

UFCW Local 1564
Comprehensive Proposal
November 9, 2022
Meat
(Farmington & Aztec)

NON-ECONOMIC

SECTION 4
DISCHARGE AND DISCRIMINATION

4.1: T/A 10.28.22

4.2: Union proposes back to book

4.5 Warning Notices: Change references form twelve (12) months to **nine (9) months**.

Section 5: T/A Company proposal 10.7.22

SECTION 8
HOURS OF WORK AND OVERTIME

8.1 Full-Time status- Delete entire second paragraph and replace with the following:

“The number of Full-Time employees may be increased but will not be reduced during the life of this agreement. Part-time employees shall attain full-time status by being paid (40) hours per week for six (6) consecutive weeks.

8.3 Rest Periods: Union withdraws modifications proposed and proposes to add at the end of 8.3, the following language proposed by the Company: Employees who work more than eight (8) hours shall be entitled to an additional fifteen (15) minute break.

8.6 (a) (new) – T/A 10.7.22 **If agreeable between the employee, the Employer and the Union, and employee may be scheduled four (4) ten (10) hour shifts, not necessarily consecutive, and when scheduled would receive time and on-half for all hours worked in excess of ten (10) hours per shift or forty (40) work hours per week.**

SECTION 9
WORK SCHEDULE

9.1 Posting of Schedule- Add (a) (New) as follows

If the work schedule is not posted in accordance with the terms of this Agreement, on the first violation, the Personnel Director shall be notified. If there is a second violation of this provision, the Personnel Director shall be notified. If there are any further occurrences of a violation of this provision, each employee listed on the work schedule for the department of the violation shall be paid one hour of penalty pay. Should there be no violations for one year, the process shall begin again.

SECTION 11

VACATIONS

11.4 - Withdraw

SECTION 16 GRIEVANCE AND ARBITRATION

16.2 T/A 10.7.22 Change 15 days to 15 **working** days.

SECTION 17 HEALTH AND WELFARE

T/A 10.7.22 Any changes that are made to Arizona major employers for 2022-25.

SECTION 18 SICK LEAVE

18.3 **Delete**; inconsistent with Healthy workplace Act. Hold.

SECTION 25 TERM OF AGREEMENT

T/A 10.7.22 November 4, 2022 through November 1, 2025

T/A 10.7.22 Maintain all letters of Agreement/ understandings

Safety at Work- Same language as proposed in the clerks.

ECONOMIC

SECTION 8 HOURS OF WORK AND OVERTIME

8.7 SUNDAY PREMIUM PAY- Union proposes back to book.

8.8 NIGHT PREMIUM PAY- 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.

SECTION 11 VACATIONS

11.1 Delete the following in the last two paragraphs and replace with:

~~Employees hired on or after October 30, 2005 must work 1040 hours during their anniversary year to qualify for a paid vacation. Employees hired on or after October 30, 2005 shall receive one (1) week paid vacation after one (1) year of continuous service, two (2) weeks paid vacation after four (4) years of continuous service, and three (3) weeks of vacation after eight (8) years of continuous service.~~

Employees hired on or after June 1, 2005 shall receive one (1) week paid vacation after one (1) year of continuous service, two (2) weeks paid vacation after **three (3)** ~~four (4)~~ years of continuous service, and three (3) weeks of vacation after **seven (7)** ~~eight (8)~~ years of continuous service, and four (4) weeks of

vacation after fifteen (15) years of service, **and five (5) weeks of vacation after twenty (20) years of service.**

11.9 (new) Employees who do not use their earned vacation will be paid all monies for time not used upon their next anniversary date.

SECTION 14 HOLIDAYS

14.1 Remove the following and replace with:

~~Employees hired on or after February 1, 2004, who have completed at least one year of continuous service, shall be eligible for the three personal holidays outlined above.~~

~~Employees hired on or after October 30, 2005 shall be eligible for Thanksgiving and Christmas holidays after completion of their probationary period, and three (3) personal holidays effective as of the first calendar year following one (1) year of service.~~

Employees hired on or after June 1, 2005 shall only be eligible for Labor Day, Thanksgiving, and Christmas holidays (after having worked their probationary period), and effective after the employee's 3rd anniversary date of employment, Fourth of July, and New Year's Day. Employees hired on or after June 1, 2005 shall be eligible for three (3) personal holidays effective following their one year anniversary date of employment.

14.9 HOURS WORKED ON HOLIDAY- Modify as listed below:

~~Employees hired prior to February 1, 2004 will receive one and one half (1-1/2) shall be paid twice (2x) times their straight time hourly rate for all hours worked on a holiday in addition to holiday pay as provided above. Employees hired on or after February 1, 2004 shall receive a one dollar (\$1.00) per hour premium for all hours worked on a holiday in addition to holiday pay as provided above.~~

SECTION 18 SICK LEAVE

Hold

SECTION 21 JURY DUTY

21.1 Union proposes back to book.

SECTION 22 PENSION

T/A on Pension language proposed by the Union on October 28, 2022.

**APPENDIX A
WAGE RATES AND CLASSIFICATIONS
Farmington/Aztec Meat**

CLASSIFICATIONS	Current	10/30/22	10/29/23	11/3/24
Head Meat Cutters	\$22.15	\$27.15	\$28.15	\$29.15
Dept Mgr (Deli & Seafood)	\$16.57	\$21.57	\$22.57	\$23.57
Starbucks Supervisor	\$13.53	\$18.53	\$19.53	\$20.53
Assistant Deli Manager	\$13.53	\$18.53	\$19.53	\$20.53

EMPLOYEES HIRED PRIOR TO FEBRUARY 1, 2004

Meat Cutters	\$20.77	\$25.77	\$26.77	\$27.77
Wrappers	\$16.40	\$21.40	\$22.40	\$23.40
Wrappers-Red Circled, Rate Fzn	\$16.39	Remove		
Delicatessen Clerks	\$12.53	\$17.53	\$18.53	\$19.53

EMPLOYEES HIRED ON OR AFTER FEBRUARY 1, 2004

	Current	10/30/22	10/29/23	11/3/24
Wrapper/Deli				
Step 1 1040 hours worked	\$11.70	-----	-----	-----
Step 2 1040 hours worked	\$11.80	-----	-----	-----
Step 3 1040 hours worked	\$11.90	\$16.90	\$17.90	\$18.90
Step 4 1040 hours worked	\$12.00	\$17.00	\$18.00	\$19.00
Step 5 1040 hours worked	\$12.10	\$17.10	\$18.10	\$19.10
Step 6 1040 hours worked	\$12.20	\$17.20	\$18.20	\$19.20
Step 7 1040 hours worked	\$12.30	\$17.30	\$18.30	\$19.30
Step 8 1040 hours worked	\$12.40	\$17.40	\$18.40	\$19.40
Thereafter	\$12.75	\$17.75	\$18.75	\$19.75
Meat Cutters				
1st 2000 hours worked	\$12.00	\$17.00	\$18.00	\$19.00
2nd 2000 hours worked	\$14.00	\$19.00	\$20.00	\$21.00
3rd 2000 hours worked	\$16.00	\$21.00	\$22.00	\$23.00
Thereafter	\$19.25	\$24.25	\$25.25	\$26.25

Minimum Wage: The first step will be \$0.20 above minimum wage and every other step will increase at least \$0.25 so that all steps are at least \$0.25 apart

Any employees receiving wages above this scale on ratification shall receive the higher of the wage rates listed or a \$5.00/\$1/\$1 wage increase.

UFCW Local 1564 reserves the right to alter, modify or withdraw any of these proposals or others made during the course of negotiations. It also reserves the right to offer additional proposals. All other terms and conditions of the current collective bargaining agreement not effected by the Union's proposal shall remain the same in the successor Agreement. The withdrawal of any proposal in these negotiations in these negotiations shall not be used as evidence against the proponent in any arbitration or other proceeding.