

UFCW Local 1564  
Non-Economic Proposal  
October 7, 2022  
MEAT  
(Farmington & Aztec)

#1  
Employee's  
proposal  
to  
safeway

SECTION 4  
DISCHARGE AND DISCRIMINATION

4.2 Modify as follows: Replace "Such action will be taken within a reasonable time of the Employer becoming aware of the facts" with; **providing such action is administered within 14 days of such event**".

TIME limit  
on  
discipline

4.5 Warning Notices: Change references from twelve (12) months to six (6) months.

SECTION 8  
HOURS OF WORK AND OVERTIME

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

increase  
Full-time  
jobs

"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 - add.... Employees scheduled more than 4 hours but less than 8 hours and not scheduled a lunch period will be provided a 25-minute rest period towards the middle of the shift.

more  
rest  
time

7A 8.6 (a) (new) – 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

(a) If the work schedule is not posted or changed after the official posting time listed above, each employee listed on the work schedule shall receive one hour pay. If a second infraction occurs again within a one-year period from the first, each employee listed on the work schedule will be paid two hours pay. If a third infraction occurs during this same one-year period each employee will receive three hours pay, and the Employer agrees to send the Director of Labor Relations to the Store for a meeting with the Union Representative.

Schedule  
posted  
on  
time

*Employee's  
proposal  
to  
Safeway*

SECTION 11  
VACATIONS

11.4 - Modify - Replace voluntary quits, or is discharged for reasons other than dishonesty with **“theft of company property”** so that employees who have earned their vacation will be paid in all cases except theft of company property.

SECTION 16  
GRIEVANCE AND ARBITRATION

16.2 Change 15 days to 15 **working** days.

SECTION 17  
HEALTH AND WELFARE

Any changes that are made to Arizona major employers for 2022-25.

SECTION 18  
SICK LEAVE

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

SECTION 25  
TERM OF AGREEMENT

November 3, 2022 through November 2, 2025

Maintain all letters of Agreement/ understandings

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

*three yr  
contract*

UFCW Local 1564 reserves the right to alter, modify or withdraw any of these proposals or others made during 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.