

**UFCW Local 1564
Economic Proposal
October 28, 2022
Retail
(Farmington & Aztec)**

**SECTION 10
SENIORITY**

10.3 (C) Modify first sentence to treat all employees equal as follows:
Employees ~~hired before February 1, 2004~~ who are reassigned....

**SECTION 11
VACATIONS**

11.1 Eligibility. Modify by deleting the stricken:

All regular employees ~~who have worked five hundred (500) or more hours in their anniversary year~~, covered by this Agreement, shall receive:

~~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.~~

Replace with:

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.**

11.9 (new) **Employees who do not use their earned vacation will be paid all monies for time not used within two weeks following their anniversary date.**

**SECTION 12
WAGE RATES AND CLASSIFICATIONS**

12.1 Appendix "A" attached

12.4 Modify current language by adding to the last sentence:
,and paid at the IRS mileage rate.

12.6 Delete and renumber accordingly

12.7 SUNDAY PREMIUM- (Employees paid equally) Remove all references to February 1, 2004 and delete last sentence "~~Employees hired on or after October 30, 2005 shall not be eligible for Sunday Premium.~~"

12.8 EVENING PREMIUM PAY- Delete the last sentence so all employees are paid equal.

~~"Employees hired on or after October 30, 2005 shall not be eligible for Evening Premium Pay.~~

SECTION 13 GENERAL PROVISIONS

13.5 add to the existing language:

Employees shall be paid all regular and Sunday hours for the next seven (7) work days if unable to work based upon the last week in which an Employee worked a normally scheduled work week.

SECTION 14 HOLIDAYS

14.1 Paid Holidays. (a) delete ~~non-probationary~~ from the first sentence and the following so that all employees are treated equal:

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

14.3 Holiday Pay. (b) remove "non-probationary" from the first sentence.

14.4 Premium Pay. Modify as follows so all are paid equal on holiday:

When a holiday is worked, employee's ~~hired before February 1, 2004~~ shall be paid at one and one half (1-1/2) times their regular base rate of pay in addition to the holiday pay provided herein. ~~All employees hired on or after February 1, 2004 shall receive a premium of one dollar (\$1.00) per hour for all work performed on a holiday.~~

14.5 Holiday Work Week. Change last sentence to read as follows:
Time and one-half shall be paid for all hours worked over **thirty-two (32)** ~~forty (40)~~ in a holiday week.

**SECTION 18
SICK LEAVE**

18.1 Modify first sentence:
Remove Full-Time in first sentence and Increase three (3) days per each complete anniversary year to (7) days.

**SECTION 21
JURY DUTY**

21.3 Delete last sentence as follows:
Jury duty pay shall be limited to thirty (30) working days per year.

**SECTION 22
PENSION**

Make any change in contribution rate to the Desert States Employers & UFCW Unions Pension Plan during the term of the 2022 to 2025 Agreement as the major employers in Arizona.

**SECTION 27
TERM OF AGREEMENT**

25.1 To be discussed;

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.