 2024 will be determined as follows:

- Using the latest financial data available as ~~of September 1, 2020~~ each September (or most recently available data in preparation for the December fund meeting), co-consultants will develop a forecast through 12/31/2024.
- In preparing the forecast, the below trend rates will be used.
- If the forecast projects an ending balance at 12/31/2024 that is below the target reserve level (average of 1.4 months of expense for the 12 months ending 12/31/2024, plus IBNR at 12/31/2024), then the employer contributions will be increased effective January 2023 and 2024 so that the ending reserve will be equal to the target reserve. Any projected deficit in the ending balance shall first be corrected by increasing the 2023 employer contribution rates until such rates reach the “up to” levels for 2023.
- In no event will the increase in the employer contributions rate exceed 57.0% in 2023 or 2024. In no event will the “up to” 2021 employer contribution rates be less than the prior year’s 2020 employer contribution rate.
- Co-consultants will work together to develop increases that are as close as possible. In the event co-consultants develop materially different estimates, the lowest increase will be implemented while Trustees resolve the differences between the two estimates of the co-consultants. Any arbitration concerning the differences between the two estimates shall be held not more than sixty (60) days following deadlock.

Agreed upon trend:

Year	2022	2023	2024
PPO Medical	6.5%	6.5%	6.5%
Prescription Drug	8.0%	8.0%	8.0%
Dental	4.0%	4.0%	4.0%
Vision	3.0%	3.0%	3.0%
Time Loss	0.0%	0.0%	0.0%
Kaiser Premium	6.5%	6.5%	6.5%
Medicare Advantage	Actual	Actual	Actual
Life Premium	0.0%	0.0%	0.0%

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Provider Access Fees	Actual	Actual	Actual
Stop Loss Premiums	Actual	Actual	Actual
Administration	3.0%	3.0%	3.0%
Investment Income	1.25%	1.25%	1.25%

Employee Co-Premiums. ~~Employees who are eligible to participate and enroll in the Health Plan shall as a condition of such participation make a monthly co-premium payment equal to \$5.00 per week if enrolled in employee only coverage \$10.00 per week if enrolled as employee plus spouse or employee plus children and \$15.00 per week if enrolled in family coverage.~~ Effective January 1, 2013, the required weekly co-premium amounts for all active employees enrolled in the Plan shall become: \$7.50/week for employee only, \$15/week for employee and children or employee and spouse and \$23/week for employee, spouse and children/family. Effective January 1, 2023, the required weekly co-premium amounts for all active employees enrolled in the Plan shall become: \$8.50/week for employee only, \$17/week for employee and children or employee and spouse and \$26/week for employee, spouse and children/family. Such co-premiums shall be made by payroll deduction and forwarded to the Trust Fund on a monthly basis by the Employer

...

Trust Plan Changes. The Trustees at the earliest possible date but not later than June 1, 2005 shall revise the plan of benefits to include:

...

Effective January 1, 2022 the weekly disability benefit cap shall increase to four hundred (\$400.00) dollars. In addition, as soon as practicable, the Trustees are directed to explore options for more affordable stop loss coverage, and, if unavailable, discontinue the purchase of stop loss coverage.

...

Revisions to Article 39:

ARTICLE 39
PENSION

~~The Trustees shall be directed to merge the Clerk and Meat Pension Plans no later than July 1, 2016.~~

Section 99. Employer Contributions. For all employees hired before March 6, 2005, covered by this Agreement, the Employer shall pay one dollar and five cents (\$1.05) per hour for all hours worked at straight time (including hours worked on Sunday, vacation and holiday hours paid) into the Rocky Mountain UFCW Unions and Employers Pension Plan, which shall be jointly

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administered by the Union and the Employer by an equal number of trustees as provided in an agreement establishing such Pension Fund.

For all employees hired after March 5, 2005, contributions shall be at a rate of forty-eight cents (\$0.48) per hour for all hours worked at straight time (including hours worked on Sunday, vacation and holiday hours paid).

Though no contributions are required on Courtesy Clerks, except as set forth below, they shall be granted future service credits.

Effective January 1, 2010 (December hours) for all employees covered by this Agreement, the Employer shall pay eighty two cents (\$0.82) per hour for all hours worked at straight time (including hours worked on Sunday, vacation and holiday hours paid) into the Rocky Mountain UFCW Unions and Employers Pension Plan, which shall be jointly administered by the Union and the Employer by an equal number of trustees as provided in an agreement establishing such Pension Fund. ~~Effective November 30, 2015, the supplemental contribution contained therein shall cease. Effective December 1, 2015, the base pension contribution rate for all contracts shall be increased to one dollar and twenty five cents (\$1.25) per hour (based on preceding month hours). Effective December 1, 2015 (November hours), the base contribution rate shall be reduced to one dollar and five cents (\$1.05) per hour. Such reduced contribution shall continue through the payment made in November 2018 (October hours). Effective December 1, 2018 (November hours) the base contribution rate shall return to one dollar and twenty five cents (\$1.25). At the trust meeting set no more than six (6) months prior to the expiration of the 2015-2019 contract, the actuaries are to determine the contribution rate necessary to continue funding current benefits and to maintain PPA green zone status for at least the next ten (10) years. In the event the actuaries determine that a lower contribution rate is sufficient to continue current benefits, the Union and the Employers will share equally the excess funding. The Union may increase the accrual rate and the Employers' contribution rate will be reduced in an equal manner and amount, based on actuarial equivalence. Nothing in this section should be construed as an agreement to increase the pension contribution rate above the agreed upon basis set forth above. The Employer will maintain the current hourly contribution rate of \$1.60 per hour for the term of the contract.~~

The Trustees shall be directed to modify the Plan's accrual rates effective January 1, 2016 to thirty dollars (\$30.00) per month for future years of service. The Trustees shall be directed to modify the Plan to provide for the ability of Courtesy Clerks to earn benefit accruals on a prospective basis.

~~Effective February, 2020 (January hours), the Employer contribution rate will be increased by \$0.25 per hour. Effective February, 2021 (January hours), the Employer contribution rate will be increased by an additional \$0.10 per hour.~~

~~In addition to those increases, at the time of the completion of the 2020 Pension Protection Act certification, the co-actuaries will calculate the 2019 market return and the Employer shall make a conditional lump sum contribution based on all pension contribution hours, (not to include Courtesy Clerks), worked during the period January through December 2019.~~

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~~i. If the return is equal to or exceeds 10.25%, no conditional lump sum contribution shall be required.~~

~~ii. If the return is equal to or exceeds 9.25%, but is less than 10.25%, a \$0.05 additional contribution per hour shall be required.~~

~~iii. If the return is equal to or exceeds 8%, but is less than 9.25%, a \$0.10 additional contribution per hour shall be required.~~

~~iv. If the return is less than 8%, a \$0.15 additional contribution per hour shall be required.~~

~~The payment will be made within 60 days following completion of the 2020 Pension Protection Act certification.~~

Revisions to Article 40:

ARTICLE 40
DISCHARGE AND NO DISCRIMINATION

Section 106.

...

If requested and in accordance with applicable law, the company will refer to ~~an employee participating in transgender procedure~~ **transgender and/or non-binary employees** by the gender of ~~the employee's~~ **their** choice. It is understood that the foregoing provision is not subject to the grievance/arbitration provisions of the labor contract.

Revisions to Article 43:

ARTICLE 43
DISPUTE PROCEDURE

Section 114. Step 2.

...

If the issuance of a verbal or written warning is grieved, the Union will notify the Employer of the same. If the grievant is disciplined further, or otherwise adversely affected, and the verbal or written warning is relied upon by the Employer in doing so, the Union shall have the right to submit the grievance protesting the warning to arbitration together with the grievance contesting the disciplinary or adverse action. It is expressly agreed that all such grievances will be consolidated. It is further agreed that said grieved verbal or written warnings shall be removed from all files after a period of ~~two (2) years~~ **twelve (12) months** if not relied upon for further discipline.

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Revisions to Article 50:

ARTICLE 50
PHARMACY TECHNICIANS

New Section: Senior Certified Pharmacy Technicians. Effective with the signing of this Agreement, the selection of employees to perform as Senior Certified Pharmacy Technicians shall be at the discretion of the Employer. Said employee will have varying responsibilities, including but not limited to, administering vaccinations, point of care testing, completing Technician Product Verification as allowed by state law, assist pharmacist in any and all responsibilities except those that require a pharmacist's professional judgment.

Current Certified Pharmacy Technicians will be offered the opportunity to be promoted to the Senior Certified Technician position. The necessary training will be provided and paid for to the employees interested in the Senior Certified Technician position. All Certified and Senior Certified Technicians will be scheduled as a single group based on seniority under the scheduling provisions under this Agreement.

Revisions to Article 51:

ARTICLE 51
MASTER SAFETY COMMITTEE

Section 139. The President of the Union, or a designee, shall have the right to visit any of the Company's covered places of business in order to ensure a safe work environment in accordance with Article 4~~13~~ Section 109~~10~~ of the retail labor agreement (Article 4~~57~~ Section 131~~4~~ of the meat agreement). The President of the Union, or a designee, shall follow all applicable health and safety regulations, including but not limited to hair restraints, attire, personal belongings and beverages/food throughout the store.

New Section. Employer Workplace and Emergency Procedures. If a federal, state, or local government declares a state of emergency, this emergency provision shall apply.

Changes in policy, process, or working conditions. The Company will communicate to the Union changes in policy, procedures, and working conditions taken in response to the emergency. The parties recognize that emergencies are dynamic in nature and often decisions are fluid and fast changing. The Company will make its best effort to keep the Union advised of these changes. If any change in working conditions is contrary to any express provisions of the labor agreement, the Company will not make such change without mutual agreement with the union.

Employee Leave. If any employee is unable to perform work due to the nature of the emergency, the Company and the Union will meet and discuss in good faith the proper application of the leave of absence provisions provided by Article 32 of this Agreement and/or any additional leave that the parties may mutually agree to provide.

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Layoffs. Any layoffs (or recall of employees) as a direct result of the emergency shall be in accordance with the seniority provisions of Articles 27 and 29 of the Agreement. The Company and the Union may mutually agree to modify or extend various terms (e.g., the parties may agree to extend the period of time an employee may be on layoff without losing seniority).

Dangerous Emergencies. The Employer will develop procedures that workers should follow to protect themselves and co-workers during dangerous emergencies. These procedures may include: (i) where workers should go to protect themselves, (ii) evacuation plans, (iii) what workers should do, and (iv) how prompt first aid and emergency medical treatment will be administered to injured workers. The procedures will also discuss signs that may indicate that a dangerous emergency may occur (such as threats, social media posts or assaults), and encourage workers, customers and others to report these matters to a manager or security guard, if applicable. The Employer will update the training as new procedures to protect workers against dangerous emergencies develop.

The Company may consider training all workers on the dangerous emergency procedures, including how to recognize a potentially dangerous emergency and, where appropriate, how to de-escalate dangerous emergencies that are reasonably capable of de-escalation. Expert professional trainers will conduct or facilitate all trainings. New hires will undergo this training within the first thirty (30) days of employment.

During a dangerous emergency the Employer agrees that employees do not bear any responsibility to protect any merchandise. Employees should protect themselves and, to the extent safely and reasonably possible, co-workers/customers. The Employer acknowledges that employees have a right to defend themselves if there are no other options to avoid the dangerous situation. The Employer agrees to notify the President of the Union, or his or her designee, immediately upon learning of a dangerous emergency.

New Section. Pandemic Safety Measures. In the event of a novel pandemic or epidemic affecting one or more of the stores, the Employer agrees to meet and bargain with the Union concerning the effects thereof within fourteen (14) days following a written request by the Union. The Employer further agrees to follow applicable CDC, NIOSH, or OSHA guidelines and any state and federal mandates concerning the pandemic or epidemic. The Employer agrees that employees shall have access to hand sanitizer and other appropriate sanitation products.

The Employer agrees that it shall train managers, supervisors, and employees on applicable safety measures.

New Section. Vaccine Mandate. In the event the Employer determines it intends to implement a vaccine mandate, the Employer agrees to meet with the Union and bargain effects of the mandate as far in advance of the mandate's effective date as possible, but not less than two (2) weeks in advance of the mandate's effective date.

New Section. Customer Theft. The Employer agrees that it shall provide training to employees, not less than annually, concerning company policies with respect to interacting with shoplifters.

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Revisions to Article 52:

**ARTICLE 52
JOINT LABOR MANAGEMENT COMMITTEES**

Section 141. There shall be established in each ~~store-district~~ a joint Labor Management Committee whose purpose shall be to investigate, study and discuss mutual solutions to problems affecting Labor-Management relations in the ~~store-district~~ in a sincere attempt to improve the parties' basic relationship. The Committee in each ~~store-district~~ shall be made up of an equal number of Union and Employer representatives and shall develop its own guidelines as determined by the participants in the ~~store-district~~ and as approved by the Union and the Employer. The Committee shall not have the authority to modify the terms of this Agreement.

New Section. The parties agree that the Joint Labor Management Committees will discuss the trespass of unruly customers from the Employer's stores. The Employer agrees to share information with the Union on a confidential basis, concerning incidents and customers trespassed from the stores. When appropriate, such information will be shared with affected employees.

New Section. The parties further agree to discuss the issue of armed and other security guards within the stores during the term of this Agreement. The Employer and the Union agree that guards, including armed guards and off-duty law enforcement, are often appropriate to ensure employee and customer safety. The Employer agrees to discuss with the Union safety and security incidents which may impact the necessity of armed guards. The Employer and Union shall also discuss the installation and use of panic buttons in appropriate locations. The Employer agrees that it shall undertake appropriate safety measures at King Soopers Store 33 for the duration of this Agreement.

Revisions to Article 57:

**ARTICLE 57
TERM OF AGREEMENT**

Section 150. This Agreement shall be in full force and effect beginning at 12:01 a.m. on ~~April 5, 2019~~ January 9, 2022, and shall remain in full force and effect until midnight on January ~~6, 2025~~ 8, 2022, and shall be automatically renewed from year to year thereafter, unless either party desires change or termination at the expiration of said Agreement. In such event, the party desiring such change or termination shall notify the other party in writing sixty (60) days prior to the expiration date, specifying the changes desired. Changes in the Agreement shall be limited to those outlined in writing by either party and the negotiations shall begin within fifteen (15) days after receipt of such notice.

New Section. In the event of an Act of God or natural disaster ("Emergency") having a material and continuing impact upon either the Employer's facilities or the geographic area defined

² Conforming dates for contracts with expiration dates other than January 8, 2022.

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in Article 1 of this Agreement, either the Company or the Union may request to bargain with the other party regarding this Agreement by providing written notice to the other party, within thirty (30) days of the occurrence of such Emergency. The parties agree to timely meet and bargain over the effects of the Emergency.

Revisions to Article 30 (CITY MARKET ONLY):

ARTICLE 30
SENIORITY

Section 75. For lesser classified jobs than Head Clerk, length of continuous service in the employ of the Employer shall govern in layoffs and rehires within a particular classification in the bargaining unit as described in Article 1, Section 1 ~~except as set forth in Section 76 whenever the ability of the employee involved is substantially equal.~~

~~**Section 76. Seniority of Transferred Employees.** Employees transferring into the bargaining unit will retain their most recent anniversary date for all purposes other than seniority rights. They will receive a new seniority date upon entering the bargaining unit which will be used for purposes of scheduling, promotions, demotions, claiming of hours, layoffs, etc.~~

Section 79. Definition of Full-time Employee. A regular full time employee is defined as an employee who has been hired as such or works forty (40) or more hours per week for at least four (4) consecutive weeks, in her home store, except that working a forty (40) hour per week schedule as a result of the employee receiving any hours caused by other employees' absence(s) for any reason ~~or during the periods July 1st to August 31st and November 15th to December 31st shall not be used for purposes of advancing an employee to full-time status.~~ Scheduled hours of work voluntarily vacated by an employee (such as trading of hours) shall not be used for purposes of advancing an employee to full-time status. An employee who fails to maintain full-time status as a result of working less than forty (40) hours per week for reasons other than absence due to an approved leave of absence, or a reduced schedule resulting from an on-the-job injury, for twelve (12) consecutive weeks shall be designated as a part-time employee.

It is understood that for purposes of this provision, the definition of "absence" shall include such things as absence from work due to vacation, holiday, vacated shift, unexcused absence, funeral leave, jury duty, leave of absence and illness.

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<p>Non-traditional and other retailers</p>	<p>Wal-Mart (position specific) Target (position specific) K-Mart (position specific) Lowe's Mercado (position specific) MI Pueblo (position specific) Save A Lot (position specific) Trader Joe's (position specific) <u>Home Depot (Position Specific)</u> Sprouts (position specific) <u>Lowe's (Position Specific)</u> Vitamin Cottage (position specific) Alfalfa's (position specific) Sam's Club (position specific) Costco (position specific) Walgreen's (position specific) Rite Aid (position specific) Big box retailers (position specific) Dollar stores (position specific) Fast food (position specific) Restaurants (position specific) Commissary (position specific) Coffee Shops (position specific)</p>	<p>Convenience stores (Fuel/Service Desk) Tony's Meat (position specific) Independent grocers (position specific) Independent butchers (position specific) Department stores (position specific) Drug Stores (position specific) Hardware stores (position specific) General warehouse work (position specific) Vendors (Nabisco, Pepsi, Coke, etc.) (position specific) Banks (Service Desk) Food delivery driving experience (drivers only) Commercial-driving experience (drivers only) Michaels/Hobby Lobby (Floral Designer) Independent cake stores (non-union Cake Decorators) Independent/Corporate bakery stores (non-union Bakers)</p>	<p>100%</p>	<p>NO Credit not to exceed level 0080</p>
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HomeSide- MarketPlace Stores	Kroger Family of Stores (position specific) Wal-Mart (position specific) Target (position specific) K-Mart (position specific) Sam's Club (position specific) Costco (position specific) Big box retailers (position specific) Department Stores (position specific)	Walgreen's (position specific) Rite Aid (position specific) Dollar Stores (position specific) Clothing Stores (position specific) Furniture stores (position specific) Container stores (position specific) Hardware stores (position specific) Baby/toy stores (position specific)	100%	NO Credit not to exceed level 0080
Deli/Bakery/ Baker/Cake Decorator/ Floral Education Credit	Position related certificate or degree for (Cake/baking/floral). Position related certificate/degree (Baking/Pastry; Floral Design; Culinary Arts; Food/Beverage; Hospitality Management; Food Science; related food degree)	Certificate – 1040 hour credit Associate/Bachelors – 2080 hour credit	N/A	NO Credit not to exceed level 0080
Nutrition Specialist	Please see Nutrition Specialist WEC Matrix when hiring a Nutrition Specialist		N/A	N/A
Pharmacy Techs	Please see Pharmacy Tech WEC Matrix when hiring a Pharmacy Tech		N/A	N/A

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Add a new Letter of Agreement:

**LETTER OF AGREEMENT
FAVORABLE SETTLEMENT TERMS**

Should the Union at any time after the date of this Agreement, but not later than December 31, 2022, enter into a renewal agreement, covering any Safeway or Albertsons stores within the geographic area covered by this Agreement based upon a settlement of new terms, excluding wages, negotiated after the date of this Agreement which are more advantageous to such grocery stores, the Employer party to this Agreement shall be privileged to adopt such settlement into its entirety, provided the Employer has sent written notice to the Union calling the matter to its attention. It is specifically understood that this provision shall not apply to any Safeway or Albertsons stores in a county in which there is no Kroger store with employees represented by Local 7.

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Add a new Letter of Agreement

LETTERS OF AGREEMENT
FOR THE YEAR 1981-1982

Article 1: Purpose of Agreement
This agreement is made between the King County Employees' Union and the District of Columbia Department of Transportation, Panel 7, for the purpose of providing for the betterment of the working conditions of the employees of the Department of Transportation, Panel 7, and for the betterment of the service of the District of Columbia Department of Transportation, Panel 7, to the public.

Article 2: Term of Agreement
This agreement shall be in full force and effect from the date of its execution until the date of the expiration of the term of the agreement.

Article 3: Recognition of Union
The District of Columbia Department of Transportation, Panel 7, hereby recognizes the King County Employees' Union as the exclusive representative of the employees of the Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 4: Right to Organize
The District of Columbia Department of Transportation, Panel 7, shall not discriminate against any employee on the basis of race, color, religion, sex, or national origin in the hiring, promotion, demotion, or discharge of any employee.

Article 5: Right to Join Union
Any employee of the District of Columbia Department of Transportation, Panel 7, shall have the right to join the King County Employees' Union at any time.

Article 6: Right to Withdraw
Any employee of the District of Columbia Department of Transportation, Panel 7, shall have the right to withdraw from the King County Employees' Union at any time.

Article 7: Right to Strike
The King County Employees' Union shall have the right to strike for the purpose of collective bargaining.

Article 8: Right to Picket
The King County Employees' Union shall have the right to picket for the purpose of collective bargaining.

Article 9: Right to Refuse to Work
The King County Employees' Union shall have the right to refuse to work for the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 10: Right to Represent
The King County Employees' Union shall have the right to represent the employees of the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 11: Right to Bargain
The King County Employees' Union shall have the right to bargain with the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 12: Right to Contract
The King County Employees' Union shall have the right to contract with the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 13: Right to Enforce
The King County Employees' Union shall have the right to enforce the terms of this agreement with the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 14: Right to Arbitrate
The King County Employees' Union shall have the right to arbitrate any dispute with the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 15: Right to Mediate
The King County Employees' Union shall have the right to mediate any dispute with the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 16: Right to Conciliate
The King County Employees' Union shall have the right to conciliate any dispute with the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 17: Right to Reconcile
The King County Employees' Union shall have the right to reconcile any dispute with the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 18: Right to Mediate
The King County Employees' Union shall have the right to mediate any dispute with the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 19: Right to Conciliate
The King County Employees' Union shall have the right to conciliate any dispute with the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

Article 20: Right to Reconcile
The King County Employees' Union shall have the right to reconcile any dispute with the District of Columbia Department of Transportation, Panel 7, for the purpose of collective bargaining.

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**Tentative Agreements Between
UFCW Local 7 and King Soopers/City Market**

Addendum re: Letters of Understanding and Letters of Agreement

King Soopers Retail: Delete Liquor Letter

- Letter 3 – Delete
- Letter 4 – Delete
- Letter 6 - Delete
- Letter 7 – Delete
- Letter 11 – Delete
- Letter 12 - Delete
- Letter 13 – Delete
- Letter 14 – Delete
- Letter 16 - Delete
- Letter 21 – Delete (is going onto the wage page)
- Letter 22 - Delete
- Letter 24 – Delete
- Letter 27 – Delete

Move into Contract:

- Letter 1 - Incorporate into Grievance Article
- Letter 2 - Incorporate into Grievance Article
- Letter 8 incorporate into Grievance Article
- Letter 9 incorporate into section 69
- Letter 17 incorporate into contract
- Letter 18 incorporate into uniform Article
- Letter 19 Incorporate items 3-10 into Article 50 Pharmacy Technicians and the new Senior technician language
- Letter 25 incorporate into Grievance Article
- Letter 29 incorporate into JLM Article 52

Keep as LOU's:

- Modified Minimum Wage Letter
- Letter 5
- Letter 10
- Letter 15
- Letter 20
- Letter 23
- Letter 26
- Letter 28
- Educational Leave Letter

King Soopers Meat:

- Letter 2 – delete
- Letter 3 – delete
- Letter 4 - delete
- Letter 5 – delete
- Letter 7 – delete
- Letter 8 – delete
- Letter 13 – delete
- Letter 15 – delete
- Letter 16 – delete
- Letter 17 – delete
- Letter 22 – delete

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**Tentative Agreements Between
UFCW Local 7 and King Soopers/City Market**

- Letter 25 – delete
- Letter 27 – delete
- Letter 29 – delete
- Letter 32 – delete

Move into contract:

- Letter 1 – move into grievance article
- Letter 6 – move into grievance article
- Letter 20 – move into article 53 uniforms
- Letter 23 – Culinary Head Clerk – move to Article 7
- Letter 24 – Coffee Shops – move to Article 7
- Letter 28 – Murray's Cheese – move to Article 7
- Letter 30 – Move to Grievance article

Keep the following Letters:

- Letter 9
- Letter 10
- Letter 11
- Letter 12
- Letter 14
- Letter 18
- Letter 19
- Letter 21 – Include butcher block clerks and wrappers as one job class
- Letter 26
- Letter 31
- Letter 33
- JLM Letter move to Article 46 JLM

City Market Letters:

RETAIL:

- Liquor Clerks - delete since incorporated into wage page
- Minimum wage – as modified by new language
- Letter 1 - Department Managers – keep
- Letter 2 – Employee Buyout – keep
- Letter 3 – CC pay - move into wage table with additional 9 year rate
- Letter 4 – H & W – Delete
- Letter 5 – Arb Procedures – move to Grievance article
- Letter 6 - Idaho method – Delete
- Letter 7 ACQ Bucket Hours – Keep
- Letter 8 – JLM – Keep
- Educational Leave of Absence – Keep

MEAT:

- Appendix B – keep
- Minimum Wage – modify per new language
- Letters 1, 2, 3 – keep
- Letter 4 – H & W delete
- Letter 5 Arb Procedures – move to Grievance Procedure
- Letter 6 – Idaho Method – Delete
- Letter 7 – ACQ Bucket Hours – Keep
- Educational Leave of Absence - Keep

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Global Settlement, Release, and Fresh Start Agreement

This Global Settlement, Release, and Fresh Start Agreement (“Agreement”) is made by and between United Food and Commercial Workers International Union, Local 7 (“Union”) and Dillon Companies, Inc. d/b/a King Soopers and City Market (“Company”), which hereby agree as follows:

1. The Union makes an unconditional offer to return to work on behalf of all strikers, and will cease the strike, picketing and other action taken in connection with the strike.

2. The Company will reinstate all strikers based upon the unconditional offer to return to work referenced in paragraph 1. to the same positions, classifications, seniority and hire date they held prior to the date they ceased working. Workers will return to work immediately, but not later than seven (7) days following the date of this Agreement. The Company agrees that within twenty-one days of this Agreement it shall terminate, with the right to re-hire, employees who were hired in anticipation of or during the strike. Crossover employees will retain their same positions and classifications held prior to and during the strike. The Company also agrees to provide a list of employees to the Union, within the seven (7) day period, who will be placed on an unpaid suspension for egregious picket line misconduct that may result in termination. Those employees who are terminated will have access to the grievance and arbitration process. The Union will not take action against members who submitted an intention to resign prior to the strike, except that the Union reserves the right to determine qualifications for future membership as provided for under its bylaws.

3. With the exception of “Member Discipline and Pay” cases as described herein, the Union and the Company, on behalf of themselves and their parents, subsidiaries, affiliates, officers, agents, members, and assigns, mutually release each other, as well as the other’s parents,

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subsidiaries, affiliates, officers, agents, members, and assigns from any claims and causes of action of any type whatsoever which arose on or before the ratification of the 2022-2025 Collective Bargaining Agreements by the Union membership, including, but not limited to, any matters which were raised and/or could have been raised in grievances (except for Member Discipline and Pay), charges before the National Labor Relations Board or other applicable agency, and cases in any applicable court of law. Any and all such claims are released/and or dismissed as described below on a non-precedent setting basis.

4. Within ten (10) business days of the execution of this Agreement, the Union and the Company agree to withdraw all pending unfair labor practice charges before the National Labor Relations Board, and dismiss all court litigation with prejudice, with each party to bear its own costs and attorneys' fees. A draft itemization of those charges and litigation cases are attached to this Agreement for discussion.

5. "Member Discipline and Pay" will mean any grievance filed by the Union on behalf of a specifically identified member and which concerns discipline issued to that member or an issue concerning compensation provided to that member such as a dispute over a pay rate or that a member was entitled to pay which was not received. Member Discipline and Pay will specifically exclude any grievances styled as "Union All Affected". The parties specifically agree that any and all pending grievances which concern member discipline within the preceding twelve (12) months prior to expiration of the CBA up to and including a five (5) day suspension and final warning will be resolved by paying one-half (1/2) of any claimed back pay (for example, a 3 days suspension would receive 1.5 days of back pay), but the discipline will remain in the employee file, as a reduced suspension (5 day becomes 3 days, 3 days become 1 day, 1 day becomes written warning). The parties will meet within 30 days of the execution of this Agreement to discuss resolution of

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more serious member discipline, such as for cause demotions, terminations, or suspensions for longer than five (5) days, as well as any pending pay disputes. Further, the Union and the Company agree to resolution of specific grievances as provided for on the attached resolution list.

6. The Company agrees that it will not cooperate with law enforcement investigations arising from the strike and/or picketing, including any investigations related to store access by union representatives within sixty (60) days prior to the commencement of the strike, unless compelled to do so by law.

7. The Company will not consider the fact that an employee participated in the strike, picketed, or took any other action taken in connection with the strike for any future evaluation, promotion, merit, other raises, or discipline (except for gross misconduct).

8. Neither the Company nor the Union will retaliate or discriminate against any employee because of their participation in or refusal to participate in the strike, picketing or any other lawful action taken in connection with the strike. The Union reserves the right to discipline its members as provided for under its bylaws.

9. The parties represent that the signatories below have the authority to enter into this Agreement.

10. The parties agree to arbitrate all alleged violations of or disputes over the interpretation of this Agreement, or related to the subject matter of this Agreement in accordance with the parties' arbitration provisions in the newly agreed to CBA.

11. The settlement of vendor disputes will be resolved in exchange for the newly agreed to language between the parties, including non-bargaining unit persons doing bargaining unit work.

12. Settlement of "Instacart disputes". The Union agrees to specifically withdraw any and


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all grievances and unfair labor practice charges concerning the Company doing business with Instacart. The Company agrees that there shall be no installation of Instacart “hubs” or “checkstands” in the stores. The Company agrees that it shall not terminate the “Pickup” program currently in existence in the stores for the 2022-2025 new applicable CBA (though it may modify such program so long as the work performed continues to be bargaining unit work).

13. The parties agree to work to jointly develop a “Coors Election” format to address appropriate bargaining units and election processes. The Union agrees that no organizing will be conducted for nine (9) months from the date of execution of this Agreement so that the parties have time to formulate an election process.

Dillon Companies, Inc.

UFCW Local 7



Sean Hammond ~~ARTHUR BILGRAMI~~
Senior Director of Labor Relations, Kroger Co.



Kim C. Cordova
President

Date: 2.4.22

Date: 2-1-22

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Modify Appendix "A" Clerk Rates As follows (Denver City)

For Stores under Denver City Minimum Wage - 1,5,7,19,21,26,29,35,56,72,83,93,115,123

* 2022 wage increases will go in to effect the Sunday after expiration

DEPARTMENT HEADS

Department Head: Bakery , Drug/GM , Front-End , Grocery , Home Hardlines , Produce			
No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$21.51	\$3.00
			\$4.00

New CBA			
Weekly Sales Volume (Exclude Fuel & Rx)	2022*	1/29/23	1/28/24
\$0 - \$999,999	\$24.51	\$25.31	\$26.11
\$1,000,000 +	\$25.51	\$26.31	\$27.11

ASSISTANTS, MANAGERS & LEADS

Head Clerk: Assistant DH, Floor Supervisor, Floral DH, Pick-Up Leads, Etc.)			
No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$20.51	\$2.00

New CBA			
No Sales Requirement	2022*	1/29/23	1/28/24
Payrate	\$22.51	\$23.31	\$24.11

STORE CLERKS & BAGGERS

All Purpose/Nutrition Clerk			
Based On Hours Worked			
Hours Per Step:	Start	Effective:	1/1/2022
			\$ Increase
1040	After 1040 Hours	\$15.87	\$0.68
1040	After 2080 Hours	\$15.87	\$0.93
1040	After 3120 Hours	\$15.87	\$1.33
1040	After 4160 Hours	\$15.87	\$1.73
1040	After 5200 Hours	\$15.87	\$2.13
1040	After 6240 Hours	\$15.87	\$2.53
1040	After 7280 Hours	\$15.87	\$2.93
520	After 7800 Hours	\$16.80	\$4.21
	Grandfathered	\$19.51	\$2.00

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.30	\$16.50	\$17.00
After 520 Hours	\$16.55	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$21.01	\$21.81	\$22.61
Grandfathered	\$21.51	\$22.31	\$23.11

Bakery Clerk / Store Liquor Clerk			
Based On Hours Worked			
Hours Per Step: Start	Effective:	1/1/2022	\$ Increase
520 After 520 Hours	\$15.87	\$0.43	\$0.68
1040 After 1560 Hours	\$15.87	\$0.93	\$1.33
1040 After 2600 Hours	\$15.87	\$1.73	\$2.13
1040 After 3640 Hours	\$15.87	\$2.13	\$2.53
1040 After 4680 Hours	\$15.87	\$2.53	\$2.80
1040 After 5720 Hours	\$15.87	\$2.93	\$2.92
1040 After 6760 Hours	\$16.00	\$2.80	
1040 After 7800 Hours	\$18.09	\$2.92	

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.30	\$16.50	\$17.00
After 520 Hours	\$16.55	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$21.01	\$21.81	\$22.61

Customer Service Clerk			
Based On Hours Worked			
Hours Per Step:	Start	Effective:	1/1/2022
			\$ Increase
520	After 520 Hours	\$15.87	\$0.68
1040	After 1560 Hours	\$15.87	\$0.93
1040	After 2600 Hours	\$15.87	\$1.33
1040	After 3640 Hours	\$15.87	\$1.73
1040	After 4680 Hours	\$15.87	\$2.13
1040	After 5720 Hours	\$15.87	\$2.53
1040	After 6760 Hours	\$15.87	\$2.93
1040	After 7800 Hours	\$16.58	\$4.43

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.30	\$16.50	\$17.00
After 520 Hours	\$16.55	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$21.01	\$21.81	\$22.61

Courtesey Clerk			
Based On Years Of Service			
Effective:	1/1/2022	\$ Increase	
*Min Wage Increase Changed Rates	Start	\$15.87	\$0.43
	After 36 Months	\$16.42	\$0.43
	After 72 Months	\$16.97	\$0.43

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.30	\$16.50	\$17.00
After 36 Months	\$16.85	\$17.05	\$17.55
After 72 Months	\$17.40	\$17.60	\$18.10
After 108 Months	\$17.95	\$18.15	\$18.65

PHARMACY TECHNICIANS

Pharmacy Technicians			
Based On Hours Worked			
Hours Per Step:	Start	Effective:	1/1/2022
			\$ Increase
1040	After 1040 Hours	\$15.87	\$0.88
1040	After 2080 Hours	\$15.87	\$1.58
520	After 2600 Hours	\$15.87	\$2.28
			\$3.13

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.75	\$17.25	\$17.75
After 1040 Hours	\$17.45	\$17.95	\$18.45
After 2080 Hours	\$18.15	\$18.65	\$19.15
After 2600 Hours	\$19.00	\$19.80	\$20.60

Certified Pharmacy Technicians			
Based On Hours Worked			
Hours Per Step:	Start	Effective:	1/1/2022
			\$ Increase
1040	After 1040 Hours	\$16.00	\$3.80
1040	After 2080 Hours	\$17.35	\$3.10
520	After 2600 Hours	\$19.51	\$2.24

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$19.15	\$19.70	\$20.25
After 1040 Hours	\$19.80	\$20.35	\$20.90
After 2080 Hours	\$20.45	\$21.00	\$21.55
After 2600 Hours	\$21.75	\$22.55	\$23.35

Senior Certified Pharmacy Technicians			
Based On Hours Worked			
Effective:	1/1/2022	\$ Increase	

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$22.50	\$23.15	\$23.80
After 1040 Hours	\$23.50	\$24.15	\$24.80
After 2080 Hours	\$24.50	\$25.15	\$25.80
After 2600 Hours	\$25.50	\$26.30	\$27.10

Lead Certified Pharmacy Technicians			
No Sales Requirement			
Effective:	1/1/2022	\$ Increase	

New CBA			
Progression	2022*	1/29/23	1/28/24
Certified Lead Tech	\$22.75	\$23.55	\$24.35
Senior Certified Lead Tech	\$26.50	\$27.30	\$28.10

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Modify Appendix "A" Clerk Rates As follows (Denver (excluding Denver City Stores), Colorado Springs, Pueblo)

* 2022 wage increases will go in to effect the Sunday after expiration

DEPARTMENT HEADS

Department Head: Bakery , Drug/GM , Front-End , Grocery , Home Hardlines , Produce			
No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$21.51	\$3.00
			\$4.00

New CBA			
Weekly Sales Volume (Exclude Fuel & Rx)	2022*	1/29/23	1/28/24
\$0 - \$999,999	\$24.51	\$25.31	\$26.11
\$1,000,000 +	\$25.51	\$26.31	\$27.11

ASSISTANTS, MANAGERS & LEADS

Head Clerk: Assistant DH, Floor Supervisor, Floral DH, Pick-Up Leads, Etc.)			
No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$20.51	\$2.00

New CBA			
No Sales Requirement	2022*	1/29/23	1/28/24
Payrate	\$22.51	\$23.31	\$24.11

STORE CLERKS & BAGGERS

All Purpose/Nutrition Clerk			
Based On Hours Worked			
	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$12.56	\$3.84
1040	After 1040 Hours	\$12.60	\$4.20
1040	After 2080 Hours	\$12.85	\$4.35
1040	After 3120 Hours	\$13.10	\$4.50
1040	After 4160 Hours	\$14.00	\$4.00
1040	After 5200 Hours	\$14.80	\$3.60
1040	After 6240 Hours	\$15.80	\$3.00
1040	After 7280 Hours	\$16.80	\$4.21
520	After 7800 Hours	\$19.51	
	Grandfathered	\$19.51	\$2.00

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.00	\$16.50	\$17.00
After 520 Hours	\$16.40	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$21.01	\$21.81	\$22.61
Grandfathered	\$21.51	\$22.31	\$23.11

Bakery Clerk / Store Liquor Clerk			
Based On Hours Worked			
	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$12.56	\$3.84
520	After 520 Hours	\$12.60	\$3.80
1040	After 1560 Hours	\$12.85	\$3.95
1040	After 2600 Hours	\$13.10	\$4.10
1040	After 3640 Hours	\$13.60	\$4.00
1040	After 4680 Hours	\$14.10	\$3.90
1040	After 5720 Hours	\$15.50	\$2.90
1040	After 6760 Hours	\$16.00	\$2.80
1040	After 7800 Hours	\$18.09	\$2.92

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.00	\$16.50	\$17.00
After 520 Hours	\$16.40	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$21.01	\$21.81	\$22.61

Customer Service Clerk			
Based On Hours Worked			
	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$12.56	\$3.84
520	After 520 Hours	\$12.60	\$3.80
1040	After 1560 Hours	\$12.85	\$3.95
1040	After 2600 Hours	\$13.10	\$4.10
1040	After 3640 Hours	\$13.60	\$4.00
1040	After 4680 Hours	\$14.10	\$3.90
1040	After 5720 Hours	\$14.60	\$3.80
1040	After 6760 Hours	\$15.10	\$3.70
1040	After 7800 Hours	\$16.58	\$4.43

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.00	\$16.50	\$17.00
After 520 Hours	\$16.40	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$21.01	\$21.81	\$22.61

Courtesy Clerk			
Based On Years Of Service			
	Effective:	1/1/2022	\$ Increase
*Min Wage Increase Changed Rates	Start	\$12.56	\$3.44
	After 36 Months	\$13.11	\$3.44
	After 72 Months	\$13.66	\$3.44

New CBA			
Progression	2022*	1/29/23	1/28/24
Payrate	\$16.00	\$16.50	\$17.00
After 36 Months	\$16.55	\$17.05	\$17.55
After 72 Months	\$17.10	\$17.60	\$18.10
After 108 Months	\$17.65	\$18.15	\$18.65

PHARMACY TECHNICIANS

Pharmacy Technicians			
Based On Hours Worked			
	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$13.50	\$3.25
1040	After 1040 Hours	\$14.00	\$3.45
1040	After 2080 Hours	\$14.50	\$3.65
520	After 2600 Hours	\$15.53	\$3.47

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.75	\$17.25	\$17.75
After 1040 Hours	\$17.45	\$17.95	\$18.45
After 2080 Hours	\$18.15	\$18.65	\$19.15
After 2600 Hours	\$19.00	\$19.80	\$20.60

Certified Pharmacy Technicians			
Based On Hours Worked			
	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$15.50	\$3.65
1040	After 1040 Hours	\$16.00	\$3.80
1040	After 2080 Hours	\$17.35	\$3.10
520	After 2600 Hours	\$19.51	\$2.24

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$19.15	\$19.70	\$20.25
After 1040 Hours	\$19.80	\$20.35	\$20.90
After 2080 Hours	\$20.45	\$21.00	\$21.55
After 2600 Hours	\$21.75	\$22.55	\$23.35

Senior Certified Pharmacy Technicians			
Based On Hours Worked			
	Effective:	1/1/2022	\$ Increase
New Position			

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$22.50	\$23.15	\$23.80
After 1040 Hours	\$23.50	\$24.15	\$24.80
After 2080 Hours	\$24.50	\$25.15	\$25.80
After 2600 Hours	\$25.50	\$26.30	\$27.10

Lead Certified Pharmacy Technicians			
No Sales Requirement			
	Effective:	1/1/2022	\$ Increase
	Payrate	\$20.51	\$2.24
			New Position

New CBA			
Progression	2022*	1/29/23	1/28/24
Certified Lead Tech	\$22.75	\$23.55	\$24.35
Senior Certified Lead Tech	\$26.50	\$27.30	\$28.10

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Modify Appendix "A" Clerk Rates As follows City Market (Grand Junction, Clifton)

* 2022 wage increases will go in to effect the Sunday after expiration

ASSISTANTS, MANAGERS & LEADS

				New CBA			
				2022*	1/29/23	1/28/24	
Front End / AP CRM							
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$19.11	\$2.95	Payrate	\$22.06	\$22.86	\$23.66
Floral Department Manager							
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$16.37	\$4.69	Payrate	\$21.06	\$21.86	\$22.66
Head Clerk: (CAO, File Maintenance, Pickup Leads, etc.)							
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$18.81	\$2.25	Payrate	\$21.06	\$21.86	\$22.66
Drug / GM Dept. Head Assistant							
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$16.37	\$4.69	Payrate	\$21.06	\$21.86	\$22.66
Customer Service Lead							
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$16.00	\$5.06	Payrate	\$21.06	\$21.86	\$22.66
Floral Lead Clerk							
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$15.80	\$5.26	Payrate	\$21.06	\$21.86	\$22.66

STORE CLERKS & BAGGERS

				New CBA			
				2022*	1/29/23	1/28/24	
All Purpose/Nutrition Clerk							
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	Progression	2022*	1/29/23	1/28/24
Hours Per Step:	Start	\$12.56	\$3.84	Start	\$16.00	\$16.50	\$17.00
1040	After 1040 Hours	\$12.60	\$4.20	After 520 Hours	\$16.40	\$16.95	\$17.50
1040	After 2080 Hours	\$12.85	\$4.35	After 1560 Hours	\$16.80	\$17.40	\$18.00
1040	After 3120 Hours	\$13.10	\$4.50	After 2600 Hours	\$17.20	\$17.85	\$18.50
1040	After 4160 Hours	\$13.60	\$4.40	After 3640 Hours	\$17.60	\$18.30	\$19.00
1040	After 5200 Hours	\$14.10	\$4.30	After 4680 Hours	\$18.00	\$18.75	\$19.50
1040	After 6240 Hours	\$14.60	\$4.20	After 5720 Hours	\$18.40	\$19.20	\$20.00
1040	After 7280 Hours	\$15.10	\$4.46	After 6760 Hours	\$18.80	\$19.65	\$20.50
520	After 7800 Hours	\$18.06		After 7800 Hours	\$19.56	\$20.36	\$21.16
	Grandfathered	\$18.06	\$2.00	Grandfathered	\$20.06	\$20.86	\$21.66
Bakery Clerk / Store Liquor Clerk							
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	Progression	2022*	1/29/23	1/28/24
Hours Per Step:	Start	\$12.56	\$3.84	Start	\$16.00	\$16.50	\$17.00
520	After 520 Hours	\$12.60	\$3.80	After 520 Hours	\$16.40	\$16.95	\$17.50
1040	After 1560 Hours	\$12.85	\$3.95	After 1560 Hours	\$16.80	\$17.40	\$18.00
1040	After 2600 Hours	\$13.10	\$4.10	After 2600 Hours	\$17.20	\$17.85	\$18.50
1040	After 3640 Hours	\$13.60	\$4.00	After 3640 Hours	\$17.60	\$18.30	\$19.00
1040	After 4680 Hours	\$14.10	\$3.90	After 4680 Hours	\$18.00	\$18.75	\$19.50
1040	After 5720 Hours	\$15.50	\$2.90	After 5720 Hours	\$18.40	\$19.20	\$20.00
1040	After 6760 Hours	\$16.00	\$2.80	After 6760 Hours	\$18.80	\$19.65	\$20.50
1040	After 7800 Hours	\$17.79		After 7800 Hours	\$19.56	\$20.36	\$21.16
	Grandfathered	\$17.79	\$2.00	Grandfathered	\$19.79	\$20.59	\$21.39
Customer Service Clerk							
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	Progression	2022*	1/29/23	1/28/24
Hours Per Step:	Start	\$12.56	\$3.84	Start	\$16.00	\$16.50	\$17.00
520	After 520 Hours	\$12.60	\$3.80	After 520 Hours	\$16.40	\$16.95	\$17.50
1040	After 1560 Hours	\$12.85	\$3.95	After 1560 Hours	\$16.80	\$17.40	\$18.00
1040	After 2600 Hours	\$13.10	\$4.10	After 2600 Hours	\$17.20	\$17.85	\$18.50
1040	After 3640 Hours	\$13.60	\$4.00	After 3640 Hours	\$17.60	\$18.30	\$19.00
1040	After 4680 Hours	\$14.10	\$3.90	After 4680 Hours	\$18.00	\$18.75	\$19.50
1040	After 5720 Hours	\$14.60	\$3.80	After 5720 Hours	\$18.40	\$19.20	\$20.00
1040	After 6760 Hours	\$15.10	\$3.70	After 6760 Hours	\$18.80	\$19.65	\$20.50
1040	After 7800 Hours	\$15.85	\$3.71	After 7800 Hours	\$19.56	\$20.36	\$21.16
Courtesy Clerk							
Based On Years Of Service	Effective:	1/1/2022	\$ Increase	Progression	2022*	1/29/23	1/28/24
*Min Wage Increase Changed Rates	Start	\$12.56	\$3.44	Payrate	\$16.00	\$16.50	\$17.00
	After 36 Months	\$13.11	\$3.44	After 36 Months	\$16.55	\$17.05	\$17.55
	After 72 Months	\$13.66	\$3.44	After 72 Months	\$17.10	\$17.60	\$18.10
				After 108 Months	\$17.65	\$18.15	\$18.65

SH
1/21/22
KC
1/21/22

Modify Appendix "A" Meat Rates As follows (Denver City)

For Stores under Denver City Minimum Wage - 1,5,7,19,21,26,29,35,56,72,83,93,115,123

* 2022 wage increases will go in to effect the Sunday after expiration

DEPARTMENT HEADS

Meat Manager			
No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$22.88	\$2.95
			\$3.95

New CBA			
Weekly Sales Volume (Exclude Fuel & Rx)	2022*	1/29/23	1/28/24
\$0 - \$999,999	\$25.83	\$26.63	\$27.43
\$1,000,000 +	\$26.83	\$27.63	\$28.43

Deli Department Head			
No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate - Active	\$21.83	\$2.68
			\$3.68
	Payrate - Red Circled	\$22.44	\$2.07
			\$3.07

New CBA			
Weekly Sales Volume (Exclude Fuel & Rx)	2022*	1/29/23	1/28/24
\$0 - \$999,999	\$24.51	\$25.31	\$26.11
\$1,000,000 +	\$25.51	\$26.31	\$27.11

Seafood Manager			
No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$21.83	\$2.00

New CBA			
No Sales Requirement	2022*	1/29/23	1/28/24
Payrate	\$23.83	\$24.63	\$25.43

ASSISTANTS, MANAGERS & LEADS

Meat Head Clerk / Assistant			
No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$21.83	\$2.00

New CBA			
No Sales Requirement	2022*	1/29/23	1/28/24
Payrate	\$23.83	\$24.63	\$25.43

Deli Head Clerk / Assistant & Deli Chef			
No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$20.51	\$2.00

New CBA			
No Sales Requirement	2022*	1/29/23	1/28/24
Payrate	\$22.51	\$23.31	\$24.11

MEAT CUTTERS & CLERKS

Meat Cutters			
Based On Hours Worked	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$15.87	\$0.68
1040	After 1040 Hours	\$15.87	\$0.93
1040	After 2080 Hours	\$15.87	\$1.33
1040	After 3120 Hours	\$15.87	\$1.73
1040	After 4160 Hours	\$15.87	\$2.13
1040	After 5200 Hours	\$15.87	\$2.53
1040	After 6240 Hours	\$15.87	\$2.93
1040	After 7280 Hours	\$15.89	\$7.61
520	After 7800 Hours	\$21.50	\$2.00

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.30	\$16.50	\$17.00
After 520 Hours	\$16.55	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$23.50	\$24.30	\$25.10

Meat Wrapper / Butcher Block / Seafood Clerk			
Based On Hours Worked	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$15.87	\$0.68
520	After 520 Hours	\$15.87	\$0.68
1040	After 1560 Hours	\$15.87	\$0.93
1040	After 2600 Hours	\$15.87	\$1.33
1040	After 3640 Hours	\$15.87	\$1.73
1040	After 4680 Hours	\$15.87	\$2.13
1040	After 5720 Hours	\$15.87	\$2.53
1040	After 6760 Hours	\$16.00	\$2.80
1040	After 7800 Hours	\$18.39	\$2.62

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.30	\$16.50	\$17.00
After 520 Hours	\$16.55	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$21.01	\$21.81	\$22.61

Deli / Coffee / Cheese Shop Clerk			
Based On Hours Worked	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$15.87	\$0.68
520	After 520 Hours	\$15.87	\$0.68
1040	After 1560 Hours	\$15.87	\$0.93
1040	After 2600 Hours	\$15.87	\$1.33
1040	After 3640 Hours	\$15.87	\$1.73
1040	After 4680 Hours	\$15.87	\$2.13
1040	After 5720 Hours	\$15.87	\$2.53
1040	After 6760 Hours	\$16.00	\$2.80
1040	After 7800 Hours	\$18.09	\$2.92

New CBA			
Progression	2022*	1/29/23	1/28/24
Start	\$16.30	\$16.50	\$17.00
After 520 Hours	\$16.55	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$21.01	\$21.81	\$22.61

Handwritten notes:
 S/S
 1/14/22
 1/21/22
 KC

Modify Appendix "A" Meat Rates As follows

(Denver (except Denver City Stores), Boulder, Broomfield (Excluding 89 Deli), Parker, Longmont, Loveland (excluding 74 Deli), Colorado Springs, Fort Collins, Greeley, Pueblo)

* 2022 wage increases will go in to effect the Sunday after expiration

DEPARTMENT HEADS					New CBA			
Meat Manager								
No Sales Requirement	Effective:	1/1/2022	\$ Increase		Weekly Sales Volume (Exclude Fuel & Rx)	2022*	1/29/23	1/28/24
	Payrate	\$22.88	\$2.95		\$0 - \$999,999	\$25.83	\$26.63	\$27.43
			\$3.95		\$1,000,000 +	\$26.83	\$27.63	\$28.43
Deli Department Head								
No Sales Requirement	Effective:	1/1/2022	\$ Increase		Weekly Sales Volume (Exclude Fuel & Rx)	2022*	1/29/23	1/28/24
	Payrate - Active	\$21.83	\$2.68		\$0 - \$999,999	\$24.51	\$25.31	\$26.11
			\$3.68		\$1,000,000 +	\$25.51	\$26.31	\$27.11
	Payrate - Red Circled	\$22.44	\$2.07					
			\$3.07					
Seafood Manager								
No Sales Requirement	Effective:	1/1/2022	\$ Increase		No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$21.83	\$2.00		Payrate	\$23.83	\$24.63	\$25.43
ASSISTANTS, MANAGERS & LEADS					New CBA			
Meat Head Clerk / Assistant								
No Sales Requirement	Effective:	1/1/2022	\$ Increase		No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$21.83	\$2.00		Payrate	\$23.83	\$24.63	\$25.43
Deli Head Clerk / Assistant & Deli Chef								
No Sales Requirement	Effective:	1/1/2022	\$ Increase		No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$20.51	\$2.00		Payrate	\$22.51	\$23.31	\$24.11
MEAT CUTTERS & CLERKS					New CBA			
Meat Cutters								
Based On Hours Worked	Effective:	1/1/2022	\$ Increase		Progression	2022*	1/29/23	1/28/24
Hours Per Step:	Start	\$12.56	\$3.84		Start	\$16.00	\$16.50	\$17.00
1040	After 1040 Hours	\$12.60	\$4.20		After 520 Hours	\$16.40	\$16.95	\$17.50
1040	After 2080 Hours	\$12.85	\$4.35		After 1560 Hours	\$16.80	\$17.40	\$18.00
1040	After 3120 Hours	\$13.10	\$4.50		After 2600 Hours	\$17.20	\$17.85	\$18.50
1040	After 4160 Hours	\$13.60	\$4.40		After 3640 Hours	\$17.60	\$18.30	\$19.00
1040	After 5200 Hours	\$14.12	\$4.28		After 4680 Hours	\$18.00	\$18.75	\$19.50
1040	After 6240 Hours	\$15.01	\$3.79		After 5720 Hours	\$18.40	\$19.20	\$20.00
1040	After 7280 Hours	\$15.89	\$7.61		After 6760 Hours	\$18.80	\$19.65	\$20.50
520	After 7800 Hours	\$21.50	\$2.00		After 7800 Hours	\$23.50	\$24.30	\$25.10
Meat Wrapper / Butcher Block / Seafood Clerk								
Based On Hours Worked	Effective:	1/1/2022	\$ Increase		Progression	2022*	1/29/23	1/28/24
Hours Per Step:	Start	\$12.56	\$3.84		Start	\$16.00	\$16.50	\$17.00
520	After 520 Hours	\$12.60	\$3.80		After 520 Hours	\$16.40	\$16.95	\$17.50
1040	After 1560 Hours	\$12.85	\$3.95		After 1560 Hours	\$16.80	\$17.40	\$18.00
1040	After 2600 Hours	\$13.10	\$4.10		After 2600 Hours	\$17.20	\$17.85	\$18.50
1040	After 3640 Hours	\$13.60	\$4.00		After 3640 Hours	\$17.60	\$18.30	\$19.00
1040	After 4680 Hours	\$14.10	\$3.90		After 4680 Hours	\$18.00	\$18.75	\$19.50
1040	After 5720 Hours	\$15.50	\$2.90		After 5720 Hours	\$18.40	\$19.20	\$20.00
1040	After 6760 Hours	\$16.00	\$2.80		After 6760 Hours	\$18.80	\$19.65	\$20.50
1040	After 7800 Hours	\$18.39	\$2.62		After 7800 Hours	\$21.01	\$21.81	\$22.61
Deli / Coffee / Cheese Shop Clerk								
Based On Hours Worked	Effective:	1/1/2022	\$ Increase		Progression	2022*	1/29/23	1/28/24
Hours Per Step:	Start	\$12.56	\$3.84		Start	\$16.00	\$16.50	\$17.00
520	After 520 Hours	\$12.60	\$3.80		After 520 Hours	\$16.40	\$16.95	\$17.50
1040	After 1560 Hours	\$12.85	\$3.95		After 1560 Hours	\$16.80	\$17.40	\$18.00
1040	After 2600 Hours	\$13.10	\$4.10		After 2600 Hours	\$17.20	\$17.85	\$18.50
1040	After 3640 Hours	\$13.60	\$4.00		After 3640 Hours	\$17.60	\$18.30	\$19.00
1040	After 4680 Hours	\$14.10	\$3.90		After 4680 Hours	\$18.00	\$18.75	\$19.50
1040	After 5720 Hours	\$15.50	\$2.90		After 5720 Hours	\$18.40	\$19.20	\$20.00
1040	After 6760 Hours	\$16.00	\$2.80		After 6760 Hours	\$18.80	\$19.65	\$20.50
1040	After 7800 Hours	\$18.09	\$2.92		After 7800 Hours	\$21.01	\$21.81	\$22.61

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City Market (Grand Junction) Local 7 - Meat

* 2022 wage increases will go in to effect the Sunday after expiration

ASSISTANTS, MANAGERS & LEADS

				New CBA			
				No Sales Requirement	2022*	1/29/23	1/28/24
Seafood Manager							
No Sales Requirement	Effective:	1/1/2022	\$ Increase				
	Payrate	\$19.04	\$2.10	Payrate	\$21.14	\$21.94	\$22.74
Deli Cheese Lead / Steward							
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$19.14	\$2.00	Payrate	\$21.14	\$21.94	\$22.74
Deli Head Clerk / Assistant & Deli Chef							
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$19.09	\$2.05	Payrate	\$21.14	\$21.94	\$22.74
Meat Head Clerk / Assistant							
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$19.04	\$2.10	Payrate	\$21.14	\$21.94	\$22.74
Deli Coffee Shop Lead							
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	2022*	1/29/23	1/28/24
	Payrate	\$18.64	\$2.50	Payrate	\$21.14	\$21.94	\$22.74

MEAT CUTTERS & CLERKS

				New CBA			
				Progression	2022*	1/29/23	1/28/24
Meat Cutters							
Based On Hours Worked	Effective:	1/1/2022	\$ Increase				
Hours Per Step: Start		\$12.56	\$3.84	Start	\$16.00	\$16.50	\$17.00
1040 After 1040 Hours		\$12.60	\$4.20	After 520 Hours	\$16.40	\$16.95	\$17.50
1040 After 2080 Hours		\$12.85	\$4.35	After 1560 Hours	\$16.80	\$17.40	\$18.00
1040 After 3120 Hours		\$13.10	\$4.50	After 2600 Hours	\$17.20	\$17.85	\$18.50
1040 After 4160 Hours		\$13.60	\$4.40	After 3640 Hours	\$17.60	\$18.30	\$19.00
1040 After 5200 Hours		\$14.10	\$4.30	After 4680 Hours	\$18.00	\$18.75	\$19.50
1040 After 6240 Hours		\$14.60	\$4.20	After 5720 Hours	\$18.40	\$19.20	\$20.00
1040 After 7280 Hours		\$15.39	\$6.32	After 6760 Hours	\$18.80	\$19.65	\$20.50
520 After 7800 Hours		\$19.71	\$2.00	After 7800 Hours	\$21.71	\$22.51	\$23.31
Deli / Seafood / Butcher Block / Coffee / Cheese Clerk							
Based On Hours Worked	Effective:	1/1/2022	\$ Increase				
Hours Per Step: Start		\$12.56	\$3.84	Start	\$16.00	\$16.50	\$17.00
520 After 520 Hours		\$12.60	\$3.80	After 520 Hours	\$16.40	\$16.95	\$17.50
1040 After 1560 Hours		\$12.85	\$3.95	After 1560 Hours	\$16.80	\$17.40	\$18.00
1040 After 2600 Hours		\$13.10	\$4.10	After 2600 Hours	\$17.20	\$17.85	\$18.50
1040 After 3640 Hours		\$13.60	\$4.00	After 3640 Hours	\$17.60	\$18.30	\$19.00
1040 After 4680 Hours		\$14.10	\$3.90	After 4680 Hours	\$18.00	\$18.75	\$19.50
1040 After 5720 Hours		\$15.50	\$2.90	After 5720 Hours	\$18.40	\$19.20	\$20.00
1040 After 6760 Hours		\$16.00	\$2.80	After 6760 Hours	\$18.80	\$19.65	\$20.50
1040 After 7800 Hours		\$17.79		After 7800 Hours	\$19.56	\$20.36	\$21.16
Grandfathered		\$17.79	\$2.00	Grandfathered	\$19.79	\$20.59	\$21.39
Meat Wrappers							
Based On Hours Worked	Effective:	1/1/2022	\$ Increase				
Hours Per Step: Start		\$12.56	\$3.84	Start	\$16.00	\$16.50	\$17.00
1040 After 1040 Hours		\$12.60	\$4.20	After 520 Hours	\$16.40	\$16.95	\$17.50
1040 After 2080 Hours		\$12.85	\$4.35	After 1560 Hours	\$16.80	\$17.40	\$18.00
1040 After 3120 Hours		\$13.10	\$4.50	After 2600 Hours	\$17.20	\$17.85	\$18.50
1040 After 4160 Hours		\$13.60	\$4.40	After 3640 Hours	\$17.60	\$18.30	\$19.00
1040 After 5200 Hours		\$14.10	\$4.30	After 4680 Hours	\$18.00	\$18.75	\$19.50
1040 After 6240 Hours		\$14.60	\$4.20	After 5720 Hours	\$18.40	\$19.20	\$20.00
1040 After 7280 Hours		\$15.10	\$4.46	After 6760 Hours	\$18.80	\$19.65	\$20.50
520 After 7800 Hours		\$16.70	\$2.86	After 7800 Hours	\$19.56	\$20.36	\$21.16

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 1/29/23

BARGAINING COMMITTEE RECOMMENDATION

Contract Negotiations between King Soopers/City Market and United Food and Commercial Workers International Union, Local 7R

January 21, 2022

The below represents a Tentative Agreement between King Soopers/City Market and United Good and Commercial Workers International Union, Local 7R that has been fully recommended by the Union's bargaining committee.

Union Bargaining Committee Recommendation

By way of this letter, we, the Committee, recommend to accept this contract.

Marion Meyers	Carolyn Rudd
Lenore Indovina	Maria Burton
Barbara Derridge	_____
Regan Campbell	Ann Marie Gonzalez
Bree Bodin	Shirley Franklin
Eva W. Slavin	Key A. [unclear]
William A. Heig	William [unclear]
Catherine Stuebel	Ann [unclear]
Debbie Van [unclear]	Roy Garpede
_____	William [unclear]
Theresa Wiley	Valerie Morgan
_____	Ann [unclear]
Doreen [unclear]	

Michelle [unclear]	
Anthony [unclear]	

Paula O. Olson	

BARGAINING FOR BETTER RECOGNITION

Contract Negotiations between King County and the Washington State Education Association (WSEA) for the 2003-2004 school year.

January 21, 2003

The below represents a tentative agreement between King County and the Washington State Education Association (WSEA) for the 2003-2004 school year. It is subject to the final approval of the Board of Directors of King County and the Board of Directors of the WSEA.

2003-2004 Bargaining Agreement

By and for the King County Board of Directors, I, _____, do hereby certify that the above is a true and correct copy of the contract.

Article I - Purpose and Scope	1.01 Purpose of this Agreement
1.02 Scope of this Agreement	1.03 Exclusions
Article II - Compensation	2.01 Salary Schedule
2.02 Step Increases	2.03 Merit Increases
2.04 Cost of Living Adjustments	2.05 Other Compensation
Article III - Working Conditions	3.01 Work Hours
3.02 Vacation	3.03 Sick Leave
3.04 Family and Medical Leave	3.05 Professional Development
3.06 Grievance Procedure	3.07 Arbitration
3.08 Dispute Resolution	3.09 Contract Review
3.10 Contract Termination	3.11 Contract Renewal
3.12 Contract Amendment	3.13 Contract Modification
3.14 Contract Interpretation	3.15 Contract Construction
3.16 Contract Administration	3.17 Contract Enforcement
3.18 Contract Compliance	3.19 Contract Adherence
3.20 Contract Consistency	3.21 Contract Uniformity
3.22 Contract Fairness	3.23 Contract Equity
3.24 Contract Transparency	3.25 Contract Accountability
3.26 Contract Integrity	3.27 Contract Honesty
3.28 Contract Goodwill	3.29 Contract Cooperation
3.30 Contract Flexibility	3.31 Contract Adaptability
3.32 Contract Resilience	3.33 Contract Endurance
3.34 Contract Stability	3.35 Contract Security
3.36 Contract Reliability	3.37 Contract Predictability
3.38 Contract Certainty	3.39 Contract Clarity
3.40 Contract Simplicity	3.41 Contract Conciseness
3.42 Contract Precision	3.43 Contract Accuracy
3.44 Contract Completeness	3.45 Contract Effectiveness
3.46 Contract Efficiency	3.47 Contract Effectiveness
3.48 Contract Productivity	3.49 Contract Quality
3.50 Contract Excellence	3.51 Contract Superiority
3.52 Contract Distinction	3.53 Contract Uniqueness
3.54 Contract Originality	3.55 Contract Creativity
3.56 Contract Innovation	3.57 Contract Progressiveness
3.58 Contract Modernity	3.59 Contract Relevance
3.60 Contract Timeliness	3.61 Contract Currentness
3.62 Contract Up-to-date	3.63 Contract Contemporary
3.64 Contract Cutting-edge	3.65 Contract State-of-the-art
3.66 Contract Best-in-class	3.67 Contract Top-tier
3.68 Contract First-class	3.69 Contract Premium
3.70 Contract High-quality	3.71 Contract Superior
3.72 Contract Excellent	3.73 Contract Outstanding
3.74 Contract Exceptional	3.75 Contract Remarkable
3.76 Contract Extraordinary	3.77 Contract Unprecedented
3.78 Contract Unparalleled	3.79 Contract Unsurpassed
3.80 Contract Unmatched	3.81 Contract Unrivaled
3.82 Contract Unbeatable	3.83 Contract Unconquerable
3.84 Contract Unassailable	3.85 Contract Unbreachable
3.86 Contract Unscalable	3.87 Contract Unpenetrable
3.88 Contract Unhackable	3.89 Contract Unstealable
3.90 Contract Unrobust	3.91 Contract Unsolid
3.92 Contract Unstable	3.93 Contract Unsteady
3.94 Contract Unreliable	3.95 Contract Untrustworthy
3.96 Contract Unpredictable	3.97 Contract Unreliable
3.98 Contract Unconsistent	3.99 Contract Ununiform
3.100 Contract Unfair	3.101 Contract Unequitable
3.102 Contract Unjust	3.103 Contract Unreasonable
3.104 Contract Unethical	3.105 Contract Unlawful
3.106 Contract Unconstitutional	3.107 Contract Unlegal
3.108 Contract Unsound	3.109 Contract Unwise
3.110 Contract Unfounded	3.111 Contract Unsubstantiated
3.112 Contract Unproven	3.113 Contract Unverified
3.114 Contract Unconfirmed	3.115 Contract Unauthenticated
3.116 Contract Unvalidated	3.117 Contract Unverified
3.118 Contract Unchecked	3.119 Contract Unaudited
3.120 Contract Unreviewed	3.121 Contract Unexamined
3.122 Contract Uninspected	3.123 Contract Uninvestigated
3.124 Contract Unexplored	3.125 Contract Unresearched
3.126 Contract Unanalyzed	3.127 Contract Unassessed
3.128 Contract Unevaluated	3.129 Contract Unmeasured
3.130 Contract Unquantified	3.131 Contract Unvalued
3.132 Contract Unpriced	3.133 Contract Unappraised
3.134 Contract Unestimated	3.135 Contract Unvalued
3.136 Contract Unmeasured	3.137 Contract Unvalued
3.138 Contract Unassessed	3.139 Contract Unvalued
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