

10-7-22

Co. → Union

4:37 p.m.

Safeway proposal to employees

Albertsons / Safeway
Non-Economic Proposals
UFCW Local 1564
Meat Agreement
(Farmington & Aztec)

Albertsons/Safeway makes the following proposals to UFCW Local 1564 for new Collective Bargaining Agreements for Farmington/Aztec Meat bargaining units. Such proposed new Agreements shall maintain the terms of the terminating Collective Bargaining Agreements, as modified below.

Albertsons/Safeway reserves the right to add to, delete from, amend, correct, modify, or withdraw any of the proposals contained herein for all bargaining units or for one or more specific bargaining units at any time throughout the course of these negotiations. The modification or withdrawal of any Employer proposal in these negotiations shall not be used as evidence against the Employer in any arbitration or other proceeding.

SECTION 4 - DISCHARGE AND DISCRIMINATION

EMPLOYER PROPOSAL

Add sentence to end of 4.1.

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.

T/A

4.2 rejected Union proposal

4.5 Warning Notices. REJECTED

SECTION 5 – CONTRACT ENFORCEMENT AND RULES 5.4 Employer Records.

EMPLOYER PROPOSAL

An authorized Union representative shall have the privilege of examining the Employer's payroll involving employees covered by this Agreement monthly, or when necessary to investigate a specific concern of improper payment, upon written request to the Division Labor Relations Department. Upon receipt of such request, the Division Labor Relations Department shall provide the Payroll Query Report (attached as Appendix E) or an Employer report(s) by a different name provided containing the information requested contained on it is the same, within fifteen (15) days.

Union T/A

SECTION 8 - HOURS OF WORK AND OVERTIME

EMPLOYER COUNTERPROPOSAL

Replace 8.3 Meat with 8.6 Rest Periods from Clerk

week's current

Replace 8.2 Meat with 8.7 Lunch Periods from Clerk

Add at the end of 8.3

Employees who work more than eight (8) hours shall be entitled to an additional fifteen (15) minute break.

TA 10/7/2022 4:00 PM 8.6 (a) four (4) ten (10) hour shifts

*Safeway
proposal
to
employee's*

SECTION 9 – WORK SCHEDULE

EMPLOYER COUNTERPROPOSAL

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

(a) If the work schedule is not posted or changed after the official posting time listed above, Labor Relations shall send a reminder to the store of the contract requirement.

*will not
stop problem
no penalty
or
incentive*

SECTION 11 – VACATIONS

COUNTERPROPOSAL

11.4 In the event a regular full time employee, covered by this Agreement, who has been employee two (2) years or longer,

Change dishonesty to "theft"

SECTION 16 – GRIEVANCE AND ARBITRATION

TA 10/7/2022 Change to 15 working days

SECTION 17 - HEALTH AND WELFARE

TA 10/7/2022

SECTION 18 - SICK LEAVE

COUNTERPROPOSAL Delete 18.1-18.3 and replace with language from MOU agreed upon on or about June 29, 2002

SECTION 25 - TERM OF AGREEMENT

27.1 November 4, 2022 to November 1, 2025

TA 10/7/2022 Agree to maintain all letter of Agreement/Understanding

COUNTERPROPOSAL

New Section SAFETY AT WORK COUNTERPROPOSAL

Same as Clerk counterproposal

Bargaining Note: The intention is for the Clerk and Meat to meet together in one meeting

*for safety
proposal*