

AGREEMENT

Between

**KING SOOPERS INC.
A DIVISION OF DILLON COMPANIES, INC.
Colorado Springs, Colorado**



2022 - 2025 CONTRACT

**and
UNITED FOOD AND
COMMERCIAL WORKERS,
LOCAL NO. 7**

**Chartered by the
UNITED FOOD AND
COMMERCIAL WORKERS
INTERNATIONAL UNION, AFL-CIO**

THE OFFICES OF LOCAL 7 ARE LOCATED IN THE

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518 28 Rd. Suite B 105,

Grand Junction, CO 81503

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Cheyenne Office

3415 Cheyenne St. Unit B

Cheyenne, WY 82001

Telephone: 307-432-9968

If you should have any questions or wish to file a grievance, contact your Union Representative or come to the Local Union office.

MEMBERS' OATH & OBLIGATION:

I, (your name), pledge to uphold Union principles, to support and participate in the endeavors of this Union. I promise to conduct myself in a manner that will reflect credit upon this organization.



AGREEMENT

Between

KING SOOPERS INC.,

A DIVISION OF DILLON COMPANIES, INC.

and

UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 7,

DENVER, COLORADO

Chartered by the

UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION, AFL-CIO

Colorado Springs, Colorado (Meat)

TERM: February 20, 2022 through February 15, 2025

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AGREEMENT

Between

KING SOOPERS, INC.

A DIVISION OF DILLON COMPANIES, INC.

and

UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 7

Chartered by the

UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION, AFL-CIO

TERM:

Colorado Springs, Colorado (Meat):

February 20, 2022 through February 15, 2025

THIS AGREEMENT has been made and entered into by and between KING SOOPERS, INC., a Division of Dillon Companies, Inc., hereinafter referred to as the "Employer," and UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 7, chartered by the United Food and Commercial Workers International Union, AFL-CIO, hereinafter referred to as the "Union".

WITNESSETH:

That for and in consideration of the mutual promises and conditions hereinafter set forth, and in order to assure and secure the benefits intended to be derived by the employees and the Employer under these Articles of Agreement herein, it is hereby expressly understood and agreed as follows:

ARTICLE 1

RECOGNITION AND EXCLUSIONS

Section 1. The Employer recognizes the Union as the sole collective bargaining representative for all meat cutters, apprentices, wrappers, butcher block sales persons and delicatessen employees, clean-up personnel, including part-time workers who work regularly one (1) day or more a week, employed by the Employer in the meat market or markets owned or operated by the Employer in the metropolitan area of Colorado Springs, Colorado but excluding all store managers, courtesy clerks, office and clerical employees, janitors, parking lot attendants, food clerks, warehouse employees, watchmen, guards and professional employees and supervisors as defined in the National Labor Relations Act, as amended, and all other employees. Within the geographical jurisdiction of this Agreement, any new stores opened by the Employer shall be accreted and shall be covered by the terms of this Agreement.

Store Managers and Assistant Store Managers can perform all duties in the store.

ARTICLE 2

SERVICE IN MEAT-DELICATESSEN DEPARTMENTS, PLANTS

Section 2. work performed in the meat, delicatessen and seafood department(s) will be done by members of the bargaining unit, except Store Managers, Assistant Store Managers, and Field Merchandisers may perform all duties in the meat department without restriction. Bakery Clerks and the department managers (Bakery Manager and Assistant Bakery Manager) can perform all work in the Delicatessen, Coffee, and Cheese Departments. For the purpose of this agreement, the meat department is defined as the area occupied by the meat storage rooms, the meat preparation rooms and the service and/or self-service display cases where fresh, smoked, cooked and frozen meats, poultry, fish and seafood are offered for retail sale, with the exception of poultry products, the pricing of all meat products shall be done on the premises except as provided herein. Notwithstanding, the Employer may have specialized sanitation work, such as cleaning of ceiling tiles, grease traps, drains, walls, etc., performed by personnel outside the bargaining unit.

Bargaining Note: Bakery Clerks are not permitted to work in the Meat and Seafood/Butcher Block.

Section 2 A. Bargaining unit employees shall perform the work of cutting or preparation of meats that are cut, processed or prepared on the Employer's premises for immediate consumption.

All fresh, cured, smoked or frozen meat, refrigerated luncheon meats, fish, poultry and rabbits shall be handled by employees within the bargaining unit. Nothing in this agreement shall be construed to prevent non-bargaining unit employees from selecting customer purchases from the sales floor throughout the entire store, including the storage and retrieval thereof.

No one other than employees covered by this agreement shall be permitted to perform the cutting or preparation of meat in the meat departments, meat markets, seafood or delicatessen departments on the employer's premises, except as set forth below:

- 1) This does not include the transaction of the checkstand.
- 2) No representative of management above the level of head meat cutter (except for owners, partners and/or officers of the Employers) shall perform the work customarily assigned to employees in the bargaining unit except: (a) when a bargaining unit employee who has been scheduled to work fails to report to work as scheduled; (b) in connection with the instruction or training of an employee or employees; or (c) in connection with the first thirty days of the opening of a new or remodeled market; or (d) in connection with simple straightening of display cases; or (e) in connection with the removal of outdated, distressed or damaged merchandise from display cases; or (f) in connection with floor maintenance work performed by a member of the retail clerks bargaining unit in connection with work related to the meat, delicatessen and seafood departments; or (g) in response to a specific customer request.

Section 2 B. 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 products directly delivered to the store. For purposes 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 out-dated 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.**

Section 2 C. A Journeyman Meat Cutter shall be on duty in each store a minimum of eight (8) hours per calendar day. Hours scheduled in the classifications of Head Meat Cutter and 1st Cutter may be used to satisfy this obligation. The Employer agrees not to layoff a Journeyman Meat cutter hired and assigned to a retail store position on or before March 5, 2005 as the direct result of this section.

Section 2 D. Retail Clerks may assist in meat department clean-up work, provided such assignments do not conflict with applicable child labor and/or health and safety regulations.

Section 3. It is understood that the cutting or preparation of meats that are cut, processed or prepared on the Employer's premises for immediate human consumption will continue to be performed in the market located on the Employer's premises, unless the Employer transfers said work, in which case the following paragraph will be applicable: If the Employer transfers the cutting and fabricating of retail cuts of fresh meats performed in its retail store or stores covered by this agreement to a location or locations outside of said retail store or stores, the Employer will continue to recognize the Union as the bargaining agent for the meat cutters, apprentices and wrappers employed by the Employer in the cutting and fabricating of retail cuts of fresh meat, and the seniority rights provided in this agreement shall continue to apply throughout the bargaining unit, including said new location or locations of the Employer.

Section 3 A. Notwithstanding anything contained herein to the contrary, the Employer shall not be restricted in, or prohibited from, obtaining and offering for sale fresh, smoked, cured, cooked and frozen meats, poultry, fish or seafood which have been cut, prepared, processed, packaged, weighed and/or priced off the Employer's premises and it is expressly understood and agreed that such shall not constitute a violation of this agreement.

Notwithstanding the preceding sentence, the Employer agrees that no head meat cutter, first cutter, journeyman meat cutter or apprentice meat cutter assigned to one of the aforementioned classifications by the Employer on or before May 11, 1996 shall be laid off or reduced in scheduled hours. The Employer shall have the right to transfer and/or schedule meat cutters in more than one (1) store within the bargaining unit and/or adjacent bargaining unit (s) as may be necessary to fulfill this obligation, except that the Employer shall not schedule such employees for split shifts.

The Employer shall continue to have the right to layoff employees in accordance with the provisions of this agreement, provided that the layoff of any meat wrapper butcher block, seafood clerk or delicatessen clerk assigned to such classification on or before May 11, 1996, is for reasons other than the Employers utilization of the products set forth in Section 3A above. It is understood and agreed that in meeting the job guarantees contained herein the Employer shall have the right to assign any higher classified employee to perform work in a lower classification.

In the event of a store closure, or plant closure, resulting in the layoff of any head meat cutter, first cutter, journeyman meat cutter, apprentice meat cutter or meat wrapper, such affected employee (s) shall be permitted to exercise his seniority to displace the least senior meat cutter or meat wrapper in the involved bargaining unit as provided for herein, or, at the affected employee's discretion, the least senior meat cutter or meat wrapper in the State of Colorado. Such least senior meat cutter or meat wrapper affected by the exercise of the most senior meat cutter's or meat wrapper's seniority shall be laid-off. It is understood that in applying this provision meat cutters may displace only meat cutters and meat wrappers may displace only meat wrappers.

Section 4. In the event of the closure of the King Soopers Meat Plant, meat cutters and meat wrappers assigned to the Retail Cut Line on the date of closure who elect to receive severance, as provided for in this agreement, in lieu of exercising their seniority rights contained in this agreement shall be paid a severance supplemental payment equal to fifty percent (50%) of the severance amount such employee is eligible to receive under the store and plant closing provision of this agreement. It is understood and agreed that in the event a retail cut line meat cutter or meat wrapper covered under this provision elects to bump into a store, the affected store employee subject to layoff shall be eligible for the plant closing severance pay as provided herein. For all other plant classifications impacted by a plant closure, the Employer agrees to discuss with the Union the effects of such decision.

Section 5. No employee shall be required to maintain restrooms.

ARTICLE 3

UNION SECURITY AND CONDITIONS

Section 6. Provided the parties to this Agreement have complied with all State and Federal statutes concerning Union security matters, the provisions of these Sections 6, 7 and 8 shall be applicable.

Section 7. Union Shop. All present employees of the Employer who fall within the bargaining unit, as set forth in Section 1 hereof, shall as a condition of continued employment, be or become members of Local No. 7, UFCW, AFL-CIO, between the thirty-first (31st) and

thirty-fifth (35th) day following the date of the signing of this Agreement, and shall remain members of the Union in good standing during the life of this Agreement.

Section 8. All employees hired after the date of the signing of this Agreement, who fall within the bargaining unit as set forth in Section 1, shall as a condition of continued employment, become members of the Union between the thirty-first (31st) and thirty-fifth (35th) day following the date of their last employment and shall remain members of the Union in good standing during the life of this Agreement.

Section 9. "Good standing" is interpreted to mean the payment or tendering of initiation fees and periodic Union dues to an authorized agent of the Union.

Whenever the Union requires the Employer to discharge any employee for failure to join or to maintain his membership in the Union in good standing in accord with the terms of this Article, the Union agrees to furnish the Employer an itemized copy of the delinquent's account with the Union together with a written request for discharge. The Employer will discharge any employee who falls within the bargaining unit as described in Section 1 hereof within ten (10) days after the receipt of said written request for discharge, unless within said ten (10) day period the delinquent employee pays or tenders his delinquent initiation fee and/or delinquent Union dues to an authorized agent of the Union.

ARTICLE 4

CHECK-OFF

Section 10. The Employer agrees to deduct the weekly dues, legal rejoining fees and uniform assessments, (including initiation fees for new employees) from the net amount due each employee in the bargaining unit as described in Section 1 hereof who has furnished the Employer (either directly or through the Union) with an individual written authorization for making such deductions on a form mutually agreed upon between the Employer and the Union. It is understood that the check-off authorization is to be entirely voluntary upon the part of each such individual employee and that any such employee may revoke his individual check-off authorization upon giving thirty (30) days' written notice to the Employer and the Union. The Employer agrees to remit all such deductions to the Chief Executive Officer of the Local Union no later than the twentieth day of each month.

Section 11. The Employer agrees to deduct amounts designated by employees for the Active Ballot Club when the Employer has been furnished an individual written authorization for making such deductions on a form mutually agreed upon between the Employer and the Union. It is agreed that the ABC authorization is to be entirely voluntary upon the part of each individual employee and that any such employee may revoke his ABC check-off authorization upon giving thirty (30) days' written notice to the Employer and the Union.

ARTICLE 5
NEW EMPLOYEES, TRANSFERRED EMPLOYEES, PROMOTED
OR DEMOTED

Section 12. When an employee is hired for a job or transferred or promoted or demoted into a bargaining unit job, **or otherwise joins the bargaining unit**, as described in Section 1 hereof, the Employer agrees within three (3) days to fill out a mutually agreeable form in triplicate, which advises the employee of his obligation to join the Union. One (1) copy of this form will be given to the employee and one (1) copy will be mailed to the Union in a stamped, addressed envelope provided by the Union.

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.

ARTICLE 6
RIGHTS OF MANAGEMENT

Section 13. The Employer retains the right to manage its business, to establish reasonable standard of dress, to direct the working forces and to make necessary rules and regulations for the conduct of the business, providing that said rules and regulations are not in conflict with the terms of this Agreement in any way.

ARTICLE 7
DEFINITIONS OF CLASSIFICATIONS

Section 14. Head Meat Cutter. Shall be considered the employee responsible for the operation of the market and the Union will not recognize any employee as Head Meat Cutter who is not employed full-time in any store covered by this Agreement.

Section 15. Apprentice Meat Cutter. If, in the opinion of management (management means higher management than the Head Meat Cutter) an apprentice is fully qualified to perform the duties of a Journeyman Meat Cutter prior to three (3) years of service with a minimum of six thousand two hundred forty (6,240) hours of actual work experience on the job, the Employer may advance such apprentice to the duties and pay of a Journeyman Meat Cutter.

When apprentices have worked three (3) years, and the equivalent hours as set forth above, they automatically become Journeymen and shall be paid as such.

During an apprentice's three (3) year training period, he shall be assigned from time to time to all jobs normally done in the particular market.

One (1) apprentice shall be allowed to every two (2) Journeymen or a fraction thereof in each market, and one (1) additional apprentice to every two (2) additional Journeymen in said market. This limitation on apprentices may be relaxed during emergency periods when the Union is unable to furnish qualified Journeymen to the Employer.

Section 16. First Cutter. A First Cutter may be designated at the discretion of the Employer and is not a required classification.

Section 17. Clean-up Personnel. Employees assigned as "Clean-up Personnel" shall clean all work areas of the meat and delicatessen departments, including walls, freezer, walk-in box, hold box, cutting room and wrapping area, as well as cleaning blocks, meat and delicatessen cases and disassembled power tools and equipment.

Clean-up personnel shall not disassemble or reassemble power tools or equipment nor handle meat or delicatessen products in display cases.

If a Clean-up employee is found to be doing any work other than set forth above, all hours so spent shall be paid for at the starting apprentice rate.

The Employer retains the right to schedule such employees for a minimum of two (2) hours per day.

Section 18. Assistant Delicatessen Manager. Assistant Deli Managers may be designated at the discretion of Management and is not a required classification.

Section 24. Culinary Head Clerk - Culinary Head Clerks may be designated at the discretion of management and is not a required classification. However, not more than one employee per store, per Deli, may be designated as a Culinary Head Clerk.

A Culinary Head Clerk is an employee who has been assigned to oversee the chef program management of the specialty cheese program and assist in the management and training of the Deli department.

These Employees will receive the same rate of pay as an assistant deli manager and will be considered a separate classification for the purposes of seniority related issues, such as scheduling promotions, layoffs, reduction of hours, vacation, etc.

Section 19. Delicatessen Employees. The work allotted to employees falling in the classification of "Deli Employee" shall be strictly confined to packaging, preparing, selling and pricing all items offered for sale in this department. Such work shall also include use of tools of the trade and such clean-up and other work associated with the practical operation of the department.

Delicatessen Department employees may operate a cash register in the Delicatessen Department. Nothing in this section shall be construed to prevent delicatessen employees from ringing incidental sales from other departments of the store.

Section 20. Delicatessen Clerks and Department Managers will be considered as a separate group for the purpose of applying the Seniority provisions of Articles 27, 28, 30, 31, 32, 33 and 46.

Section 21. Cheese Shop Clerks. All duties covered under the collective bargaining agreement that are associated with the handling and selling of items sold

within an established Murray's Cheese shop shall be performed by employees designated as Cheese Shop Clerks, Cheese Shop Leads and/or a Cheese Steward assigned to a Murray's Cheese Shop.

1) Cheese Shop Clerks and Cheese Shop Leads shall be subject to all the terms and conditions of the Meat Agreement except that the Company may fill this position at its discretion and such employees in the Cheese Shop Clerk or Cheese Shop Lead classifications cannot be bumped or otherwise displaced by employees in any other classification.

2) The rates of pay for a Cheese Shop Clerk shall be the same as the Deli Clerk classification.

3) One Cheese Shop Lead Person per Murray's Cheese Shop may be designated by the Employer at its discretion and will not be prohibited from performing any duties in a Murray's Cheese Shop. The rate of pay will be the same as a Deli Head Clerk.

4) It is understood and agreed that management retains the right to determine the number of hours and start times of each shift to be worked within the Cheese Shop. Hours worked in the Cheese Shop classification cannot be claimed by employees in other classifications.

5) Employees in a Murray's Cheese shop may be required to wear a uniform identifying them with the Murray's Cheese shop brand.

6) In the event of a layoff, employees will have the right to, 1) displace the least senior Cheese Shop clerk or Lead in the bargaining unit, 2) bump the least senior Deli Clerk in the bargaining unit if they, have six (6) months of Deli experience with King Soopers.

Section 22. Butcher Block Sales Clerks. Butcher Block sales persons shall be allowed to perform all work in connection with the processing and sale of product in a specialty meat or seafood department. Butcher Block Sales person assigned to a separate Seafood Department (within a store) may prepare all seafood items for said department. It is further understood that Butcher Block Sales Clerks may perform all work necessary for the handling and sale of product in their department including the cutting and processing of all meat and in response to a specific customer request.

Butcher Block sales persons will be considered as a separate group for the purpose of applying the seniority provisions of Articles 27, 28, 30, 31, 32, 33 and 46.

Section 23. Snack Bar Clerks. The duties of the Snack Bar Clerk shall be relegated specifically to the handling, preparation and/or sale of "snack" items, including, but not restricted to, hot dogs, pretzels, ice cream, popcorn and pizza. The maintenance of the equipment used to sell the above items shall also be the responsibility of the Snack Bar Clerk. In addition, duties enumerated under Section 17 (Clean-up Personnel) may be assigned.

Snack Bar Clerks shall not be temporarily assigned duties in higher classifications.

Section 24. Cheese Steward. In delicatessens with an expanded cheese selection the Employer may employ and designate an employee as a Cheese Steward. The addition of a Cheese Steward to any delicatessen shall be at the Employer's discretion. A Cheese Steward must possess education and/or training sufficient to give them a broad range of knowledge with respect to the varieties of cheeses sold in the delicatessen. Cheese Stewards may perform all work in the delicatessen.

Section 25. New Classification. When a new job is created by the Employer, the Union shall be notified immediately, and a new wage rate for such job shall be determined by the Employer and the Union.

Section 26. Work Between Classifications. It is understood that employees may perform incidental work in another classification without violating this Agreement.

ARTICLE 8

RATES OF PAY

Section 27. The classifications, wages, and special conditions applicable to employees are set forth in Appendix "A," attached hereto, and, by this reference made a part hereof.

Section 28. The salary of superannuated members of the Union to be employed by the Employer shall be decided upon between the Employer, the superannuated employee and a representative of the Union.

Prior Experience: In applying Section 27 of Article 8 of this Agreement to any newly hired employee, the Employer will give recognition to the verified number of hours of actual work experience on a comparable job which said newly hired employee may have performed within the previous ten (10) years for any other employer listed in Appendix A, Prior Experience Matrix. Service in the United States military or National Guard shall be given credit for one thousand and forty (1,040) hours per year of service, capped at four thousand, one hundred and sixty (4,160) hours. This section shall only apply to newly-hired employees upon ratification.

Any grievance over recognition given an employee for comparable work experience at the time of his employment must be filed pursuant to the terms and conditions of the grievance procedure of this Agreement (excluding the employee's trial period).

Any employee shall receive, upon request to his employer or former employer, the following information: Date of hire, date of termination, total hours worked in retail store unless such hours worked shall exceed six thousand five hundred (6,500) and then such fact shall be stated. The employee must show evidence of employment in the grocery industry before making such request.

Section 29. During the life of this Agreement, the Employer shall not raise or lower hourly rates of pay except as dictated by the wage scales set forth elsewhere in this Agreement.

ARTICLE 9
TEMPORARY ASSIGNMENTS

Section 30. When an employee is required to perform work in a higher classification, he shall receive the higher rate, based on his experience; but, if required to perform work in a lower classification, he shall retain his regular rate, except in the case of actual demotion, when the employee shall receive pay according to his classification.

Before an employee is scheduled work in a higher classification, all employees who have requested additional hours in that classification in that store shall have their hours maximized.

Section 31 When a Delicatessen Clerk is assigned by the Employer to assume the duties and responsibilities of the Delicatessen Manager for a continuous period of one (1) week or more, such employee shall be paid the Delicatessen Manager rate of pay for all hours worked while so assigned.

Section 32. When a Journeyman relieves a Head Meat Cutter for one (1) week or longer, he shall be paid the contract rate of pay for Head Meat Cutter for such time spent in relief.

ARTICLE 10
NO REDUCTION IN PAY

Section 33. No employee shall have his hourly wage reduced who may now be receiving more than the minimum wage called for in this Agreement, nor shall his hours be lengthened unless he is properly compensated therefore in accord with the terms of this Agreement, and employees shall not be reclassified to defeat the purpose of this Agreement unless otherwise agreed between the parties. No employee shall be asked to make any verbal or written agreement that shall conflict with this Agreement in any way.

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.

ARTICLE 11

WORKWEEK

Section 34. The workweek shall coincide with the calendar week.

Forty (40) hours to be worked in any five (5) eight (8) hour days shall be the basic workweek for regular full-time employees. Regular full-time employees shall be scheduled for at least forty (40) hours of work to be performed in five (5) days unless reduced in accordance with seniority. Regular full-time employees shall be scheduled for at least thirty-two (32) hours of work to be performed in four (4) days (exclusive of the holiday) during a week in which a holiday occurs, unless reduced in accordance with seniority.

Upon mutual agreement between the Employer and the employee, a regular full-time employee may work four (4) ten (10) hour days to make up the standard workweek, except in holiday or daily vacation weeks when the standard workweek, at the Employer's discretion, may be five (5) eight (8) hour days or four (4) eight (8) hour days. Unless modified herein, the provisions of this Agreement shall apply to such standard workweeks.

1. Overtime to be paid for all time worked in excess of ten (10) hours in any one (1) day.
2. Payment for funeral leave shall not exceed the straight-time hours scheduled per day missed up to a maximum of twenty-four (24) hours pay.
3. After eight (8) hours of work, the employee shall be entitled to a third fifteen (15) minute break.
4. Payment for jury duty shall not exceed eight (8) hours pay per day missed, less what he is paid for serving on the jury. The Employer may reschedule employees required to serve on jury duty, including but not limited to, scheduling them five (5) eight (8) hour days.
5. Sick leave pay will be paid, if eligible and following the full work day absence if such applies, not to exceed the number of hours scheduled on the day missed.
6. Management shall determine the number of four (4) ten (10) hour schedules during any one (1) week.

ARTICLE 12

OVERTIME

Section 35. Overtime compensation at the rate of time and one-half (1-1/2x) the employee's base hourly rate of pay shall be paid under the following conditions:

- a. For all time worked in excess of eight (8) hours in any one (1) day.
- b. For all time worked in excess of forty (40) hours in any one (1) workweek as described in Article 11.

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

Section 36. It is understood and agreed that overtime compensation shall not be paid twice for the same hours of overtime work.

ARTICLE 13
SUNDAY PREMIUM

Section 37. The premium rate for work performed on Sunday as such shall be one and one-fourth times (1-1/4x) the employee's regular straight-time rate of pay. The Sunday premium, for hours worked up to eight (8), shall in no instance be offset against any weekly overtime which may be due under subparagraph (b) of Section 35 because of the fact that the employee worked over forty (40) hours in the particular workweek. The Sunday premium shall not be averaged into the employee's straight-time rate for the purpose of determining the rate upon which daily or weekly overtime is based in any workweek under Section 35. Employees hired on or after March 6, 2005 shall not be eligible for Sunday Premium.

ARTICLE 14
TRAVEL PAY

Section 38. When an employee is transferred from one store to another store during his workday, reasonable time spent in traveling between said stores shall be considered as time worked. Assigned travel between stores in the employee's personal vehicle shall be reimbursed in the amount established by the Employer for reimbursement to its non-bargaining unit employees (but not less than the IRS rate), exclusive of travel to and from the employee's home. Before an employee is permitted to use his personal vehicle for company business, the Employer shall have the employee sign a statement acknowledging his risk and certifying possession of a valid driver's license and insurance coverage.

ARTICLE 15
NIGHT PREMIUM

Section 39. A premium of **two** dollars (\$2.00) per hour shall be paid for all work performed between the hours of 12:00 midnight and 6:00 a.m. to all employees. 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.

Night premiums shall not apply where an employee is working at overtime or on a holiday.

ARTICLE 16

HOLIDAYS

Section 40. All employees hired on or before March 5, 2005 who have completed their probationary period shall be paid for the following holidays whether or not they fall on what would normally be a workday for the employees involved: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. Such employees shall be entitled to two (2) personal holidays, which must be requested two (2) weeks in advance and approved by the Store Manager.

All employees hired on or after March 6, 2005 who have completed their probationary period shall be paid for the following holidays whether or not they fall on what would normally be a workday for the employees involved: Thanksgiving Day and Christmas Day; beginning in 2016, Fourth of July and beginning in 2017, New Year's Day. Such employees shall be entitled to one (1) personal holiday after two years of service, two (2) personal holidays after three (3) years of service, and three (3) personal holidays after four (4) years of service. Such holidays must be requested two (2) weeks in advance and approved by the Store Manager.

Section 41. The Employer may operate its stores at its sole discretion on any of the holidays recognized by this Agreement.

Section 42. Personal Holidays. To be eligible for personal holidays during each calendar year, an employee must be on the payroll as of January 1 of each year. Such holidays must be taken during the respective calendar year. An employee whose employment terminates prior to having taken his personal holiday or who fails to take his personal holiday in the calendar year shall not be entitled to holiday pay. In the event an employee fails to schedule his personal holiday by October 1 of the calendar year, the Employer will select a date and schedule such employee for his remaining personal holidays for that year.

Section 43. Holiday Pay for Full-Time. As pay for an unworked holiday, regular full-time employees will be paid at straight-time for the number of hours they would normally have worked on the day in question, but not to exceed eight (8) hours. If the holiday falls on a day which would normally have been such employee's scheduled day off, he shall be paid eight (8) hours at straight-time as pay for the unworked holiday.

Section 44. Holiday Pay for Part-Time. Holiday pay for part-time employees who have completed their probationary period, and who otherwise qualify shall be based on the number of hours worked in the calendar week immediately prior to the week in which the holiday occurs, divided by five (5). Provided the employee actually performs work in the calendar week immediately prior to the holiday week (unless on vacation, or receiving sick pay for time not worked during such week, or during the first thirty (30) days of an absence for which an employee is receiving Workmen's Compensation), the employee shall not receive less than three (3) hours holiday pay.

Section 45. Qualifications for unworked holiday pay. In order to qualify for pay for an unworked holiday an employee, otherwise eligible for such pay under the terms of this Article, must work his regularly scheduled day immediately preceding the holiday, the holiday if scheduled and his regularly scheduled day immediately following the holiday unless he has

been previously excused from such work by the Employer or unless he was prevented from so working due to a bona fide illness. No employee on leave of absence shall be eligible for holiday pay.

An unworked holiday, even though paid for under the terms of this Article, shall not be counted as a day worked for the purpose of computing overtime pay in a holiday workweek.

Section 46. 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 employee) is worked, the employee 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.**

Section 47. Holiday scheduling. No later than the second Wednesday prior to the beginning of the week in which a holiday observed hereunder occurs (exclusive of personal holidays), the Employer shall post in each store a holiday volunteer work list. An employee desirous of working the upcoming holiday, in the job assignment which he normally performs, shall sign such list no later than the Tuesday prior to the holiday week. Signing of another employee's name on such list shall be cause for disciplinary action.

The Employer will not reschedule the hours of work in the workweek immediately prior to the workweek in which the holidays occur in order to defeat the purpose of this Agreement.

The Employer will select the necessary employees from this list in accordance with seniority and ability, within each store and department, and provided the employee normally performs the work required. Should the Employer not be able to staff his schedule requirements through this procedure, qualified employees shall be assigned to the remaining available schedules by reverse seniority and ability within their respective classifications within each department and store. Nothing herein shall be construed to require pay for time not worked.

ARTICLE 17 **VACATIONS**

Section 48. All regular full-time employees, and all part-time employees, who were hired on or before March 5, 2005 and who have worked eight hundred and thirty two (832) or more hours in their anniversary year, covered by this agreement, shall receive one (1) week's paid vacation after one (1) year's service, two (2) weeks' paid vacation after two (2) years' service, three (3) weeks' paid vacation after five (5) years' continuous service, four (4) weeks' paid vacation after twelve (12) years' continuous service and five (5) weeks' paid vacation after twenty (20) years' continuous service.

All regular full-time employees, and all part-time employees, who were hired on or after March 6, 2005 and who have worked one thousand forty (1,040) or more hours in their anniversary year, covered by this agreement, shall receive one (1) week's paid vacation after one (1) year's service, two (2) weeks' paid vacation after three (3) years' service and three (3)

weeks' paid vacation after eight (8) years' continuous service, four weeks' paid vacation after twelve (12) years' continuous service.

Such vacation shall be paid at straight-time rates. The number of hours for which such employees shall be paid for a vacation week shall be the average number of weekly hours worked during the twelve (12) months immediately preceding the employee's anniversary date of employment, not to exceed 40 hours pay for each week of vacation. Hours paid for vacations, holidays and sick leave shall be considered as hours worked for the purpose of computing vacation amounts.

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. Effective the first Sunday following execution of this Agreement, the Employer will convert the employees' weekly vacation allotment to a daily vacation allotment by multiplying the number of weeks of vacation due by five (5). The hours paid for each day of vacation will be based on the average weekly hours of vacation, as calculated in Section 48, divided by five (5). Employees may be allowed to take vacation one day at a time, subject to approval by the Employer and based on the following requirements:

1. Daily vacation may not be scheduled through the annual sign-up procedure.
2. Daily vacation must be requested of the store manager in writing by Tuesday prior to the posting of the schedule for the week in which time off is requested.
3. Employees may not receive more than five (5) days' vacation pay in any calendar week.
4. Not more than one (1) week (five (5) days) may be taken one (1) day at a time per anniversary year. Any employee with fifteen (15) years or more shall be able to take ten (10) single days of vacation per year.
5. Weekly vacation requests shall take preference over daily vacation requests. Daily vacation requests shall take preference over any other request of a single day off except a personal day, regardless of seniority.

If one of the holidays listed elsewhere herein falls during an employee's vacation, the employee shall receive an extra day of vacation pay because of it. In the event a regular full-time employee covered by this Agreement voluntarily quits or is discharged such employee shall be paid pro rata vacation pay earned up to the time the employment relationship is severed.

Section 50. The Employer shall pay the employee the vacation pay accrued during the employee's anniversary year prior to the taking of the vacation (if requested in writing at least two (2) weeks in advance of 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. Vacation Scheduling. The employer retains the right to determine the number of employees who may be on vacation at any given time. A minimum of two (2) employees per store can be on vacation at any time except for any week in which a holiday covered under this contract, Mother's Day and Valentine's Day as well as the week before. However, in no event shall it be less than one (1) person per store. If a dispute develops between employees as to vacation preference, seniority shall govern within the department. Any vacation weeks that become available after the posting of such roster shall be offered by seniority within the classification and store.

The Employer will post a notice December 1 of the prior calendar year, and the employees will sign the roster as to their choice of vacation. This list will remain posted for selection until January 31 of each calendar year.

Any employee who fails to sign such roster prior to January 31 will be permitted to take vacation at a time that will not interfere with the other employees' established vacation period(s).

When the vacation dates have been established, they will not be changed unless mutually agreeable between the employee and Employer.

Vacation calendar period commences on March 1 of each year to the last day of February the following year.

Notwithstanding the above, employees who voluntarily transfer to another store or department after their vacation has been selected are subject to having their vacation rescheduled.

On a basis agreeable to both the Employer and employee, employees shall be allowed to schedule vacations from mid-week to mid-week. For purposes of this provision, mid-week shall be defined as a vacation starting and stopping Tuesday, Wednesday or Thursday. An employee shall be considered to have met the minimum scheduling requirements of this Article if the total of the hours worked and paid for vacation (and unworked holiday if applicable) for the two workweeks involved is equal to eighty (80) for a full-time employee, forty (40) or more for a part-time employee.

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.

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.

ARTICLE 18

SCHEDULING POSTING

Section 52. The Head Meat Cutter will post the work schedule in ink for the following week in each market not later than 9:00 a.m. on Friday. This schedule shall include the employee's first initial and last name. This work schedule will not be changed by Management for that particular workweek except where the change is predicted on circumstances beyond the control of Management such as, but not limited to, sickness, injury, wide fluctuations in volume, Acts of God. Such up-to-date work schedules are to be posted weekly. This clause shall not be construed as preventing Management from calling in employees for extra work outside of the posted schedule, from requiring overtime work outside of the posted schedule or from bringing in additional employees where it appears advisable in the opinion of Management.

Any changes in the work schedule will be reflected on the posted schedule at the time the change is made.

The Employer shall designate the starting time for employees. The employee shall be dressed and ready to go to work at this starting time.

Regular full-time employees called in on their scheduled day off shall not have the balance of their scheduled workweek altered as a result of such call-in.

ARTICLE 19

REPORTING PAY/MINIMUM DAILY SCHEDULE

Section 53. An employee called in or scheduled for work shall be guaranteed four (4) hours of pay at the applicable rate, with the understanding that an employee may be called in or scheduled for less than four (4) hours if he is unavailable for the full four (4) hours.

ARTICLE 20

MINIMUM WEEKLY SCHEDULE

Section 54. No regular employee shall be scheduled for less than twenty (20) hours in a workweek, if the employee is available.

Section 55. 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 Letter of Agreement #8 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 40.

ARTICLE 21

TIMEKEEPING

Section 56. Each employee is required to record his own time, using the system provided by the Employer, prior to starting work and upon completion of work and before and after lunch periods. No employee shall have the right to record any other employee's time. Any employee violating these provisions, working off the clock or giving free time may be discharged.

Section 57. Employees shall receive their pay each week. In case of discharge from employment of any employee, upon request, the final paycheck will be made available within seventy-two (72) hours after the discharge.

ARTICLE 22

SPLIT SHIFTS

Section 58. There shall be no daily split shifts.

ARTICLE 23

STORE MEETINGS

Section 59. All time spent by an employee actually attending any store meeting where his attendance is required by the Employer shall be counted as time worked with a minimum of two (2) hours at the applicable rate of pay when an employee is called back for such a meeting. In the event the employee is required to attend more than two (2) meetings per calendar year, the call-in provisions of Article 19, Section 53 shall apply.

ARTICLE 24
LUNCH BREAKS

Section 60. Lunch Periods. Each employee who is scheduled to work in excess of five (5) hours in a day shall receive, on his own time, a one (1) hour lunch period, or, upon mutual agreement between the employee and the Employer, a one-half (1/2) hour lunch period at approximately the middle of his workday.

Individual employee's change of lunch period from one (1) hour to one-half (1/2) hour, or vice versa, shall occur only at the beginning of a new work schedule.

Employee's scheduled lunch periods will be set forth on the schedule, but the parties recognize it may be necessary to alter the lunch period schedule due to the needs of the business.

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 six (6) hours shall receive at least two (2) rest periods.

The Employer will give employees a break period of fifteen (15) minutes in their shift before the meal period and in their shift after the meal period.

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

ARTICLE 26
PROBATIONARY PERIOD

Section 62. New employees shall be on probation for a period of sixty (60) calendar days, during which time they may be discharged by the Employer for any reason whatsoever, and during this probationary period, they shall not acquire any seniority status. If an employee is retained in the employ of the Employer after said sixty (60) calendar days, his seniority shall then date back to the first day of said sixty (60) calendar day probationary period. This probationary period may be extended an additional thirty (30) calendar days by mutual agreement between the Employer and the Union.

ARTICLE 27
SENIORITY

Section 63. 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, whenever the ability of the employees involved is substantially equal.

Section 64. Termination of Seniority. Seniority shall terminate for any of the following reasons:

- a. Voluntary quitting.
- b. Overstaying a granted leave of absence or vacation.
- c. Failure to report for work upon recall after a layoff within five (5) days after mailing of recall notice sent by registered letter to the last address furnished in writing to the Employer by the employee.
- d. Discharge for just cause.
- e. Continuous layoff for a period in excess of twelve (12) months.

Section 65. Seniority Lists. Bargaining unit seniority lists shall be provided to the Union on no more than two (2) occasions during the calendar year, upon request by the Union.

Section 66. Seniority of Transferred Employees. Employees transferring into the bargaining unit shall have no seniority rights during the thirty (30) calendar-day period immediately following such transfer. Upon completion of such calendar thirty (30) day period, all seniority acquired since the most recent hire date of the employee while in the employ of the Company, shall be fully restored to the employee to be used for whatever purpose of rights he or she is otherwise entitled.

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.

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.

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.

Section 68. Voluntary Reduction to Part-Time. A Full-Time employee who has requested and has been assigned a Part-Time schedule shall immediately be classified as Part-Time.

Section 69. Promotions and Assignment to Full-Time. The Employer agrees to make promotions and lateral transfers to non-management jobs and full-time status to the most senior qualified employee as provided herein. 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. 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 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.

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

Nothing herein shall be construed to prohibit the Employer from hiring into a Journeyman or top rate position should the Employer deem it necessary.

1. A promotion is an assignment to a classification which has a higher top rate than the classification being vacated.
2. If the promotion list is exhausted for the opening in question, the Employer will post a notice of the opening within the store where the opening exists for seventy-two (72) hours and will offer the promotion to the senior qualified employee of the store in the bargaining unit who signs the notice, before hiring off the street.

Section 70. Probationary Period for Promotions. When any employee is promoted to a higher classification, he shall be on probation for a period of thirty (30) days. An employee disqualified during the probationary period shall be returned to his old classification.

Section 71. Demotions for Just Cause. Except under the layoff provisions, no employee shall be demoted from a higher classification within the bargaining unit without just cause, which includes business need.

Whenever a member of the bargaining unit is demoted, whether voluntary or involuntary, such employee may be returned to the classification and status (i.e., full-time/part-time) held when he/she accepted the current classification being vacated, or the employee may exercise his/her seniority to claim a position in accordance with the current Full-Time or Promotion Request lists.

ARTICLE 28
AVAILABLE HOURS

Section 72. The scheduling of part-time employees or full-time employees working reduced hours shall be by seniority within their department and store schedules up to eight (8) hours per day or forty (40) hours per week. The Employer shall maximize the straight-time daily and weekly work schedules (including Sunday) of each employee based on the hours as determined and scheduled by management, so long as such schedules would not reduce any employee's schedule below the daily or weekly minimum, except to zero. If an employee is zeroed out, he shall have the right to exercise lay off options; however, any bump to another store shall be delayed for one (1) week. The only exception to this would be when a more senior part-time employee has requested to work less hours than their seniority entitles them. This request must be submitted to the department manager in writing. The average of all meat department part-time employees by store and classification shall not be less than twenty (20) scheduled work hours per week (including paid holidays, sick pay, jury pay and funeral pay) exclusive of part-time employees whose availability temporarily limits them to less than the minimum hours as provided above. It is understood that the twenty (20) hours average shall apply only to markets employing two (2) or more part-time employees in any classification.

Section 73. Full-time scheduled vacancies shall be filled as defined elsewhere in this Agreement.

Section 74. The Employer agrees not to schedule two (2) part-time employees in the same classification back to back each day in their weekly schedules within an individual market or delicatessen where it is possible to combine their total posted weekly schedules so that one (1) full-time employee can be used.

Section 75. Employees who have requested additional hours or full-time status, in writing, as set forth above, shall have until noon on the Saturday following posting of the schedule to take issue with that schedule or his right to take issue shall be waived. Should he raise such issue in timely fashion and should it not be resolved, it shall be subject to the grievance procedure set forth elsewhere in this Agreement. It shall be the responsibility of each employee to make himself aware of the schedule and any changes made therein.

Section 76. In the event of errors in the making of schedules, scheduling of additional hours or reductions in hours, the employee must call the error to the attention of management by noon Saturday following the posting of the schedule. Failure by the employee to point out the violation by noon Saturday will limit the remedy to scheduling the affected employee, on the next week's schedule, the number of hours lost. These hours shall not have any effect on the normal schedule for that week.

FLOATERS: See Letter of Understanding

Section 77. Additional Hours. The Company would use its best efforts to give employees at least **two (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.

When it is necessary to work additional hours, the additional hours shall be assigned to employees in the same classification in the store who are scheduled for less than forty (40) hours in the week, in the order of seniority, provided the employee possesses the ability and skill to perform the work required and provided the employee is available to work the necessary hours and has notified the Department Head in writing of his desire for additional hours. Such written notification shall be furnished to the Department Head no later than the close of business on Wednesday to be implemented on the following week's schedule. Nothing herein shall be construed to require the scheduling of additional hours for any employee which will provide him more than forty (40) hours in a week, or five (5) days of work.

The employee being assigned the additional hours shall not have the right to accept such hours in part, but shall be obliged to accept the entire weekly schedule as written. It is understood, however, each employee who has made written request for additional hours may revoke such request by written notice to the Department Head no later than the close of business on Wednesday of the week preceding the week involved.

Written requests shall remain in effect until forty (40) hours is achieved or such request is revoked. Written requests are not transferable from store to store.

It is understood and agreed the Employer retains the right to require hours of work even though an employee has not requested additional hours.

Section 78. The Employer will send the Union a copy of the "full-time request" list, no later than March 1st and September 1st of each calendar year.

Section 79. Assignment to Full-time Status. When a full-time vacancy, other than a four (4) week at forty (40) hour opening defined in Section 67, 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 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, 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 with three (3) or more years of service 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 the employee desires assignment to. 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.

ARTICLE 29

SCHEDULING OF SHIFTS

Section 80. Each week, the Employer will alternate the schedules within a classification within each store after 6:00 p.m., so that such work may be evenly divided as far as it may be practical. The above shall not apply to employees who, of their own volition, want to work the hours after 6:00 p.m.

Section 81. Sunday Work. Sunday Scheduling shall be on a voluntary basis. Should the Employer be unable to obtain enough volunteers, employees in the reverse order of seniority within the job assignment shall be required to work.

ARTICLE 30

UNSCHEDULED OVERTIME

Section 82. Unscheduled Overtime Hours. Daily overtime not previously scheduled shall be offered in seniority order within the department, the classification, and the store to the employees present when the need for overtime arises. Nothing herein shall be construed to require the scheduling of overtime when another employee's scheduled hours can be extended, or part-time employees may be called in without overtime penalty. Hours unclaimed under this procedure may be assigned in reverse order of seniority among those employees within the department within the classification within the store present when the need for overtime arises.

Overtime assignments of four (4) hours or more may be filled by calling in employees, in seniority order, within the classification and the department on their non-scheduled day without violating this Section.

ARTICLE 31

REDUCTION OF HOURS

Section 83. Full-time employees: Management shall not write a schedule of shifts that would result in a full-time employee being unable to work a forty (40) hour schedule (thirty-two (32) hours in a holiday week) unless the average scheduled hours (including hours scheduled and paid for vacation, unworked holiday, jury, sick, and funeral pay) of all part-time employees within the classification and department is twenty-four (24) hours or less for the involved workweek. A full-time employee who is not scheduled a forty (40) hour schedule, shall in their second consecutive week of such reduced hours, be allowed to exercise his/her seniority to claim the schedule of the least senior full-time employee in the classification within the bargaining unit who is working a forty (40) hour schedule. It is understood that the employee may exercise his/her seniority to bump any time between the second and eleventh week of reduction. The employee whose schedule is claimed under this procedure shall immediately be assigned the schedule of the claiming employee, or be allowed to step-down to part-time status and displace the least senior part-time employee in their store.

The parties agree that no employee assigned as full-time on May 11, 1996, shall have his hours reduced to less than forty (40) hours as the result of this provision, unless all part-time employees in the classification have had their scheduled hours reduced to twenty-four (24) hours or less. Such full-time employee shall have his hours reduced to twenty-four (24) or less before any other full-time employee protected under this paragraph is reduced.

Full-time employees-Competitive openings: During the first sixty (60) days following a competitive opening, management may elect, in lieu of reducing hours as provided above, to layoff full-time employees to maintain the same proportion of full-time employees to part-time

employees the store averaged in the month prior to the competitive opening. In the event of a layoff, the displaced employee shall be given the following options:

1. Displace the least senior full-time employee in the bargaining unit, or
2. Step-down to part-time and displace the least senior part-time employee within the classification and store.

Employees displaced by the full-time reduction under this procedure shall be given their layoff options pursuant to the layoff language of this Agreement.

It is understood that the provisions of this section shall apply only to those classifications impacted by a competitive opening.

ARTICLE 32

LAYOFFS

Section 84. Layoff Procedure. When a reduction in the work force is necessary, as opposed to a reduction in hours, the following procedure shall be used:

1. A regular full-time employee being laid off may displace the shortest service regular full-time employee within his classification within the bargaining unit. The regular full-time employee so displaced may displace the shortest service part-time employee in the same classification in the bargaining unit. In the event there is no less senior employee performing work in the same classification, this displaced employee may displace the least senior employee in a lower classification in which he previously performed three (3) months of service in the classification for the Employer.
2. A part-time employee being laid off may displace the shortest service part-time employee within his classification within the bargaining unit.
3. Any employee with displacement rights under the procedures above shall be allowed to take a layoff in lieu of displacing any employee.
4. In lieu of displacing as provided in subparagraph (1) or (2) above, an employee shall also be allowed the option of displacing the least senior employee within the same classification and status (full-time or part-time) within the employee's home store quadrant, if the affected employee is qualified for such position. For the purpose of this provision, the Denver bargaining unit shall be divided into 4 quadrants using Alameda and Broadway as the lines for establishing the quadrants.
5. It is understood that, in any event, only a more senior employee can displace another employee under the procedure.

6. No retail store employee shall displace any employee in the meat plant unless such employee has at least six (6) months' experience in that meat plant classification with King Soopers.
7. It is understood that seafood and specialty meat employees subject to the layoff procedures, as set forth in Section(s) one (1) through five (5) above may exercise their seniority rights only within their department, unless such employee is assigned to a combination department in which event such employee may exercise his seniority over the least senior employee within the butcher block classification.

Laid off employees, and employees who accept a job in a lower classification in lieu of layoff, shall be recalled as needed, in order of seniority, to jobs they are qualified to perform. The Employer shall not hire a new employee or promote an existing employee into a position for which a laid off employee or employee who accepts a job in a lower classification is qualified and available to perform. Journeymen and apprentice meat cutters will be considered one classification for the purpose of layoff.

An employee accepting a layoff rather than accepting a job in a lower classification may inform the Employer in writing at the time of the layoff of his desire to be recalled to a lower classification which was not available at the time of his layoff, and such notification shall be honored when a vacancy occurs. The notice shall specify the lower classification to which the employee desires recall. It is understood that any employee on layoff from the classification where the vacancy occurs shall have preferential rights to such vacancy.

Section 85. Recall Procedure. Laid off employees shall be recalled as needed, in the order of seniority, to jobs in the classification from which they were laid off. The Employer shall not hire a new employee into a classification in which there are laid off employees at that time. The Employer shall offer recall to a job in the classification from which an employee was laid off prior to promoting another employee into that classification.

A full-time employee accepting recall to a part-time position shall immediately be reclassified to part-time status. Similarly, a part-time employee recalled to a full-time position shall be reclassified to full-time status.

ARTICLE 33

TRANSFER FROM STORE TO STORE

Section 86. Transfers from store to store shall not be made or denied for capricious, arbitrary or discriminatory reasons. Full-time employees desiring a transfer to another store within the bargaining unit in order to be nearer their residence may indicate their desire for transfer in writing to the person designated by the Employer. Such transfer requests will be considered at the time an opening occurs within their classification and status.

ARTICLE 34
NEW STORE OPENING

Section 87. In the event of the opening of a new store within the bargaining unit (not a replacement of an existing store) the following procedure shall apply:

1. At least four (4) weeks prior to the opening of a new store, the Employer will post a sheet in each location for interested employees to sign if desirous of a transfer to the new location. The sheet shall remain posted for at least ten (10) days.
2. Job openings either at the new store or created by transferring employees at their former store shall first be filled by employees on layoff in the classification of the vacancy before any new employees are hired or current employees are promoted.
3. Employees who have signed the new store transfer request sheet shall be given consideration based on their qualifications and the requirements of the store. It is understood that the Employer may move employees from its own competitive stores which may be impacted by the new store opening before consideration of other employee desires.
4. In the event the Employer opens new stores within the geographical area of this Agreement, as set forth in Article 1, not less than sixty (60) percent of the initial staffing of the new store shall be made by employees covered by this bargaining agreement, if available.

ARTICLE 35
LEAVES OF ABSENCE

Section 88. Sickness, Injury, or Pregnancy. Leaves of absence shall be granted for up to **twelve (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.

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.**

Section 89. Personal Leaves of Absence. Leaves of absence without pay for reasonable periods not to exceed thirty (30) days may be granted by the Employer to employees who have completed one (1) year of service for other reasons mutually agreed to between the Employer and the employee. The thirty (30) day period may be extended by an additional thirty (30) days by mutual agreement between the Employer and employee.

Section 90. Military Leave. All seniority granted employees under the terms of this Agreement shall be subject to the rights granted by law to the employees volunteering, called or conscripted for services in the Uniformed Services, as defined by USERRA or any applicable law, and any additions or amendments thereto, or rulings and interpretations thereof by any authorized court or agency. Eligible employees will be entitled to seniority, and all rights and benefits based on seniority, as provided by law.

Section 91. Union Leave. Leaves of absence without pay for Union business not to exceed six (6) months shall be granted by the Employer to employees who have completed one (1) year of service. The six (6) months shall be extended by an additional six (6) months upon request by the Union, with three (3) weeks advance notice. Leave shall be limited to one (1) employee per store, at a time.

Section 92. Leave of Absence for Care of Newborn or Adopted Child. For employees with one (1) year of continuous service in the bargaining unit, a Leave of Absence for either parent shall be granted without pay for a period of up to twelve (12) months for the purpose of Newborn or Adopted Child Care. The employee shall be guaranteed reinstatement in accordance with their seniority. An employee who wishes to change his or her date of return to work shall notify the Store Manager two (2) weeks in advance and shall be returned to work as set forth above. The Leave of Absence for either parent must end no later than twelve (12) months from the date of birth or date of adoption. The Employer may require verification of the parent relationship to the newborn or to the adopted child.

Section 93. Leave of Absence for Family Care. A family care leave, without pay, shall be granted, upon request by an employee for a total of up to six (6) consecutive months within a two (2) year period. The employee requesting the leave must have a minimum of one (1) year's continuous service in the bargaining unit at the time of the request. The employee shall be guaranteed reinstatement in accordance with their seniority at the end of their leave. Any employee who wishes to change his or her date to return to work shall notify the Store Manager two (2) weeks in advance of the date they intend to return. The purpose of this leave shall be to care for seriously ill family members or to address issues that arise from the military deployment of a family member. For the purpose of this leave, "family members" shall be:

1. Spouse and parents of the employee.
2. Biological or adopted unmarried children under nineteen (19) years of age and full-time students up to age twenty-three (23).
3. A child of any age who is incapable of self-support.
4. Any relative residing in the employee's home and dependent upon the employee for care.

The employee shall be required to present satisfactory evidence of serious illness of the family member, the expected duration of the absence and the reason for the employee's involvement.

Section 94. Request for Leave of Absence. All leaves of absence must be requested in writing to the person designated by the Employer, unless the employee is physically disabled to the extent that such advance request is not possible, and shall state: (1) the reasons, (2) date leave is to begin, and (3) expected date of return to work. Leaves of absence shall be granted in writing in advance, and a copy shall be given to the employee.

Section 95. Returning From a Leave of Absence. The employee must be qualified to resume his regular duties upon return to work from an approved leave of absence. A doctor's certificate verifying that the employee is able to resume his normal duties may be required. The employee shall be returned to the job previously held, or to a job comparable with regard to rate of pay no later than on the first weekly schedule made up after the department designated by the Employer has received notice in writing of the employee's availability, provided the Employer received such notice no later than Wednesday immediately prior to the Friday scheduling.

Section 96. Safe Leave. The parties recognize that, in accordance with Colorado law, employees may request and take up to three working days of leave from work in any twelve-month period if the employee is the victim of domestic abuse, stalking, sexual assault or the victim of any other crime. In accordance with law, the employee must give reasonable notice to his or her department manager, when possible.

In addition to the requirements of the law, the Company agrees to allow employees, upon their request, to use any available sick time, vacation or personal holidays for work time missed during such leave.

ARTICLE 36

BEREAVEMENT LEAVE

Section 97. Upon request an employee covered by this Agreement shall be granted the necessary time off with pay at his regular straight-time rate of pay in order to make arrangements for and/or attend a funeral, and/or for grieving, occasioned by a death in his immediate family. Such time off with pay shall in no event exceed three (3) regularly scheduled working days, and the amount of such paid time off actually granted shall normally depend upon the distance involved. The immediate family is defined as the employee's father, mother, step-parents, grandparents, spouse, common-law spouse, an individual in a civil union with that employee if recognized by State law, children, brother, or sister; and father, mother, brother or sister of the then existing spouse, step-child, and grandchildren. Payments shall not be made hereunder where the relative's death occurs while the employee is on vacation or on a leave of absence.

Additional time, without pay, shall be granted as is needed by the employee up to seven (7) days for grieving the above family members and for grieving the death of aunts, uncles, nieces, nephews, step-brothers, step-sisters, co-parents, fiancés/fiancées and grandparents.

If an employee is notified of the death of his spouse, parent, child or grandchild while at work, he shall be granted the remainder of the day off and paid for scheduled work hours that day. This shall not be counted as part of the above three (3) days. Employees must attend the funeral in order to qualify for pay, and the Employer may require satisfactory evidence confirming the relationship to the deceased person.

No schedule shall be changed for the express purpose of making the employee's day off replace a day that otherwise would have been paid for under these provisions.

ARTICLE 37

JURY DUTY

Section 98. Whenever any employee covered by this Agreement is required to serve on a petit jury during his regular working hours, the Employer agrees to pay such employee the difference between what he is paid for serving on the jury and what he would have received from the Employer in straight-time pay had said jury duty not prevented him from being at work. On any scheduled work day, the employee shall promptly report to complete any remaining hours of his scheduled work day; provided, no employee shall be required to so report for work on any day on which he has served and been compensated by the Court for at least eight (8) hours' jury duty, nor shall any employee who reports back to work under this Section be required to work more than ten (10) hours, less the number of hours for which served and was compensated for jury duty by the Court on that day.

When the Employer requests an employee to appear in Court, he shall be compensated at his regular straight-time hourly rate of pay for such time.

The Employer may require a statement from the Court Clerk certifying attendance.

ARTICLE 38

SICK LEAVE

1. **Section 99.**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. **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:**

6. When leave is foreseeable, the Employer 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 the Employer's operations.
7. The Employer 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. The Employer 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. The Employer 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, the Employer 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, the Employer 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), the Employer will allow employees to use accrued paid sick leave if a public official orders the closure of the Employer's 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.

- 13. Any time a PHE is declared in Colorado, the Employer 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. The Employer 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 childcare 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 the Employer 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. The Employer will not pay out accrued but unused paid sick leave upon an employee's separation from the company. However, if an employee separates from the Employer and is rehired within six (6) months after the separation, the Employer 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. The Employer 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, the Employer 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.**

ARTICLE 39
INJURY ON THE JOB

Section 100. When an employee is injured on the job, there shall be no deduction from the employee's pay for the day in which the employee was injured and reported for medical care. In no case shall the Employer's obligation exceed eight (8) hours, and there shall be no payment for any overtime hours missed because of the injury.

ARTICLE 40
HEALTH BENEFITS PLAN

Section 101. Trust Fund. The Rocky Mountain UFCW Unions and Employers Health Benefit Trust ("Health Benefit Trust") is a trust fund jointly administered by an equal number of Trustees representing the Employer and the Union. All contributions provided for in this Article will be paid into the Health Benefit Trust. The Trust Fund is to be jointly administered by an equal number of Trustees representing the Employer and the Union. There shall be three (3) Plans of benefits, Plan A, Plan B and Plan C with contributions as provided herein. As a condition of receiving the contributions provided above, the Trustees of the plan will:

1. Establish Plan(s) of benefits, which can be supported by the contributions provided in the Agreement, and
2. Maintain the Trust in a fully funded status as provided herein and in the Trust Agreement

The Trustees shall establish a separate accounting of income and expenses for participants of the Fund who agree in their collective bargaining Agreements to a fixed contribution rate. The Trustees are expressly prohibited from using the contributions of the Employer's contributing on fixed contribution rate basis to pay benefits for participants of other employers who have not adopted these fixed contributions.

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

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

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

1. Using the latest financial data available as **each September (or most recently available data in preparation for the December fund meeting)**, co-consultants will develop a forecast through 12/31/2024.
2. In preparing the forecast, the below trend rates will be used.
3. 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.**
4. In no event will the increase in the employer contributions rate exceed **5.0% in 2023 or 2024**. In no event will the “**up to**” employer contribution rates be less than the **prior year’s** employer contribution rate.
5. 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%
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. Effective January 1, 2013, the required weekly co-premium amounts for all active employees enrolled in the Plan shall become: seven dollars and fifty cents (\$7.50) per week for employee only, fifteen dollars (\$15) per week for employee and children or employee and spouse and twenty-three dollars (\$23) per 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.

Enrollment and Eligibility. Effective at the earliest possible date but not later than June 1, 2005, the Plan shall conduct an annual enrollment. To remain enrolled as a participant eligible for plan coverage, each employee who is currently enrolled, or who initially enrolls during the term of the collective bargaining agreement, must re-enroll prior to the start of each succeeding plan year. Employees must make a positive election to enroll in the Plan. Enrollment is for the entire plan of benefits for the Plan and an employee's failure to make a positive enrollment into the Plan shall result in such employee being ineligible for all benefits of the Plan for the remainder of the calendar year or until there has been a qualifying life event, as defined herein, whichever occurs first. During the first enrollment, the Plan will allow a 30-day grace period to allow an employee to enroll who missed the deadline for enrollment.

Effective calendar year enrollment period beginning January 1, 2010, the Plan shall conduct an annual enrollment in accordance with the following procedure.

General Rule

- Currently Enrolled
 - If enrolled for 2009 and no changes desired - need not do anything – terms of enrollment for 2009 remain in effect until coverage under the Plan terminates or until a change is desired.
 - If enrolled and a change is desired - need to timely complete new enrollment form on same basis as in prior years.
 - If not enrolled for 2009, but want to enroll for 2010 or for a subsequent year, need to timely complete enrollment form on same basis as in prior years.
 - Newly eligible employee must initially make a positive election to enroll in the Plan. Terms of initial enrollment will remain in effect until coverage under the Plan terminates or until a change is desired.

Special Rules

- Newly eligible employees – must enroll within ninety (90) days.
- Current special enrollment event rules that remain in effect.
- Newly acquired dependent – must enroll within thirty (30) days. The effective date of coverage will be:
- Marriage – the date of marriage.
- Birth of a dependent – the date of birth.

- Adoption or Placement for Adoption of Dependent – date of adoption or placement for adoption.
 - Employee or dependent lose coverage under another plan – must enroll within thirty (30) days (Exception: If loss of coverage is under this Plan, individual has sixty [60] days to enroll under Plan). The effective date of coverage will be the first day of the month following the termination of coverage.
 - Special disenrollment rules that remain in effect:
 - Dependent spouse becomes covered under spouse's employer's plan or employment status so that the spouse is no longer eligible to participate in a health plan sponsored or maintained by his/her employer - Plan must be notified within sixty (60) days of spouse's coverage to discontinue payment of working spouse fee. The cessation of the working spouse fee is prospective only.
 - Disenrollment – if dependent loses status as eligible dependent or an employee or dependent becomes covered under another plan – must disenroll within sixty (60) days of event causing loss of coverage or effective date of coverage under another plan. The reduction in the weekly payroll deduction is prospective only.
 - New procedures/rules.
 - Administration office will need to do semi-annual verification of continuation of student status of known students plus any child who attains age nineteen (19) in the spring and fall of each calendar year.
 - For first claim filed by spouse each calendar year, administration office will need to verify working status of spouse and if working, determine if covered by employer's plan.
 - Continuation of Rule Regarding Special Enrollment Events.
 - Employees currently enrolled in the Plan shall continue to be enrolled in the Plan unless they made a positive election to discontinue their enrollment or change their coverage. A discontinuation in coverage may be made within sixty (60) days of a special enrollment event as defined by the Plan. Administrative office will need to do semi-annual verification.

Employees must initially make a positive election to enroll in the Plan. Enrollment is for the entire plan of benefits for the Plan and an employee's failure to make an initial positive enrollment into the Plan shall result in such employee being ineligible for all benefits of the Plan for the remainder of the calendar year or until there has been a special enrollment event as provided in the Plan's Rules and Regulations, whichever occurs first.

The administrator of the fund will use the enrollment data in order to establish the eligibility of employees and their dependents for participation in plan coverage. None other than those employees contained on the enrollment report shall receive benefits from the Trust without the express authorization of the Trustees. The administrator will promptly notify the Trustees in writing of any instances where coverage has been provided to persons who are not included in the enrollment data, or where a claim for payment has been submitted by or on behalf of such person.

The Fund will audit its enrollment and claims records as least once within each twenty-four (24) month period to ensure that no employees of the Employer, or the dependents of such employees, are participating in plan coverage for which they are not eligible and to ascertain that claims and other plan expenses are being paid in accordance with the Plan's provisions.

Initial Eligibility – Part-time employees hired before March 6, 2005 who on March 5, 2005 have met the initial eligibility requirement for benefits under the Trust will continue to be eligible for coverage provided the employee enrolls in the Plan beginning in 2005, and further provided the employee has made the required employee co-premium payment. Such employees shall continue to be eligible for Plan A if such employee was eligible for Plan A on March 5, 2005. Employees who were eligible for and were participating in Plan B on March 5, 2005, shall participate in Plan B until such employee has been covered under such Plan B for twenty-four (24) months. Thereafter, such employee may advance to Plan A provided they continue to enroll and meet the eligibility requirements of the Plan. Employees hired on or before March 5, 2005, who are not eligible for coverage as of March 5, 2005 shall be required to meet initial eligibility for Plan B, and subsequent eligibility to begin participation in Plan A, as provided in the predecessor agreement which terminated in 2004.

All part-time employees (excluding Courtesy Clerks) and their eligible dependents hired on or after March 6, 2005 shall, beginning the first of the month following twelve (12) calendar months of employment (but not before January 1, 2010 with regard to their eligible dependents), be eligible to enroll and participate in the Health Plan, under the Health Plan C. Upon completion of the first thirty-six (36) months of eligibility under Plan C, such employee and their eligible dependents may enroll in Plan B for the next thirty-six (36) months of eligibility under Plan B. Thereafter, provided the employee continues to maintain eligibility, such employee and their eligible dependents may enroll and participate in Plan A.

Full-time employees shall on the first of the month following three (3) months of employment, be eligible to enroll with their eligible dependents in Plan B, and after thirty-six (36) months of eligibility under Plan B, shall be allowed to enroll with their eligible dependents in Plan A.

On-going Eligibility – After satisfying initial eligibility requirement provisions and enrollment in the Health Plan, the employee must continue to meet the monthly on-going eligibility requirements as a condition of continued participation in the Health Plan. Enrolled employees who work eighty (80) hours in a four (4) week month or one hundred (100) hours in a five (5) week month shall be eligible for coverage on a lag month basis. For the purposes of this Article, hours worked shall include hours paid directly by the Company for overtime, holiday, vacation, jury duty, funeral leave and sick pay.

Employees shall continue to be eligible for benefits provided they enroll for coverage in accordance with this Article. In any event, all employees must continue to meet all eligibility requirements of the Plan as a condition of continued eligibility.

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:

1. The Plan's current coordination of benefits provision and credit balance system shall be replaced with a coordination of benefit provision that limits payment to the maximum payable under the Plan.
2. The Plan shall adopt a fee of one hundred dollars (\$100) per month for a spouse of a covered employee who is eligible to enroll in health coverage at their employer, but fails to do so, as a condition of enrollment in this Plan.
3. Adopt the long term funding policy contained herein.
4. The Parties agree to adopt true managed care approaches to providing mental/nervous and physical benefits under the Plan. The Plan Administrator should not perform such managed care.
5. The Parties will adopt cost control measures that will aid the Fund in managing costs within the contributions provided by the Employers and Participants to this Plan.

Effective January 1, 2010, the Trustees of the Plan shall be directed to adopt the following modifications to the active plan(s) of benefits:

Effective January 1, 2016, increase the disability benefit cap to three hundred dollars (\$300). **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.**

Effective January 1, 2020, Plan B's dental benefit shall become identical to the dental benefit for Plan A. Effective January 1, 2020, any employee and their dependents who are enrolled in Plan B shall receive the improved dental benefit.

Health and Care Management

Direct Trustees to Implement Integrated Health and Care Management Programs. The programs shall be designed to progress over the term of the Agreement to "best-in-class" levels with respect to the key characteristics listed below:

- Quality education campaign for all participants
- Superior participant communications, including robust web tools
- Superior participant information tools
- Analytics measuring participation, compliance, and results
- Very strong comprehensiveness of programs

- High levels of integration
 - Strong physician behavior change mechanisms
 - Significant levels of medical and drug trend reduction
1. Establish a health risk assessment questionnaire to be completed annually. If employee and spouse complete annually, such employee's co-premium to the Plan shall be reduced five dollars (\$5) per month for each employee and spouse (max ten dollars [\$10]) for that enrollment's calendar year. An HRQ must be completed each year during enrollment to be eligible to receive the HRQ incentive for each year. During the term of this Agreement, the Trustees may, by mutual agreement, reallocate the HRQ incentive amounts provided above.
 2. Establish twenty-four (24) hour nurse call-in line and/or medical decision support.
 3. Develop a medical management program that targets high-risk participants with chronic diseases such as diabetes, obesity, asthma and cardiovascular disease. In order to encourage participant engagement in such programs and to enhance the goal of improving health status a series of incentives must be developed.

There is recognition that incentives may take various forms and will likely evolve and change over time based on program experience with a goal of maximizing program effectiveness and reducing health costs and medical trend. The initial focus will be a thorough educational campaign in connection with program roll out.

4. Establish free and/or reduced cost educational programs such as:
 - a. Weight management
 - b. Smoking cessation
 - c. High cholesterol
5. Reduce prescription drug co-pays as shown below for participants taking maintenance drugs (and related supplies which require a prescription) for certain disease states which would include categories of drugs such as:
 - a. Hypertension
 - b. High cholesterol
 - c. Diabetes control drugs
 - d. Asthma
 - e. Glaucoma
 - f. Osteoporosis

Drug Class	Co-Pay
Generic	\$2.50
Formulary Brand	\$10
Nonformulary Brand	\$20

It is understood that the Plan's consultants will continue to evaluate the effectiveness of including these scheduled drug categories on Plan costs and based on their recommendations the Trustees may remove drugs from this list and/or add other categories of drugs consistent with the objective of increasing compliance with prescribed drug therapies which will lower plan costs and trend.

6. Complex/Catastrophic Care Management to provide case management of the entire health care and treatment for participants with high-risk health conditions.
7. Preventive health care at medically appropriate times (see below)

Service	PPO coverage (In-network)
Mammography	Plan pays 100%
Routine Annual Physical Exam	Plan pays 100%
Well-baby care	Plan pays 100%
Childhood Immunizations	Plan pays 100%
Papanicolaou (Pap) smear and pelvic examination	Plan pays 100%
Prostate specific antigen (PSA) testing	Plan pays 100%
Colonoscopy	Plan pays 100%

Utilize nationally recognized guidelines as a basis for coverage.

Long Term Funding Policy

1. The parties recommend to the trustees that a Minimum Reserve Requirement be established equal to IBNR reserves plus a lag month reserve. The Fund consultants shall calculate the IBNR and lag month reserve requirement at least once every twelve (12) months beginning on (date) and report these amounts to the Trustees at their next regularly scheduled meeting. Any withdrawing employer shall reimburse the Fund for their participants' claims run off.
2. If the market value of the assets at any twelve (12) month review point is ever below the calculated IBNR level as calculated by the Fund consultants, then the Fund consultants shall prepare recommendations for benefit plan redesign and/or employee co-premium contributions such that the dollar amount of any such deficiency will be fully recovered by the end of the twelve (12) month period beginning after the trustee meeting in which the deficiency is first projected.
3. No changes are permitted that would violate any contractual agreement between the Fund and any third party vendor.
4. If the Fund consultants cannot agree on a recommended plan of benefit redesign and/or employee co-premium contributions, and the Trustees cannot agree to a corrective action plan, by virtue of deadlock motions, then the trustees must act to adopt the recommended corrective action plan that has the least adverse impact on plan participants, however, one set of Trustees may exercise the Fund's dispute resolution procedure on an expedited basis to determine if other corrective actions must be taken.

5. The minimum reserve target defined above is solely meant to be a “floor”. It is not also a “ceiling”. That is, no Trustee action is required or expected in the event that reserve levels are above the minimum reserve target.
6. The Long-Term Funding Policy provisions of this Article are suspended for the period of May 11, 2012 through and including September 12, 2015.

Extended Benefits. An employee who has been eligible for benefits for six (6) months or more immediately prior to becoming physically disabled and thereby unable to work, shall continue to be eligible for benefits during his continuing period of disability, up to a maximum of six (6) months.

Retiree’s Benefits. The Employer will contribute eighteen dollars and thirty-four cents (\$18.34) per month per eligible active bargaining unit employee, covered under this Agreement, in the Health Plan to subsidize the self-pay costs of providing Health and Welfare benefits to eligible retirees under the Rocky Mountain UFCW Unions and Employers Health Benefit Plan (the “Retiree’s Health Plan”).

Effective for employees who retire on or after October 1, 1996, the eligibility requirements for participation in Retiree’s Health Plan shall be:

Employees retiring on or after October 1, 1996, must have a combined total of fifteen (15) years of service and have attained age fifty (50), or be totally disabled, at the time of his termination of employment.

ARTICLE 41

NON-DUPLICATION OF BENEFITS

Section 102. In the event any law or governmental regulation requires any payment from the Employer for benefits which would replace, supplement or modify the Medical, Surgical and Hospital Service, Dental Plan, Pension Plan, Prescription Plan, Vision Plan or other benefit provided under this Agreement, the amount of such payments shall be deducted from the contributions for such benefits required under the terms and conditions of this Agreement.

ARTICLE 42

PENSION FUND

Section 103. 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 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).

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. **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.

Section 104. Long-Term Funding Policy. The parties agree to direct the Trustees of the Pension Plan to use their best effort to effect a merger with the Denver Area Meatcutters Pension Fund with the Rocky Mountain UFCW Unions and Employers Pension Plan with the objective of accomplishing the merger on or about July 1, 2016 and give full authority to effectuate such merger to the Board of Trustees of the two pension plans without further approval of the parties of this Agreement.

Section 105. Said Pension Fund shall be used to provide benefit pensions for eligible employees of the Employer as provided in a Pension Plan, the terms and provisions of which are to be agreed upon by the parties hereto; said Pension Plan shall, among other things, provide that all benefits under the Plan and costs, charges and expenses of administering the Plan and all taxes levied or assessed upon or in respect of said Plan or Trust or any income therefrom shall be paid out of the Pension Fund.

Section 106. Said Pension Plan and the Trust Agreement establishing the Pension Fund have been submitted to the United States Treasury Department and the United States Department of Labor for the approval and rulings satisfactory to the Employer, that said Plan is qualified under I.R.C. Section 401, et seq. and that no part of such payments shall be included in the regular rate of pay of any employee.

Section 107. If for any reason, the United States Treasury Department and the United States Department of Labor withholds approval and rulings satisfactory to the Employer, the parties to this Agreement hereto agree to negotiate other fringe benefits or wage increases in the amount equal to the cents per hour provided for in this Article for all hours worked at straight-time in lieu of payments into the Pension Fund.

Section 108. The Employer shall be represented by its employees, or some other representative on the Board of Trustees administering such Pension Plan. A copy of the Trust Agreement and any amendments thereto shall be made a part hereto as if herein at length set forth, when adopted.

ARTICLE 43

HEALTH AND WELFARE OR PENSION DELINQUENCIES

Section 109. If the Employer fails to make monthly health and welfare or pension contributions, as set forth herein, he shall be notified by Certified or Registered Mail of his delinquency, either by the Health and Welfare Administrator or the Pension Plan Administrator, and if said remittance is not paid within ten (10) days, notwithstanding any provision of this Agreement, the Union, without the necessity of giving any other or further notice shall have the right to strike or to take such action as it shall deem necessary until such delinquent payments are made. The Employer hereby waives the requirement of any other notice or notices being given by the Health and Welfare Administrator or the Pension Plan Administrator or by the Union to him or to anyone else other than such notice or notices expressly provided for in this Article.

ARTICLE 44

NO DISCRIMINATION

Section 110. No employee shall be discharged without just and sufficient cause.

Section 111. No employee shall be discharged or threatened for refusing to cross or work behind any primary picket line established by any labor organization at the Employer's premises, nor shall the Union be deemed to be in violation of this Agreement if its members choose to honor any such picket line.

The Employer and the Union agree that each will fully comply with applicable laws and regulations regarding discrimination against any employee, or applicant for employment, because of such person's race, religion, color, national origin, sex or age.

The Employer hereby agrees not to discriminate against any employee or discharge him because of membership in the Union and/or for upholding Union principles.

No employee who because of his religion has conscientious objections to working on his Sabbath will be required to work his Sabbath as a condition of employment. If the rights of the employees under this paragraph operate in conflict with the seniority provisions contained elsewhere in this Agreement, the right of seniority shall prevail.

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

Section 112. Wherever the masculine gender is used in this Agreement, it shall be deemed to include the feminine gender.

Section 113. It is recognized that the Employer may sponsor donations to worthy charitable organizations of a non-political nature. However, no employee shall be required to make contributions, nor shall any employee be told a specific amount he must contribute. There shall be no compulsion with regard to contribution.

ARTICLE 45

UNION REPRESENTATIVE VISITATION

Section 114. The Chief Executive Officer of the Union, the Deputy Secretary, or the Business Representative, thereof shall have the right of entering the premises of the Employer for the purpose of interviewing employees in such a way as to not interfere with the service of the Employer. The said representatives shall make their presence known to the supervisory person in charge upon entering the premises. The Employer shall, upon the request of an authorized Union representative, furnish satisfactory evidence to ascertain whether employees are being paid in accordance with the terms of this Agreement. The Chief Executive Officer, or his Deputy, may inspect the dues books of employees during working hours.

ARTICLE 46

JOINT LABOR MANAGEMENT COMMITTEES

Section 115. There shall be established in each **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 **district** in a sincere attempt to improve the parties' basic relationship. The Committee in each **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 **district** and as approved by the Union and the Employer. The Committee shall not have the authority to modify this Agreement.

Section 116. 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.

Section 117. 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.

The parties agree that the Joint Labor-Management Committee to be established during the Term of this Agreement, as set forth in their other Tentative Agreement of this date, shall also address the Union's proposal for a mandatory union orientation.

ARTICLE 47
UNION STEWARD

Section 118. The Union shall have the right to designate one (1) Steward per store who shall perform their Steward duties in such a way as not to interfere with the service of the Employer. Such stewards shall have top seniority for the purpose of layoff within their classification in that store. The designated representative of the Employer must be advised in writing by the Union of the name of the steward in the store before the employee will be recognized as a steward.

The Employer agrees to allow the Stewards to be scheduled off two (2) days, without pay, to attend the Steward's Conference, which will be unscheduled days of work. It is expressly understood and agreed that the Stewards will be scheduled their normal hours during such week.

Where store operations are not adversely affected, the appointed Steward will not be scheduled to work later than 6:00 p.m. on the night (not more than one (1) per month) of the regular Local Union meeting. The Steward must notify his Store Manager in writing by Wednesday prior to the posting of the schedule for the week in which the meeting occurs.

Section 119. Employees' Rights to Union Representation. When an employee is involved in a disciplinary interview where the probable result of such interview will be the imposition of disciplinary action, the Employer shall have Union Representation of the employee's choice if present.

ARTICLE 48
GRIEVANCE AND ARBITRATION PROCEDURE

Section 120

Should any dispute or complaint arise over the interpretation or application of this Agreement, there shall be an earnest effort on the part of the parties to settle such promptly through the following steps, and failure to follow the procedures set forth below shall result in forfeiture of the grievance.

DISCOVERY IN CUSTOMER COMPLAINTS.

If an employee is disciplined or discharged as a result of a customer alleging misconduct and a grievance is filed protesting the discipline or discharge which is presented to arbitration, upon request, the attorney representing to Union will be provided the name and telephone number of the complaining customer. The attorney will contact the customer by telephone, if contact is desired. If the customer agrees to a meeting in person during the telephone conversation, the Employer will provide the Union with the customer's address. If the customer does not have a telephone at home or at work, the Employer will provide the attorney representing the Union with the customer's address.

The Union's attorney shall keep the customer's name telephone number and/or address confidential to himself or herself, except in the case of the Union's law firm the name, telephone number, and/or address may be provided to a law clerk.

The Union's attorney shall not intimidate, threaten or otherwise harass the customer, but shall conduct themselves in a professional manner.

Step 1. By conference during scheduled working hours between the Steward, if requested by the employee, the Employer, and/or the Union's Business Representative and/or the aggrieved employee and the designated Employer representative.

All grievances resolved at the store level between Management and the Union appointed Shop Steward shall be entered into on a non-precedent setting basis.

Step 2. If the grievance cannot be satisfactorily resolved under Step 1 above, the grievance shall be reduced to writing and submitted to the representative designated by the Employer to handle such matters. Such submission shall be made within twenty (20) days of the date of the occurrence of the event which gives rise to the grievance and shall clearly set forth the issues and contentions of the aggrieved party or parties and must reasonably allege a specific violation of an express provision of this Agreement. (In the case of a discharge the time limits shall be fourteen (14) days.) The Employer designee and the Union Business Representative shall meet within ten (10) days after receipt of written notice of the grievance and attempt to resolve the grievance. In the event the Employer designee assigned to handle grievance does not have an office in the area where the grievance arises, this meeting may be discussed by phone; furthermore, the time limits on this meeting may be postponed by mutual agreement of the parties.

In an instance where an employee feels he has not been paid in accordance with the wage progression scales set forth herein, such employee shall have an obligation to bring this to the attention of the Store Manager as soon as the employee first has knowledge of such alleged error. In the event the employee has been improperly paid, said payment error shall be corrected on a retroactive basis but not beyond ninety (90) days prior to the date on which the grievance is presented in writing.

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 **twelve (12) months** if not relied upon for further discipline.

Step 3A. If the grievance is not satisfactorily adjusted in Step 2, either party may, with reasonable promptness, but in no event later than thirty (30) days from the date of the Step 2 meeting, in writing, request arbitration and the other party shall be

obliged to proceed with arbitration in the manner hereinafter provided. The parties shall forthwith attempt to agree upon an impartial arbitrator.

Step 3B. In the event the parties are unable to reach agreement upon the selection of an arbitrator within fifteen (15) days of the written request for arbitration, the party requesting arbitration may, with reasonable promptness, request a panel of five (5) arbitrators from the Federal Mediation and Conciliation Service. From this panel of five (5) names, each party shall alternately strike two (2) names, the moving party striking first. The remaining arbitrator from the list shall be the impartial arbitrator. A finding or award of the arbitrator shall be final and conclusive upon the parties hereto.

Step 3C. The arbitrator shall have all the rights, power and duties herein given, granted and imposed upon him; but his award shall not change, alter or modify any of the terms and conditions set forth in this Agreement. The expenses of the impartial arbitrator shall be shared equally by the parties. The arbitrator will issue his decision within thirty (30) calendar days after the close of the proceedings. This thirty (30) day calendar time limit may be extended by mutual agreement between both parties.

Step 3D. In the event either party refuses to arbitrate on demand of the other party and an order compelling arbitration is obtained in Federal Court on the basis contended by the moving party, the refusing party will pay to the moving party reasonable legal fees incurred, up to two hundred dollars (\$200.00). Similarly, if the moving party fails to prevail in such an issue, the moving party will pay reasonable legal fees incurred up to two hundred dollars (\$200.00) to the refusing party.

1. **The parties recognize that the information requests that routinely accompany grievances filed by Local 7 can be burdensome and *time* consuming for the Company to respond to, which in turn impacts the effective and efficient administration of the grievance procedure. Accordingly, Local 7 has committed to reviewing the information requests it has accompanying pending grievances as well as information requests it may file with future grievances to determine whether the information requests can appropriately be withdrawn or tailored more narrowly in scope.**
2. **The parties also agree to schedule monthly settlement meetings at which the parties will discuss the possible settlement or withdrawal of grievances pending arbitration.**
3. **The parties will work from an agenda containing cases pending arbitration ranked in order of date filed with the exception that cases *involving* termination, demotion, or potential continuing liability shall be *moved* to the top of the agenda in date order and shall be discussed before any other case. The agenda will be prepared one week from the date of the meeting and may then only be modified by agreement of the parties.**
4. **The parties will endeavor to discuss as many cases as can reasonably be considered at each monthly settlement meeting.**

- a. **Cases that are settled or dropped/withdrawn by the Union shall be removed from the agenda and shall be deemed closed, subject to the Union's appeal process provided such appeal is resolved within sixty (60) days.**
 - b. **Cases that are continued at the monthly settlement meeting pending further review or investigation shall remain on the agenda for discussion at future monthly settlement meetings.**
 - c. **Cases that have been discussed but not resolved may, at the option of the grieving party, be scheduled for arbitration as provided below.**
- 6. Grievances referred to arbitration shall be placed in the scheduling queue and scheduled for hearing as follows:**
- a. **Cases shall be scheduled from the scheduling queue in order of their respective grievance filing date with the understanding termination or demotion cases shall move to the front of the scheduling queue in date order.**
 - b. **The party requesting arbitration shall promptly request a panel of arbitrators from FMCS for each case placed in the scheduling queue.**
 - c. **Within sixty (60) days after a final settlement meeting decision, the parties will select an arbitrator.**
 - d. **The parties will use best efforts to schedule the hearing in the matter for which an arbitrator has been appointed within six (6) months following a final settlement meeting decision with the understanding that the parties may schedule a hearing date later than six (6) months upon mutual agreement or as the result of 6(e) below.**
 - e. **Notwithstanding the provisions of 6(d) above, neither party shall be required or obligated to schedule more than three (3) cases per calendar month except by mutual agreement.**
 - f. **In all disciplinary cases referred to arbitration, as a condition to accepting appointment, the arbitrator must agree to render a decision and award no later than thirty (30) days after receipt of the parties' post hearing statements. Unless otherwise agreed by the parties, such statements must be filed no later than fourteen (14) days following the close of the hearing (or receipt of transcript where applicable) and must be limited to no more than ten (10) single space letter size pages. It is specifically agreed and understood that any such case resolved under this procedure shall be deemed "non-precedential" and will not be cited by either party in the future proceeding. The provisions of this subsection (f) may be modified on a case-by-case basis by mutual agreement of the parties.**

Section 121. Remedies for Errors. If an error is made by management in the application of the provisions of this Agreement resulting in a lost work opportunity for the aggrieved employee such as vendor stocking, scheduling and assignment of hours disputes, classification issues, and work jurisdiction matters and the affected employee immediately files a grievance, the employee shall be made whole by being permitted to work the number of hours lost. Such hours shall be above and beyond the posted schedule. The employee shall advise management any time after the next schedule is finalized for the workweek of their desire to exercise their right to work the hours due during the workweek on the date and time determined by the employee. An aggrieved employee may not demand such remedy on an overtime or premium-pay basis if the alleged violation occurred on what would have been a straight-time day for such employee. The employee must exercise this right to work within four (4) weeks of the settlement of error with the employee or such right shall be forfeited and no further remedy shall be required.

ARTICLE 49

NO STRIKE - NO LOCKOUT

Section 122. During the life of this Agreement, there shall be no lockout, strike, picketing, boycotting, stoppage of work, anti-company publicity or other economic action of whatsoever nature, against the company.

It is understood that it shall be a violation of this Agreement for the Union or its agents to require its members to observe picket lines set up by any labor organization at the premises of the Employer.

ARTICLE 50

STORE OR PLANT CLOSING

Section 123. In the event the Employer closes or sells a store or plant and employees are terminated as a result thereof, such employees are entitled to pay equal to one (1) week's pay for each year of continuous service commencing with the third year of continuous service up to, but not to exceed eight (8) weeks' pay at their regular rate. However, those employees who have an incomplete year of continuous service as an employee will receive pro rata severance pay for that year as follows:

- 0-3 months equals twenty-five percent (25%) of a week's pay.
- 3-6 months equals fifty percent (50%) of a week's pay.
- 6-9 months equal seventy-five percent (75%) of a week's pay.
- Over 9 months equal one week's pay.

Severance pay shall be computed on the average hours worked per week for the fifty-two (52) weeks preceding a voluntary layoff or termination.

The Company will not challenge any unemployment claim of employees, provided there is no dispute that employee engaged in conduct prior to the store closure that would have

resulted in the employee's termination, even if the Company discovers information leading to the dispute after the store closure.

The Company also agrees to provide employees whose employment is terminated with a letter stating the following:

To Whom it May Concern:

This shall confirm that _____ was employed by King Soopers/City Market in our (city/state) store from _____ to _____, [year] in the position(s) of _____. His /her last straight-time hourly wage rate was \$_____. Mr. /Ms. _____ employment was terminated effective _____, [year] as a result of the Company's decision to close the (city/state) store for business reasons.

The Employer shall continue contributions to the Pension and Health and Welfare Trust Funds for three (3) full months following termination on an hourly basis in direct relationship to the severance pay received for those employees who secure employment with a contributing Employer in the Pension and Health and Welfare Trust Funds.

All monies due employees, including severance pay, shall be paid in a lump sum upon termination.

An employee who is terminated and who is eligible for severance pay, and accepts severance pay, forfeits his seniority and has no recall rights. However, an employee may elect to accept a voluntary layoff not to exceed ninety (90) days. At the end of the ninety (90) day period, if he has not been recalled, he will be paid severance pay and forfeit his seniority. Any extensions of this ninety (90) day period must be agreed upon in writing and signed by the employee, a representative of the Union and the Employer. In no case will such extension exceed a total of six (6) months from the date the employee accepted the layoff.

If an employee is offered a transfer to other employment with the Employer within forty (40) miles of the store or plant in which he was last working and he refuses to accept the transfer or other employment with the Employer he forfeits his rights to severance pay and Pension and Health and Welfare contributions.

If a store or plant is sold and the successor Employer offers employment to an employee who is otherwise eligible for severance pay under the terms of this Article and the new job is comparable, then no provisions of this Article shall apply.

The Employer agrees to give to the employees and the Union four (4) weeks' notice in advance of a store or plant closing or sale. When such notice is given, an employee shall remain with the Employer until the plant or store closes, or forfeit his rights under this Article, unless mutually agreed to by the employee, Employer and Union.

No benefits shall accrue under the terms of this Article unless the Employer makes a business decision to close or sell a store or plant. If a store or plant closing is caused by fire, flood, storm, land condemnation or remodeling, then this Article shall not apply.

In the event of a store or plant closing, employees shall be allowed to exercise their seniority under their respective layoff procedures. Employees may exercise their seniority rights to bump the least senior employee in their classification in the bargaining unit closest to their home, provided all stores in the effected bargaining unit have closed; however, if they exercise such seniority rights, the provisions of this Article shall be null, void and not applicable.

ARTICLE 51

BULLETIN BOARD

Section 124. The Employer agrees to furnish a bulletin board for the use of the Union within each store. Material placed upon the bulletin board shall be restricted to the following types of notices:

- a. Notices of Union recreational and social affairs.
- b. Notices of Union elections, Union appointments, and the results of Union elections.
- c. Notice of Union meetings.

The bulletin board is not to be used by the Union or its members for disseminating propaganda of any kind whatsoever, and among other things, it shall not be used for the posting of material of a political or controversial nature or for advertising purposes. Any document placed on the bulletin board must be signed by an officer or official representative of the Union.

ARTICLE 52

UNION STORE CARD

Section 125. The Union Shop Card is the property of the United Food and Commercial Workers, International Union, AFL-CIO, and is loaned to the Employers for display who sign and abide by this Agreement. The Shop Card may be removed from any market by the Chief Executive Officer of Local No. 7 or his deputy for any violation of this Agreement.

ARTICLE 53

UNIFORMS/EQUIPMENT

Section 126. The Employer agrees to furnish all linens or uniforms required by the Employer for use in the markets and delicatessen and to launder same, except for drip dry garments. It is further provided that all hand saw frames and hand saw blades shall be furnished by the Employer. The Employer will also furnish an oil stone in each market for the use of employees in sharpening all hand tools.

Notwithstanding the above, the employee shall be required to meet the dress requirements, at the employee's expense unless otherwise specified. **Courtesy Clerks may wear shorts between May 1 through September 30 provided they are dress wool, cotton, knit, or black non-faded denim material in good condition and repair. The Company will**

provide two (2) aprons, which will be replaced by the Company if worn out or damaged as a consequence of normal wear and tear. Employees will be required to replace at their cost lost aprons. Meat cutters and wrappers shall be provided smocks/coats in lieu of aprons or vests.

All Sanitation Chemicals - Employer shall provide proper training in use of chemicals and shall provide proper equipment for use of chemicals as provided by manufacturer. All equipment provided shall be provided to each bargaining unit employee as needed. Copies of MSDS Chemical books shall be in all departments affected.

ARTICLE 54

SAVINGS CLAUSE

Section 127. If, during the term of this Agreement, or during any renewal or extension of the same, any Federal or State Law is enacted, or any rule or regulation is issued under any Federal or State Law, which would make compliance by the Union, the Employer, employees, or any of them, with the terms provisions or conditions of this Agreement a violation of any said laws, rules or regulations, then such terms, provisions or conditions shall become inoperative and of no effect from the effective date of any such law, regulation or rule. The remainder of this Agreement not in conflict with any of said laws, rules or regulations shall continue in full force and effect.

In the event of any such terms, provisions or conditions becoming inoperative and of no effect, either party to this Agreement may open the same for bargaining only as to substitute provisions, if any, for those provisions made inoperative upon a thirty (30) day written notice to the other party.

It is specifically understood that the no-strike and no-lockout provision set forth elsewhere in this Agreement shall remain in effect throughout the term of this Agreement.

ARTICLE 55

MASTER SAFETY COMMITTEE

Section 128. The Employer and the Union will jointly set up a Master Safety Committee to discuss and work towards resolving safety issues in the workplace. The Master Safety Committee shall include at least two (2) Employer officials and at least two (2) Union officials as well as up to five (5) employee participants.

The Employer and the Union agree to seek information relative to ergonomic stresses common in the workplace. The Master Safety Committee will meet periodically to review the information obtained. The parties will discuss and work toward resolving ergonomic safety issues found to be prevalent in the workplace.

The Employer shall pay employee participants their regular hourly rate of pay for all time so spent and mileage for Company authorized joint meetings.

Section 129. The Company and Union agree that the Employer is responsible for maintaining a sound safety program and its employees are responsible for adhering to the safety program by working safely, being continually alert so they may prevent injury to themselves, fellow employees, and our customers. Employees are responsible for reporting any safety hazards immediately to store management so that they may be addressed in accord with the Company safety program.

Section 130. The Company agrees that, when required by its safety program or applicable law, it is obligated to provide the following safety items:

- i. Appropriate Personal Protective Equipment (PPE), as outlined in SDS sheets, including but not limited to, any cleaning of restrooms;
- ii. Floor mats, if needed, where they do not compromise safety and or the ability to clean and sanitize;
- iii. Fall protection equipment and other appropriate health and safety devices when required by OSHA rules.

Section 131. The Company agrees that it shall provide safety training, as required by applicable law or by its safety program at the time of hire, when employees change positions (if required) and through its store Safety Champions monthly program. The Company further agrees to maintain records of all such training, for each employee, and such records shall be made available within a reasonable amount of time with written request by the Union.

- iv. No employee shall operate, be permitted to operate, or directed to operate a Powered Industrial Truck (PIT) prior to completion of training in PIT operation. The Company shall be responsible to track the expiration date of their PIT training for re-certification. Without required PIT training, employees may only operate hand jacks.
- v. No employee shall operate, be permitted to operate, or directed to operate a cardboard baler prior to completion of training in baler operation.
- vi. No employee shall operate, be permitted to operate, or be directed to operate a trash compactor prior to completion of training in compactor operation.
- vii. Employees agree that they will not operate PIT if their training certification has expired.

Nothing in this section shall be construed to limit or replace any rights or remedies available to employees under Workers Compensation or other applicable law or regulation. Employees shall report all injuries immediately and complete the required reporting procedures paperwork required of them by store management.

Section 132. 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 41 Section 109 of the retail labor agreement (Article 45 Section 114 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.

Section 133. 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.

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.

Section 134. 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.

Section 135. 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.

Section 136. 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.

Section 137. The Employer agrees that each store will have a Safety Committee that can be made up of managerial and non-managerial employees from the store. The Safety Committee will meet at least once a month. The Store Director may designate one employee per store to act as a Safety Champion. The Company will encourage the Safety Champion to attend the monthly safety meeting with all Safety Committee members.

ARTICLE 56 TECHNOLOGICAL CHANGES

Section 138. The parties recognize that a well-trained and technologically proficient workforce is beneficial to employer and employees alike. As technological changes are occurring at a rapid pace, such changes may have a dramatic impact on both employees' careers and the employer's business. In the event the Employer introduces technological changes that impact bargaining unit work, they shall meet to discuss the changes, their anticipated impact on the workforce, and any other subjects relating to or arising from the technological change in question and the affected employees.

In addition, the Employer agrees to the following:

- i. Any retraining necessary, for a comparable position and subject to the applicable seniority provisions.
- ii. Where retraining is not feasible, the Employer shall make every effort to transfer all affected employees to another department, another store, or other employment, within a reasonable geographic area of the employee's existing position or, solely at that employee's election, their residence.
- iii. In the event the employee is not retrained or transferred and is separated from employment as a result of technological changes, the company and the Union will discuss using a placement service.
- iv. To the extent that technological change results in the loss of bargaining unit work or positions, the Employer shall discuss implementing such change gradually, to allow for the natural attrition of employees through voluntary separation or retirement, with the intention that no employee, who is employed as of the date the

Employer notifies the Union of its anticipated technological change, is involuntarily separated from their employment.

In the event the employee is not retrained or transferred and is permanently displaced as a direct result of major technological changes as defined above, the employee will be eligible for severance pay in accordance with the following provisions:

- a. All employees, excluding courtesy clerks, with two (2) or more years of continuous service will be eligible for one (1) week's severance pay for each year of continuous service. Maximum severance pay of ten (10) weeks' pay to be paid on a lump sum basis. Weekly severance pay shall be determined by the average number of hours worked for the four (4) weeks preceding displacement, not to exceed forty (40) hours' straight time pay.
- b. An employee shall be disqualified from severance pay in the event the employee:
 - i. Refuses retraining,
 - ii. Refuses a transfer or other employment within a radius of forty (40) miles
 - iii. Voluntarily terminates employment.
- c. In the event an employee is eligible for a severance payment pursuant to the provision, the employee will execute a Release Agreement provided by the Company prior to receipt of such severance payment.

ARTICLE 57 TERM OF AGREEMENT

Section 139. The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.


THIS AGREEMENT shall be in full force and effect **February 20, 2022**, and shall remain in full force and effect until midnight **February 15, 2025**, and shall automatically be 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.

Section 140. 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 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.

IN WITNESS WHEREOF, the parties above-named have signed their names and/or affixed the signatures of their authorized representatives this **11** day of **January, 2024**.

**UNITED FOOD AND COMMERCIAL
WORKERS, LOCAL #7**

BY: 
Kim C. Cordova
President

KING SOOPERS, INC.

BY: 
Sean Hammond

COST OF LIVING

Section 141. Effective May 4, 1986, there shall be a cost of living allowance based on the increase in the revised Consumer Price Index for Urban Wage Earners and Clerical workers, published by the Bureau of Labor Statistics, U.S. Department of Labor (1967 = 100) between March, 1985 and March, 1986. For hourly rated employees covered by this Agreement, there shall be a one cent (1¢) per hour adjustment for every full .4 point increase in that index which exceeds an increase of 5.5% in the Index during the period between March, 1985 and March, 1986. It is understood that if the rates of pay for the classification are less than the Journeyman Meat Cutter rate, such classification shall receive the same percentage increase in the cost of living as the Journeyman Meat Cutter.

APPENDIX "A"

ALL KING SOOPERS MEAT BARGAINING UNITS

The minimum hourly rate of pay for the indicated classifications shall be as set forth below on the dates indicated. The Employer may hire any employee at any rate in the progression schedule at its sole discretion.

In the event that a dispute or question arises as to the volume of sales at a store, the Company will permit the Union, upon request, to review data with a representative of the Company if the Union representative signs a non-disclosure agreement.

Bargaining Note: Although the parties have agreed to move certain classifications to the same rate, it is expressly understood and agreed that selection of shifts will be done separately in each department, and that additional hours will be offered to other employees in a given department prior to being offered to other employees in the bargaining unit.

The Employer agrees that for those positions identified with a grandfathered rate on the attached wage tables, any individual who held a classification and rate so identified as of January 11, 2022, shall be grandfathered during the term of this Agreement at fifty cents (\$0.50) over the otherwise applicable wage rate, and shall receive the benefit of future increases. This rate is reflected on the attached wage charts as "grandfathered."

Demotions, Step Downs and Layoffs: An employee who is demoted, steps down, or who is laid off in accordance with this Agreement, shall be placed back into the same wage schedule in which the employee was working immediately prior to their assignment into management or promotion into the classification from which they are being demoted, stepping down or laid off. In determining the proper progression level for an employee demoted, stepping down, or laid off from a classification with a higher "thereafter" hourly rate to a classification with a lower "thereafter" hourly rate, such affected employee shall be placed in the appropriate progression level in the rate schedule referenced in this paragraph based on their experience in the newly assigned classification, regardless of whether such assigned rate results in a reduction in hourly rate. In determining prior experience hereunder, the Employer will give recognition to the verified number of hours of actual work experience in the same classification which said employee may have performed for the Employer and the verified number of hours of actual work experience on a comparable job which said employee may have performed within the previous ten (10) years for any other employer in a similar retail grocery operation.

WORK EXPERIENCE CREDIT MATRIX
UNION EXPERIENCE CREDIT MATRIX

Employer Type	Detailed Employer Type	Percentage of Credit	Top pay rate allowed
Comparable Traditional Grocery	Kroger Family of Stores Safeway Albertsons Whole Foods HEB Publix SuperValue Trader Joe's	Comparable grocery formats (size; product line) Independent floral shops Independent liquor stores Sprouts Natural Grocers *Once a Journeyman always a Journeyman*	100% YES
Non-traditional and other retailers	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) Home Depot (position specific) Lowe'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)	Convenience stores (Fuel/Service Desk) Tony's Meats (position specific) Independent grocers (position specific) Independent butchers (Meat) Department stores (position specific) Drug Stores (position specific) Hardware stores (position specific) General warehouse work (stocking) 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)	100% NO Credit not to exceed level 0080
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

KING SOOPERS APPENDIX "A" MEAT RATES

Denver (excluding Denver City stores), Boulder, Broomfield, Parker, Longmont, Loveland, Colorado Springs, Ft. Collins, Greeley, Pueblo			
	Effective	Effective	Effective
CLASSIFICATION	1/9/2022	1/29/2023	1/28/2024
MEAT MANAGER			
Weekly Sales Volume (Exclude Fuel & Rx)			
\$0-\$999,999	\$25.83	\$26.63	\$27.43
\$1,000,000 +	\$26.83	\$27.63	\$28.43
DELI DEPARTMENT HEAD			
Weekly Sales Volume (Exclude Fuel & Rx)			
\$0-\$999,999	\$24.51	\$25.31	\$26.11
\$1,000,000 +	\$25.51	\$26.31	\$27.11
SEAFOOD MANAGER			
No Sales Requirement	\$23.83	\$24.63	\$25.43
MEAT HEAD CLERK/ASSISTANT			
No Sales Requirement	\$23.83	\$24.63	\$25.43
DELI HEAD CLERK/ASSISTANT & DELI CHEF			
No Sales Requirement	\$22.51	\$23.31	\$24.11
MEAT CUTTERS			
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	\$23.50	\$24.30	\$25.10
MEAT WRAPPERS/BUTCHER BLOCK/SEAFOOD CLERK			
Start	\$16.00	\$16.50	\$17.00

Denver (excluding Denver City stores), Boulder, Broomfield, Parker, Longmont, Loveland, Colorado Springs, Ft. Collins, Greeley, Pueblo			
	Effective	Effective	Effective
CLASSIFICATION	1/9/2022	1/29/2023	1/28/2024
MEAT WRAPPERS/BUTCHER BLOCK/SEAFOOD CLERK cont.			
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
DELI/COFFEE/CHEESE SHOP CLERK			
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

DEPARTMENT HEAD BONUS: The Company retains the right to develop, implement and establish a Bonus Plan for Department Heads at its sole discretion including the right to determine bonus amounts, payment criteria, measurements and the right to make changes and modifications to the program including termination of the program.

Bargaining Note: In applying the provisions of this Agreement, the parties understand, for example, that an employee working at a progression step that is adjusted as a result of the execution 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.

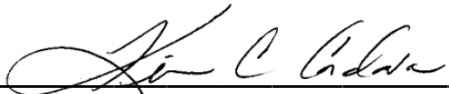
**LETTER OF UNDERSTANDING
BETWEEN
KING SOOPERS, INC
AND
UFCW LOCAL 7**

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, that an employee working at a progression step that is adjusted as a result of the operation of **this letter** 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.

**UNITED FOOD AND COMMERCIAL
WORKERS, LOCAL No. 7**

BY: 

Kim C. Cordova
President

KING SOOPERS, INC.

BY: 

Sean Hammond

LETTERS OF AGREEMENT


The Letters of Understanding, which are carried over into the new Agreement, are as follows; all others are deemed null and void.

1. Assistant Deli Manager/Deli Manager/Deli Chef. Dated 3/24/19.
2. Catering Purchases and Production. Dated 10/10/90. Personal Cellphones. Dated 9/8/15.
3. Personal Cellphones. Dated 9/8/15.
4. Catering Supplemental Agreement. Dated October 1990.
5. Assignment of Overtime to Meat Cutters. Dated 11/17/94.
6. King Soopers and UFCW Local 7 Letter Regarding Layoffs, Reduction of Hours, and Seniority. Dated 6/22/95.
7. Restaurant Agreement. Dated 07/12/10
8. Scheduling Procedures.
9. Employee Buyout. Dated 1/31/06.
10. Tuition Reimbursement. Dated 9/1/15.
11. ACQ Bucket Hours Letter of Agreement. Dated 3/24/19.
12. **Favorable Settlement Terms.**


**UNITED FOOD AND COMMERCIAL
WORKERS, LOCAL #7**

KING SOOPERS, INC.

BY: _____


Kim C. Cordova
President

BY: _____


Sean Hammond

LETTER OF AGREEMENT

1

ASSISTANT DELI MANAGER/DELI MANAGER/DELI CHEF. DATED 3/24/19.

between

KING SOOPERS, INC.

and

UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL NO. 7

Re: Assistant Deli Manager/Deli Manager/Deli Chef

The Parties named above agree to the following:

1. Assistant Delicatessen Managers - Assistant deli managers may be designated at the discretion of management and is not a required classification. It is understood and agreed that in all Deli departments, the Employer shall be allowed to employ one additional Assistant Deli Manger in the Deli Department for every 600 earned weekly hours in the Deli. Such Assistant Managers shall not be scheduled to work similar work shifts as the Deli Manager, unless in training. (Overlap of shifts between the Assistant and Manager is recognized, as long as they are not essentially working the same shift). No Deli is required to have an Assistant Manager.
 - a. In Delis not earning more than 600 weekly hours, not more than one employee per store, per deli, may be designated as an assistant deli manager and shall not be scheduled similar shifts unless in training. Further, the assistant deli manager may continue to perform all duties within the deli as they have in the past.
2. In accordance with Article 7, Section 25, NEW CLASSIFICATIONS, the parties have met and agreed as follows:

Deli Chef - Deli Chefs may be designated at the discretion of management and is not a required classification. However, not more than one employee per store, per deli, may be designated as a deli chef. These employees will receive the same rate of pay as an assistant deli manager and will be considered a separate classification for the purposes of seniority-related issues, such as scheduling, promotions, layoffs, reduction of hours, vacations, etc.

LETTER OF AGREEMENT

2

CATERING PURCHASES AND PRODUCTION. DATED 10/10/90

King Soopers, Inc. and the UFCW hereby agree to the following understanding relative to the addition of catering as it impacts the meat collective bargaining agreements.

In exchange for the company's agreement to allow the work of catering clerks and captains to be accreted to the Denver Meat Bargaining unit, the Union understands and agrees that food products produced for consumption at a catered event may be produced and prepared by the meat bargaining unit personnel in addition to food produced or prepared in an outside facility by another manufacturer. For purposes of this agreement a catered event shall be considered any event for which food and related products are ordered and delivered to the customer that has been arranged through the consultation with the customer by a member of the catering sales or management staff.

It is further understood, that during the initial period of this program that the employer may employ "Deli Production" personnel and assign such personnel to a store or stores for the purpose of preparing product to be sold at a catered event. Where such employees are employed the following understanding shall apply:

- 1) The Production employees shall fall under the terms and conditions of the Denver Meat agreement and shall be paid the production rates in effect for the Deli Kitchen.
- 2) The work performed by such employees may be transferred to an outside vendor.
- 3) Such Production employees may perform work in the deli that is incidental to their production tasks.

The original document was signed by Steve DiCroce on 10/8/90 and Dwayne Adkins on 10/10/90 and is on file at the King Soopers Labor Relations Department.

LETTER OF AGREEMENT

3

PERSONAL CELLPHONES. DATED 09/08/15

The parties agree that bargaining unit employees may carry cellphones on their persons on company premises during working hours, but only if all of the following conditions are met:

The employee notifies the store manager in writing that they have a personal cellphone and that they may be carrying it with them on company premises during working hours. The cellphone must be set so that it does not emit any audible signal. It may be set so that it signals the owner of an incoming call by vibrating.

Service to customers is not to be interrupted. The employee may not look at the cellphone at any time while they are on the sales floor and they may only return calls while they are on authorized break periods.

The parties also agree that any violation of the above conditions by any employee may result in progressive discipline up to and including possible discharge in appropriate cases.

Finally, it is expressly understood that the company may apply different rules in the case of any employee that it wants to wear a cellphone during working hours for its own business reasons. In other words, the three conditions set forth above apply only to bargaining unit employees who carry cellphones for their own personal reasons (i.e. Taking pictures of loads and/or displays and being notified of poll times etc.).

The original document was signed by Stephen DiCroce and Kim Cordova on 9/8/15 and is on file at the King Soopers Labor Relations Department.

LETTER OF AGREEMENT

4

CATERING SUPPLEMENTAL AGREEMENT. DATED OCTOBER 1990

KING SOOPERS, INC. CATERING SUPPLEMENTAL AGREEMENT

KING SOOPERS, INC. (Denver, Colorado) A division of Dillon Company, Inc. hereinafter referred to as the "Employer" and the UNITED FOOD & COMMERCIAL WORKERS UNION, LOCAL #7, hereinafter referred to as the "Union" are parties to a Labor Agreement having as its term **January 9, 2022** to January 4, 2025. Said agreement, hereinafter referred to as the "Principal Agreement" covers the Meat and Deli operations of the Employer's stores and Plants in the metropolitan Denver Area.

This Supplemental Agreement which has as its term one year from date of execution amends, modifies or changes certain identified portions of the Principal Agreement as set forth below. Where there is no reference to an Article or Section then such Article or Section shall be deemed to not have been included in this Supplemental Agreement. Thirty days prior to the expiration of this Agreement the parties shall meet and discuss any concerns experienced through the operation of the catering department and negotiate resolution of the same. Failure by either party to re-open this agreement as described above shall automatically continue this agreement through January 8, 2025.

ARTICLE 1 **RECOGNITION AND EXCLUSIONS**

Section 1. Amend language of this Principal Agreement as follows: Additions: Catering Clerks, Catering Captains and On-Call employees. Exclusion Additions: Non-bargaining unit employees and contractors.

ARTICLE 2 **SERVICE IN MEAT-DELICATESSEN DEPARTMENTS, PLANTS**

Section 2. Re-write language of the Principal Agreement as follows:

All work and services performed in the bargaining unit connected with catering to the public shall be performed by bargaining unit members except as provided below. Supervisors, bargaining unit and non-bargaining unit employees, bar tenders and contract laborers may perform work covered under this Supplemental Agreement.

ARTICLE 3 **UNION SECURITY AND CONDITIONS**

All Sections. Same as Principal Agreement.

ARTICLE 4
CHECK-OFF

All Sections. Same as Principal Agreement.

ARTICLE 5
NEW EMPLOYEES, TRANSFERRED EMPLOYEES, PROMOTED OR DEMOTED

All Sections. Same as Principal Agreement.

ARTICLE 6
RIGHTS OF MANAGEMENT

Section 13. Add 2nd paragraph to Principal Agreement:

Nothing in this agreement requires the employment of full-time or regular part-time employees in the catering operation. It is further understood that the employer may employ on-call employees to work on a sporadic, as needed basis. The Employer will endeavor to create as many regular full-time and part-time jobs as is feasible. Notwithstanding the above, the Employer reserves the right to utilize any of its employees in the capacity of Catering Clerks and Catering Captains.

ARTICLE 7
DEFINITIONS OF CLASSIFICATIONS

New Section 20 (a). Add to the new Section 20 (a) the following definitions:

- 1) **Catering Clerks.** A catering clerk is an employee whose job consists of assisting in the preparation of food to be served at the catered event, pick up and delivery of the food and other essential items to the catered event, the set-up, service and clean-up at the catered event and other related duties as may be necessary.
- 2) **Catering Captain.** A catering captain is an employee who has been assigned by management the responsibility to coordinate, assist and supervise the work of catering clerks and to manage service at the catered event. This section shall not be construed as requiring the Employer to have a catering captain. It is understood that the Employer's supervisors may perform work in this capacity without violating the collective bargaining agreement.
- 3) **On-Call Employees.** On-Call employees are hired and scheduled to work on an on-call basis and may perform any of the work covered under 20 (a) (1) above. Such employees shall not be subject to the minimum daily and weekly shift guarantees of this agreement.
- 4) **Contract Laborers.** If a catered event cannot be staffed from within the bargaining unit, the employer may subcontract and fill the additional needs to include special services (ice sculpting, etc.). Contract laborers may perform any duties of Section 20 (a) (1).
- 5) **Bar Tenders.** Are contract employees involved in the handling and selling of beverages at a catered event.
- 6) **Supervisors.** Supervisors may perform the duties of a Catering Clerk or Captain. It is agreed that absent special service requirements for a particular event that no more than four such supervisors will work at any event.

ARTICLE 8
RATES OF PAY

All Sections. Same as Principal Agreement.

ARTICLE 9
TEMPORARY ASSIGNMENTS

Section 30. Re-write second paragraph of Principal Agreement to read:

In lieu of hiring catering clerks or to provide additional help for the catering department, the Employer may offer other employees of the bargaining unit, or employees of the clerks bargaining unit, the opportunity to work a catered event. In this event, the Employer shall have sole discretion in the selection and scheduling of such employees.

ARTICLE 10
NO REDUCTION IN PAY

Section 33. Same as Principal Agreement.

ARTICLE 11
WORK WEEK

All Sections. Same as Principal Agreement.

ARTICLE 12
OVERTIME

All Sections. Same as Principal Agreement.

ARTICLE 13
SUNDAY PREMIUM

All Sections. Same as Principal Agreement.

ARTICLE 14
TRAVEL PAY

All Sections. Same as Principal Agreement, except add the following new paragraph:

Any employee whose driving record shows a pattern of continuous and repetitive disregard for traffic laws, public safety and the employers interest, may be subject to progressive discipline.

ARTICLE 15
NIGHT PREMIUM

All Sections. Same as Principal Agreement.

ARTICLE 16
HOLIDAYS

All Sections. Same as Principal Agreement, except that on-call employees shall not be entitled to worked or unworked holiday pay unless such employee is scheduled for sixteen (16) or more hours in

the workweek preceding the holiday and the holiday workweek.

ARTICLE 17
VACATIONS

All Sections. Same as Principal Agreement.

ARTICLE 18
SCHEDULE POSTING

All Sections. Same as Principal Agreement.

ARTICLE 19
REPORTING PAY/MINIMUM DAILY SCHEDULE

All Sections. Same as Principal Agreement.

ARTICLE 20
MINIMUM WEEKLY SCHEDULE

All Sections. Same as Principal Agreement.

ARTICLE 21
TIMEKEEPING

All Sections. Same as Principal Agreement.

ARTICLE 22
SPLIT SHIFTS

All Sections. Same as Principal Agreement.

ARTICLE 23
STORE MEETINGS

All Sections. Same as Principal Agreement.

ARTICLE 24
LUNCH BREAKS

All Sections. Same as Principal Agreement.

ARTICLE 25
RELIEF PERIODS

All Sections. Same as Principal Agreement.

ARTICLE 26
PROBATIONARY PERIOD

All Sections. Same as Principal Agreement.

ARTICLE 27
SENIORITY

Section 62. Add new paragraph to the Principal Agreement to read as follows:

Catering Clerks and Catering Captains shall have separate seniority for all applications of the collective bargaining agreement.

Section 63-67. Same as Principal Agreement.

Section 68. Add to language of Principal Agreement:

3. Notwithstanding the above, an employee classified as a Catering Clerk shall be eligible for promotion to a higher classification provided the employee has worked a minimum of two (2) years in the catering clerk classification.
4. It is understood and agreed that the position of Catering Clerk is not subject to bid under the provisions of Section 71.
5. The Employer retains the right to hire Catering Clerks and Captains directly off-the-street. It is further understood that the Employer retains the right to select current employees at its discretion for Catering Clerk and Captain positions.

Sections 69-70. Same as Principal Agreement.

ARTICLE 28
AVAILABLE HOURS

Section 71. (Shall be rewritten as provided for in Letter of Agreement #21 – Deli Scheduling procedure. Section 72, 73, 74, 76 are not applicable and are covered as provided under Letter of Agreement #21 – Deli Scheduling Procedure.)

Sections 77-78. Same as Principal Agreement.

ARTICLE 30
UNSCHEDULED OVERTIME

All Sections. Same as Principal Agreement.

ARTICLE 31
REDUCTION OF HOURS

All Sections. Same as Principal Agreement.

ARTICLE 32
LAYOFFS

Section 83. Add new last paragraph to current language to read:

It is understood and agreed that higher classified employees of the bargaining unit shall not have the right to displace Catering Clerks and Captains in the event of a layoff.

Section 84. Same as Principal Agreement.

ARTICLE 33
TRANSFER FROM STORE TO STORE

All Sections. Same as Principal Agreement.

ARTICLE 34
NEW STORE OPENING

All Sections. Same as Principal Agreement.

ARTICLE 35
LEAVES OF ABSENCE

All Sections. Same as Principal Agreement.

ARTICLE 36
BEREAVEMENT LEAVE

All Sections. Same as Principal Agreement.

ARTICLE 37
JURY DUTY

All Sections. Same as Principal Agreement.

ARTICLE 38
SICK LEAVE

All Sections. Same as Principal Agreement.

ARTICLE 39
INJURY ON THE JOB

All Sections. Same as Principal Agreement.

ARTICLE 40
HEALTH BENEFITS PLAN

All Sections. Same as Principal Agreement.

ARTICLE 41
NON-DUPLICATION OF BENEFITS

All Sections. Same as Principal Agreement.

ARTICLE 42
PENSION FUND

All Sections. Same as Principal Agreement.

ARTICLE 43
HEALTH AND WELFARE OR PENSION DELINQUENCIES

All Sections. Same as Principal Agreement.

ARTICLE 44
NO DISCRIMINATION

All Sections. Same as Principal Agreement.

ARTICLE 45
UNION REPRESENTATIVE VISITATION

All Sections. Same as Principal Agreement.

ARTICLE 46
JOINT LABOR MANAGEMENT COMMITTEES

All Sections. Same as Principal Agreement.

ARTICLE 47
UNION STEWARD

All Sections. Same as Principal Agreement.

ARTICLE 48
GRIEVANCE AND ARBITRATION PROCEDURE

All Sections. Same as Principal Agreement.

ARTICLE 49
NO STRIKE – NO LOCKOUT

All Sections. Same as Principal Agreement.

ARTICLE 50
STORE OR PLANT CLOSING

All Sections. Same as Principal Agreement.

ARTICLE 51
BULLETIN BOARD

All Sections. Same as Principal Agreement.

ARTICLE 52
UNION STORE CARD

All Sections. Same as Principal Agreement.

ARTICLE 53
UNIFORMS/EQUIPMENT

All Sections. Same as Principal Agreement.

ARTICLE 54
SAVINGS CLAUSE

All Sections. Same as Principal Agreement.

ARTICLE 56
TERM OF AGREEMENT

All Sections. Modify dates as agreed in the Principal Agreement.

**COST OF LIVING ALLOWANCE/
LETTERS OF UNDERSTANDING**

Same as Principal Agreement as is applicable.

APPENDIX A

Same as Principal Agreement.

Article titles and section numbers referenced above have been modified over the years to currently note the proper sections.

LETTER OF AGREEMENT

5

ASSIGNMENT OF OVERTIME TO MEAT CUTTERS. DATED 11/17/94

WHEREAS, the above parties entered into a Letter of Agreement Floater Pool in the contract negotiations of 1990 and agreed to continue this letter into the contract which has its term **January 9, 2022 to January 8, 2025**;

WHEREAS, there have been grievances filed and there is a dispute over the manner in which overtime hours as determined by management in excess of four (4) hours has been assigned;

THEREFORE, it is understood that the below listed procedure will be used in assignment of overtime as determined by management in excess of four (4) hours. Notwithstanding this agreement the Employer reserves the right to assign hours of work to Meat Cutters able to work at straight time before this procedure applies.

1. Overtime in excess of four (4) hours shall be first offered to employees in the Meat Cutter classification who are scheduled forty (40) hours in the location the overtime is needed the week in which the overtime is needed;
2. If no meat cutter in the store accepts such hours any employee classified as a "Meat Cutter" within the district who signs the overtime request list, shall be called in seniority order by the District scheduler or other designated employer representative to fill the needed hours. The district scheduler or other designated employer representative shall have the store schedules to determine which Meat Cutters are available for overtime. Bargaining units that do not have districts, shall be considered as one district for the purpose of this agreement.

If no Meat Cutters on the district overtime request list accept the overtime assignment, the district scheduler or other designated employer representative will fill the overtime assignment pursuant to Article 30, section 81 of the collective bargaining agreement.

In the event the district scheduler or designated employer representative reaches a telephone recording device he/she is to leave a message that he/she was calling to offer overtime to the person, the time of the call and that he/she will: 1) continue calling until an employee willing to work the overtime is found, or 2) wait for a specified period of time before he/she continues calling the list.

3. The overtime request list shall contain the Meat Cutter's name, home telephone number, regularly scheduled store location and telephone number and locations where the meat cutter is willing to work within the assigned district. Meat Cutters are responsible for updating the information on the overtime request list, in writing, whenever there is a change in the information.
4. A meat cutter may sign or remove his/her name from the overtime request list during the following time periods or under the following circumstances:
 - a. During the first fifteen (15) days of January or the first fifteen (15) days of July (to become effective during the first workweek of February and August, respectively);
 - b. Within fifteen (15) days after the Meat Cutter is transferred (whether voluntary or involuntarily) between districts or bargaining units;

- c. Within fifteen (15) days after the Meat Cutter is called back from a lay off or called back to a Meat Cutter's position from a lower classification.

The Meat Cutter's request shall be submitted in writing to the Meat Manager of the Store he/she is based or the District Scheduler. The request shall remain in effect until the Meat Cutter voluntarily removes his/her name from the overtime request list.

5. The above understanding resolves the issue of "Assignment of Overtime to Meat Cutters" and settles the language issues of grievances #831-91 and 832-91. The parties agree to submit the "Back-pay" issue of the grievances to arbitration. It is understood that both parties reserve their right to the arguments and positions held throughout the grievance procedure, settlement meetings, and any other discussions or agreements on this issue in the matter of the "Back Pay" arbitration.
6. Either party may cancel this agreement, except for the provisions of #5 above, with 30 days advance written notice, any time after May 1, 1995.

The original document was signed by Susan Meader on 11/17/94 and Alfonso Pacheco on 11/29/94 and is on file at the King Soopers Labor Relations Department. Section numbers referenced above have been modified over the years to currently note the proper sections.

LETTER OF AGREEMENT

6

KING SOOPERS AND UFCW LOCAL NO. 7 LETTER REGARDING LAYOFFS, REDUCTION OF HOURS, AND SENIORITY. DATED 6/22/95

Effective the first Sunday after ratification in all meat bargaining, King Soopers and the UFCW Local No. 7 hereby agree as follows:

The parties agree to modify the principal agreement (s) of each bargaining unit as follows:

1) Article 32 - Layoffs shall be amended as follows:

5. The Employer shall prepare a combined seniority roster of all meat cutters and wrappers employed in all retail meat bargaining units. In the event a retail cutter or wrapper is laid off and there is no less senior cutter or wrapper, at retail, within their current bargaining unit to displace, such cutter or wrapper, shall be allowed to displace the least senior employee in their same classification and status on the combined seniority roster. It is understood that it shall not be a violation of any of the meat agreements for employees of other meat bargaining units to exercise their right to bump into another bargaining unit.
6. In the event a retail cutter or wrapper is laid off and there is no less senior cutter or wrapper, at retail, within their current bargaining unit to displace, such cutter or wrapper, shall be allowed to displace the least senior employee in their same classification at the Meat Plant. It is understood that it shall not be a violation of the Denver Agreement for employees of other meat bargaining units to exercise their right to bump into the Meat Plant.

2) It is understood that recall from layoff shall be limited to vacancies within the bargaining unit the employee is employed.

3) Article 31 - Reduction of hours add the following paragraph to the end of Article 31:

Full-Time employees who have been reduced to part-time and who are the least senior full-time employee in their bargaining unit shall, in their fifth consecutive week of such reduced hours, be allowed to exercise their seniority to claim the schedule of the least senior full-time employee on the combined all meat bargaining unit seniority list within the Retail Meat classification or of the least senior employee of the meat plant in their classification whose work they are qualified to perform. Such requests must be made to the store manager prior to the posting of the following week's schedule. It is understood that the employee may exercise this right between the fifth and eleventh week of reduction. The employee's schedule claimed under this paragraph shall immediately be re-classified to part-time at that store or laid-off. It is understood that it shall not be a violation of the Denver Agreement for employees of other meat bargaining units to exercise their right to displace into the Meat Plant.

II. The parties agree to modify the meat plant supplement as follows:

1) Article 27 - Seniority: add to the list of departments:

8. Retail Cut Line

2) Article 27 - Seniority: re-write the second paragraph to read:

An employee thus displaced from his classification in the Plant shall have the option of displacing the least senior person in the same classification in the stores in the Denver bargaining unit, or displacing the least senior employee in a lower classification in the plant whose job he is qualified to perform, provided any displaced employee has lesser seniority. In the event a plant cutter or wrapper is laid off and there is no less senior full-time cutter or wrapper, at retail in the Denver bargaining unit, such full-time cutter or wrapper, shall be allowed to displace the least senior employee in their same classification and status on the combined all meat bargaining unit seniority roster.

- III. The Union agrees to withdraw without prejudice grievance number (s): 1102-93, 1103-93, 159-93, 1160-93, 1292-93, 1301-93, 1368-93, 1369-93, 1370-93, 1371-93, 1372-93, 1373-93, 1374-93, 1375-93, 1377-93, 1378-93, 0071-94, 0093-94, 0249-94, 0261-94, 0262-94.

The original document was signed by Steve DiCroce and Gary Hakes on 6/22/95 and is on file at the King Soopers Labor Relations Department.

LETTER OF AGREEMENT

7

RESTAURANT AGREEMENT. DATED 7/12/10

The Employer may open Restaurants which shall be a part of the Delicatessen Department. For purposes of this Agreement a restaurant shall be defined as an area that is set-up and maintained as a traditional and/or fast food styled restaurant, a delicatessen department with an expanded hot bar (a delicatessen with an expanded selection of chef prepared items, soups, etc. than found in a typical delicatessen) or a delicatessen designated as a bistro. The Company reserves the right to designate those delicatessens that are to be covered under this Agreement. The Delicatessen Manager assigned to manage a delicatessen designated as a restaurant under this Agreement shall be paid the International Kitchen Deli Manager rate. The Employer agrees that it will not demote a Deli Manager receiving the International Kitchen Deli Manager rate to the Deli Manager rate as a result of the transfer of such Deli Manager to a non-restaurant designated delicatessen or as result of the withdrawal of restaurant designation by the Employer of such Deli Manager's delicatessen unless the Deli Manager voluntarily requests transfer to a delicatessen not designated as a restaurant pursuant to this Agreement. All work performed within the restaurant shall be performed by Delicatessen Department employees, which may include a maximum of two (2) restaurant Chefs per Restaurant. Chefs shall only perform work in the Restaurant connected with the cleaning of the Restaurant and preparation and selling of food prepared and sold in the Deli Department. The Employer retains the right to select Restaurant Chefs and to assign them shifts and days off. Nothing herein shall prevent Restaurant Chefs from using equipment or tools in the Deli Department necessary to the Restaurant operation. Restaurant Chefs will be considered as separate groups for the purpose of applying the seniority provisions of Articles 27, 28, 30, 32, 33, and 46.

The Employer may employ Restaurant Cooks in each Restaurant. Restaurant Cooks shall assist the Restaurant Chefs in the performance of their duties. The Employer retains the right to select five (5) such cooks at its discretion. It is understood that all openings for cook positions in excess of five (5) shall be posted within the store and deli where the opening occurs. The Employer agrees to promote the senior qualified Deli Clerk to these cook position (s) and train if necessary. It is understood that in the event any of the original five (5) cooks leave their position, the Employer retains the right to replace such employees at its discretion. Nothing herein shall prevent Restaurant Cooks from using equipment or tools in the Deli Department necessary to the Restaurant operation. Except for incidental service needs, cooks shall not be scheduled to wait on the counter, or be allowed to cover the counter for breaks and lunches. Restaurant Cook will be considered as separate groups for the purpose of applying the seniority provisions of Articles 27, 28, 30, 32, 33 and 46.

No Restaurant employee shall be allowed to prepare fresh "case ready" meat as the term is used in the collective bargaining agreement.

It is understood and agreed that in Deli departments which operate a Restaurant, the Employer shall be allowed to employ one additional Assistant Deli Manager in the Deli Department for every 18 non-management employees employed in the Deli/Restaurant. Such Assistant Managers shall not be scheduled to work similar work shifts as the Deli Manager unless in training. (Overlap of shifts between the Assistant and Manager is recognized as long as they are not essentially working the same shift). No Deli is required to have an Assistant Manager.

Restaurant Chefs shall be paid at the Assistant Deli Manager rate of pay. Restaurant Cooks shall be paid at the third, fourth and Thereafter rate progressions of the Deli Clerk classification.

The Company agrees that when a Deli Clerk is assigned by the Employer to assume the duties and responsibilities of the Deli Chef for a continuous period of one (1) week or more, such employee shall be paid the Deli Chef rate of pay for all hours worked while so assigned. The Employer retains its right not to

employ a Deli Chef in any of its stores. Dishes shall be considered equipment for the purpose of the agreement.

The original document was signed by Steve DiCroce on 7/7/10 and Kevin Schneider on 7/12/10 and is on file at the King Soopers Labor Relations Department.

LETTER OF AGREEMENT

8

DELI SCHEDULING PROCEDURES.

King Soopers and UFCW Local No. 7 hereby agree to the following Letter of Understanding for Meat Bargaining Units in the State of Colorado. This letter shall remain in full force and effect unless the parties mutually agree to suspend its provisions and return to the current Agreement.

- 1) This letter is limited to employees of the Delicatessen Department **as well as Butcher Block Clerks**. The following provisions shall supersede and replace the existing provisions of the Collective Bargaining Agreement as such provisions apply to Delicatessen Department employees.
- 2) **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.**

Delete Article 11 (Section 34), 16 (Section 47), 18, 19, 20, 28 (Sections 72, 73, 74, and 76) and 29. Re-write Article 28, Sections 71 to read:

Section 71. Work Schedules and hours. Management retains the right to determine the number of hours, and start and stop time of each shift, to be worked within each department and store. Daily scheduled shifts shall not be less than four (4) hours or more than eight (8) hours at straight time. Not later than ten (10) days prior to the start of any workweek, management shall post a list of shifts for each department. Non-Management, employees shall be allowed to select their schedule from the posted list of shifts for which they are qualified to perform, in seniority order, within their department. Full-Time employees shall select first, followed by Part-Time employees. No employee shall be allowed to select a schedule that will result in overtime or other penalty provision, unless expressly authorized by management. The employee's selection shall be recorded on a master work schedule. Employees shall not be permitted to select a portion of a shift. Prior to the start of the selection process, management shall identify approved vacation requests on the schedule. Employees may request, subject to availability, to take not more than one (1) of their personal holidays per calendar year on a specific day to be scheduled prior to the selection of shifts by other employees.

Management may allow employees of one department to select shifts in another department. In this event, the employee must be qualified as defined herein, to perform the work of the other department. In addition, management reserves the right to assign, at its discretion, employees to, and designate the starting time of, any ordering shift.

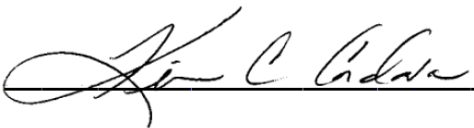
Employees must immediately make their shift selections at the time directed by management. If an employee fails to promptly select, management shall select on behalf of the employee based on the employee's last written scheduling preference request. In this event, the employee waives all rights to grieve management's scheduling selection.

Unless otherwise approved, or as the result of a reduction in hours, no Full-Time employee shall select less than forty (40) hours and no Part-Time employee shall select less than twenty (20) hours per week. Management may require junior employees to select a specific number of shifts so as to facilitate the selection of all shifts from the list. In the event an employee is left with less than minimum hours, but has not been zeroed out, management may pull shifts in reverse seniority order from senior employees to get such employee to minimum hours, or management may elect to zero such employee out and assign any remaining hours in Seniority order to senior employees.

The Master schedule must be completed and posted by 9:00 am on Friday prior to the start of the next workweek. Such schedule shall not be changed by management for that particular workweek except where such change is predicated on circumstances beyond the control of management such as sickness, injury, leaves of absence, vacations, jury duty, funeral leave, significant fluctuations in sales volume, utility failure or Acts of God. Nothing in this section should be construed as preventing management from calling in employees for extra work outside of the posted schedule, from requiring overtime work outside of the posted schedule, or from bringing in additional employees where it appears advisable in the opinion of management. If the schedule is changed pursuant to this section, and hours are reduced, then the master schedule shall be re-bid downward, from the point of the schedule change. If hours are added, such hours shall be assigned as provided in the additional hours section of this Agreement.

For purposes of this Article, non-management positions are defined as those below the level of Assistant Deli Manager. Time spent by employees selecting shifts shall not be considered compensable work. Time, but, notwithstanding, management may permit employees to select shifts on Company time. To be considered qualified, the employee must have been previously classified as, trained for and have worked the job assignment for a minimum of six (6) months within the last two (2) years. Training hours, as designated by management, shall not be subject to selection by employees.

**UNITED FOOD AND COMMERCIAL KING SOOPERS, INC.
WORKERS, LOCAL #7**

BY:  _____

BY:  _____

DATE: 1/11/2024

DATE: 2/1/2024

LETTER OF AGREEMENT

10

EMPLOYEE BUYOUT. DATED 01/31/06

The Employer, at its discretion, may establish a buyout program as follows:

1. Employees with ten (10) or more years of service who elect his buyout by a date determined by the Employer and who work through their release date.
 - \$500 per year of service – Part-time employees
 - \$1,000 per year of service – Full-time employees
2. Employer retains the right upon notification to the Union to:
 - establish offer dates and release dates
 - terminate or extend the program
 - require employees to sign a waiver and release
 - limit the maximum payout under this program to any employee to 20 years of service
3. The employer may limit, by bargaining unit, the number of employees who can take this buyout at each store or facility. If more employees elect than permitted – Go by seniority.
4. Program not subject to Grievance and Arbitration Procedure

The original document was signed by Kevin Schneider on 1/31/06 and Steve DiCroce on 11/9/05.

LETTER OF UNDERSTANDING

12

TUITION REIMBURSEMENT. DATED 9/1/15

King Soopers and UFCW Local No. 7 hereby agree that in the event the Employer establishes a tuition reimbursement program for its hourly paid store employees that employees of the bargaining unit shall be allowed to participate in such program with the understanding that the Company retains exclusive rights to interpret, make changes and modification and to terminate such program at its sole discretion. With respect to Certified Pharmacy Technicians, the Employer will agree to pay up to fifty dollars (\$50) of the periodic recertification fee and will continue to pay for (course fee/books/materials) and provide up to twelve (12) hours of continuing education opportunities each year for certified technicians with the understanding that employees may elect, at their own cost, to take alternative continuing education courses to satisfy their requirements for recertification.

The original document was signed by Stephen DiCroce and Kim Cordova on 9/1/15 and is on file at the King Soopers Labor Relations Department.

LETTER OF AGREEMENT

#13

ACQ BUCKET HOURS. DATED 3/24/19

When an employee (not at the “thereafter” rate) is promoted from a lower classification to a higher classification, the employee’s wage shall remain the same or be advanced to the next higher wage rate if the rate does not exist in their new classification. At this point, the employee will receive credit for all hours worked with the company and those hours will determine their pay level in the new classification. The employee will then work the necessary hours in that step before receiving their next pay increase.

When an employee (at the “thereafter” rate) is promoted from a lower classification to a higher classification, the employee’s wage shall remain the same or be advanced to the step below the “thereafter” rate in their new job class, whichever is higher. At this point, the employee will receive credit for all hours worked with the company. The employee will then be required to work the last progression step of hours before moving into the “thereafter” rate in their new role.

Similarly, an employee that moves from a higher classification to a lower classification will receive credit for all hours worked with the company and those hours will determine their pay level in the new classification (even if this results in a decrease in pay).

Bargaining Note: The parties intend this letter to apply in all circumstances where an employee changes job classification within the Company, including lateral transfers (for example, Nutrition Clerk to Produce Clerk), step-downs (for example, Assistant Deli Manager to Deli Clerk), and transfers between bargaining units (for example, Coffee Clerk to Customer Service Clerk).

LETTER OF AGREEMENT
#14
EDUCATIONAL LEAVE OF ABSENCE

This letter confirms the agreement reached by both parties, listed above, regarding the date for the commencement of Educational Leave of Absences for all associates represented by the Collective Bargaining agreement. Elements of this agreement are listed below.

- 1. The Company will administrate the Educational Leave process as illustrated on pp. 2-3 below.**
- 2. The Company will provide the Union a list of those individuals who are granted the Educational Leave on a quarterly basis beginning 4th quarter of 2017.**
- 3. Either party may terminate this agreement upon (30) days advance written notice to the other party. Both parties agree to evaluate the sustainability of the Educational Leave benefit prior to August 1, 2018.**

The original document was signed by Fred Woodward and Kevin Schneider on 11/3/17 and is on file at the King Soopers Labor Relations Department.

EDUCATIONAL LEAVE OF ABSENCE POLICY

Purpose: This Educational Leave of Absence is applicable to students attending high school, an accredited college or specialized training on a full-time basis (12 credits or more). This LOA is unpaid and may be granted for a period of up to 10 consecutive months with a reset of seniority date upon return from each leave period. Upon return, the approved associate will have the option to return to any position that is currently open for public hiring.

Coverage and Administration: This LOA only covers hourly store clerks and represented pharmacy technicians in the King Soopers/City Market division. To be eligible, associates must be active, in good standing, and employed with the Company for at least 60 days.

The administration of this LOA is at the sole discretion of the King Soopers/City Market division. Leaves should only be approved in situations where the associate intends to return to work after a leave of absence.

Vacation: Educational Leaves of Absence totaling 90 days or less in any year shall not affect vacation (if applicable). Leaves totaling more than 90 days, however, will have the following effect on vacation and vacation pay:

1. Leaves totaling more than 90 days, but not over 180 days, shall reduce vacation and vacation pay by one fourth.
2. Leaves totaling more than 180 days, but not over 270 days, shall reduce vacation and vacation pay by one half.
3. Leaves totaling more than 270 days shall disqualify employees for vacation and vacation pay.

Breaks in Classes: Associates may return to work over scheduled breaks in classes and will not be returned to active service during these periods. This period shall not be more than 2 consecutive weeks in duration.

Instructions to Request an Educational LOA:

- Contact the Human Resources Records ASP to notify the Company of your intent to take this LOA. Call (888) 343-6886 or email Hrsscloa620@kroger.com.
- Obtain the Request for Educational LOA form from the Human Resources ASP or from the Human Resources section of the King Soopers/City Market website.
- The completed Request for Educational LOA form along with the appropriate documentation must be signed by your Store Manager and received in the King Soopers/City Market division Human Resources Department within 10 days of your absence date. The appropriate documentation accepted would include any one of the following:
 - Acceptance letter from the institution that includes the start date
 - A schedule that is generated by the institution
 - A copy of the tuition statement

- A statement of enrollment from the institution

Instructions to Return from an Educational LOA:

- You must return to work within two (2) weeks from the date of the end of classes. Failure to return to work within two (2) weeks could result in termination.
- You must complete the Return from Educational Leave of Absence form (located on the Human Resources section of the King Soopers/City Market website), have it signed by your Store Manager, and submit it to the Human Resources Records ASP.
- You must attach appropriate documentation to this return form, which would include any one of the following:
 - A copy of a report card, transcript, or other documentation from the educational institution confirming enrollment for the entire period for which the leave was requested.
- Associates in need of an extension of leave who have not reached the maximum 10-month consecutive period on LOA, should refer to above instructions for requesting an Educational LOA.

Instructions to Submit to King Soopers/City Market Division Human Resources

Email to: hrsscloy620@kroger.com

LETTER OF AGREEMENT

#15

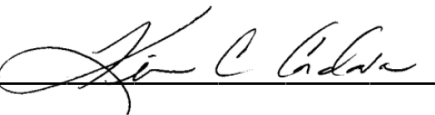
LETTER OF AGREEMENT CONCERNING STEP-DOWN RIGHTS

This Letter of Agreement is made by and between Dillon Companies, LLC d/b/a King Soopers and City Market and UFCW Local 7 this ___ day of August, 2023. This Letter of Agreement is effective for all King Soopers and City Market bargaining units in the State of Colorado.

In the event an employee is demoted or steps down (either from a non-bargaining unit management position to a bargaining unit position, or from a Head Clerk or above position to a lower position, or from a position below Head Clerk to a lower classification), the employee shall have options as set forth in the applicable collective bargaining agreement. If the applicable CBA provides that the employee has the right to “claim a position in accordance with the full-time or promotion request lists”, it is understood and agreed that the employee shall have the right to claim a position in accordance with the employee’s seniority from positions posted on the Employer’s web portal.

**UNITED FOOD AND COMMERCIAL
WORKERS, LOCAL #7**

KING SOOPERS, INC.

BY:  _____

BY:  _____

DATE: 1/11/2024 _____

DATE: 2/1/2024 _____

WEINGARTEN RULES

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, you should ask if it is for disciplinary action. If so, the following rules apply:

Rule I: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule II: After the employee makes the request, the Employer must choose from among three options. The Employer must either:

A. **Grant the request** and delay questioning until the union representative arrives and has a chance to consult privately with the employee, or

B. **Deny the request** and end the interview immediately, or

C. Give the employee a choice of:
(1) having the interview without representation or
(2) ending the interview.

Rule III: If the Employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The Employer may not discipline the employee for such a refusal.

INSURANCE AND PENSION

When you have questions regarding eligibility, benefits, or how to file a claim, please contact the fund office at the following address, where the staff will be pleased to assist you:

MEDICAL/VISION CLAIMS

ZENITH AMERICAN SOLUTIONS
PO BOX 447
5511 W. 56th AVENUE, #250
ARVADA, CO 80001-0447
TELEPHONE: 303-430-9334
TOLL FREE: 1-800-527-1647

DENTAL

DELTA DENTAL OF COLORADO
PO BOX 173803
DENVER, CO 80217-3803
TELEPHONE: 303-741-9300

PENSION

ZENITH AMERICAN SOLUTIONS
PO BOX 1327
5511 W. 56th AVENUE, #250
ARVADA, CO 80001-1327
PHONE: 303-430-9476
TOLL FREE: 1-800-390-3083

DO NOT GO SUSPENDED!!!

REMEMBER, IF YOU LEAVE THE INDUSTRY FOR ANY REASON (termination, lay-off, leave of absence, etc.) apply for your withdrawal card. This must be done within 30 days from the last day worked. This protects your union status in the event you should ever return to the industry. Failure to get a withdrawal card will result in SUSPENSION from the Union and a reinstatement fee will be charged. If you leave the industry **IT IS YOUR OBLIGATION TO GET A WITHDRAWAL CARD!**

The withdrawal card will be issued at no cost, the only requirement being that your initiation fee be fully paid and your dues must be paid for the month in which you request the withdrawal card. The withdrawal card is good indefinitely and allows you to become a member of any local union affiliated with the United Food and Commercial Workers International Union without payment of any additional fee(s). Withdrawal card must be deposited with the union office within 30 days after returning to work or it becomes null and void and the reinstatement fee must be paid. All persons returning to work with a withdrawal card must fill out a new application and authorization.

WITHDRAWAL CARD REQUEST FORM

It is your responsibility to request in writing

If your employment terminates, or you are on a leave of absence for 30 days or more, you should request a Withdrawal Card to stop your dues. Failure to request the card will result in mandatory payment of reinstatement fees upon your return to work.

Name (Print) _____ Date _____
Employee ID # _____ Home phone (_____) _____
Employed by Company _____ Facility # _____
Home Address _____
City _____ State _____ Zip _____
Last Day Worked _____

Reason for Leaving (Please check one)

- Termed, pending grievance Termed, leaving company
Going to non-union position
Medical Leave [maternity, disability, worker comp] and expect to return
LOA [personal, military] and expect to return to work
Retiring from company

Return this Request for Withdrawal Card to UFCW Local 7.

Dues must be paid for month in which you request withdrawal card.

- Refund any advance dues
Apply any advance dues upon my return to work

Please give this to your Union Representative or place in an envelope and mail to:

UNITED FOOD AND COMMERCIAL WORKERS
LOCAL NO. 7
7760 WEST 38TH AVENUE, SUITE 400
WHEAT RIDGE CO 80033

If you have questions, please contact your Union Representative
or Membership Records 303-425-0897, 1-800-854-7054