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Collective Bargaining Agreements

6-1-1985

Food Mart/Waldbaum Company and Amalgamated Meat Cutters and Butcher Workmen of North America, AFL-CIO, Local 371 Memorandum (1985)

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Food Mart/Waldbaum Company and Amalgamated Meat Cutters and Butcher Workmen of North America, AFL-CIO, Local 371 Memorandum (1985)

Location

MA; CT

Effective Date

6-1-1985

Expiration Date

6-18-1988

Number of Workers

4000

Employer

Food Mart/Waldbaum Company

Union

Amalgamated Meat Cutters and Butcher Workmen of North America

Union Local

371

NAICS

44

Sector

P

Item ID

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Comments

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REPORT to SHOP STEWARD

Prev: 6/85
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TO ALL MEMBERS OF LOCAL 371 EMPLOYED BY
FOOD MART/WALDBAUMS
June 17, 1985

Dear Sisters & Brothers:

Below please find the highlights of the changes and improvements in the contract negotiated between Local 371 and the Food Mart/Waldbaum Company.

This agreement was approved by the membership during a meeting held on Sunday, June 16, 1985, at the Park Plaza Hotel in New Haven, Connecticut.

As soon as contract booklets are printed every member will be mailed a copy of the Union contract.

With warmest best wishes, I am

Fraternally yours,

Robert A. Petronella

Robert A. Petronella, President
Local 371

RAP/bah

* * * * *

DURATION - 36 MONTHS EXPIRES JUNE 18, 1988

General Merchandise, Floral, Bakery, Snack Shop, Fish, Bulk Food, Salad Bar, Cheese Clerks and Service Clerks, to be included in the Seniority Article.

The above classifications will have first opportunity to fill any available, "Regular Clerks" position.

The above classifications will have a 30 day trial period, when promoted to Regular Clerks position.

60 Day Probationary period for new hires in new, and remodeled stores.

HOLIDAYS - Part-time Employees hired after ratification, shall be eligible for all Holidays after 9 months of service.

Sundays, Holidays and overtime work, shall be offered by classification and departments.

HEALTH & WELFARE - FULL-TIME

The Company agrees to increase the contribution from \$140.00 per month to:
Effective 1/1/86 - \$148.00
Effective 1/1/87 - \$156.00
Effective 1/1/88 - \$164.00

6/88

WEEKLY DISABILITY - Present benefit up to \$200 per week.
Effective 7/1/85 increased to \$225.00
Effective 7/1/86 increased to \$250.00

DENTAL PROGRAM - Effective 7/1/85, Dental Program will be improved to now include Anesthesia and Orthodontia coverage, and we have improved the full dental schedule.

PRESCRIPTION DRUG BENEFIT - Present coverage \$300 maximum per year.
Effective 7/1/85 this will be increased to \$400 maximum per year.

OPTICAL PROGRAM - Effective 7/1/85, the entire optical schedule will be improved, and will include coverage for contact lenses.

OUT PATIENT PSYCHIATRIC THERAPY - Present coverage \$500 per year,
effective 7/1/86 this benefit will be increased to \$750 maximum per year.

SURGICAL BENEFIT - Present \$1,200 per year. Effective 7/1/86, this will be increased to \$1,500 maximum.

X-RAY AND LABORATORY EXPENSE - Present coverage \$200 per year. Effective 7/1/85, this will be increased to \$300 per calendar year.

HEALTH & WELFARE - PART-TIME

The Company agrees to increase the present \$39.00 per month contribution to:

Effective 1/1/86 - \$42.00
Effective 1/1/87 - \$44.00
Effective 1/1/88 - \$45.00

Hospital Daily Benefit - present coverage \$50.00 per day.
Effective 7/1/85 this will be increased to \$100.00 per day for 70 days.

Surgical Benefits - present coverage \$500. Effective 7/1/85, this will be increased to \$1000.00--100% improvement.

PRESCRIPTION DRUGS - will be increased from \$150.00 per year maximum to \$200.00 per year maximum, effective 7/1/85.

LABORATORY EXPENSES - (New Benefit) Effective 7/1/85 present coverage will include a new benefit, X-Ray and Laboratory expenses up to \$200.00 per year.

DENTAL AND OPTICAL - Coverage will be improved same as full-time coverage 7/1/86.

PENSION PART-TIME - Effective 1/1/87 the Pension Benefit will be improved from \$2.50 to \$3.50 per month per year of future service.

Effective 1/1/88 Part-time Pension Benefit will be improved to \$4.50 per month per year of future service. This improves the maximum benefit of \$87.50 per month to \$122.50 per month and effective 1/1/88 the maximum benefit pension to \$157.50 per month, exclusive of Social Security.

PENSION FULL-TIME - Effective July 1, 1984 the benefit will be improved from \$12.42 per month, per year of service (maximum pension of \$434.00 per month) to \$27.00 per month per year of service, (future). This improves maximum pension to \$945.00 per month.

Pension Full-time continued:

Effective 1/1/87 - The pension contribution will be increased from \$99.80 to \$103.38 per month, which will improve the maximum future service benefit to \$980.00 per month.

Effective 1/1/88 - The contribution will be increased to \$110.54 monthly, providing a maximum future service benefit to \$1,050.00 per month, exclusive of Social Security.

FISH AND BAKERY DEPARTMENT - All Head Bakery Clerks in the General Merchandise classification, and all Head Fish Clerks to receive a \$5.00 per week premium.

Meat Clerks to handle stuffing Department, and package pre-cut chickens.

WAGES

SERVICE CLERKS FRONT END PART-TIME

Hired before June 16, 1985

	<u>Present</u>	<u>6/16/85</u>	<u>6/15/86</u>	<u>12/14/86</u>	<u>6/14/87</u>	<u>12/13/87</u>
After 30 days	\$3.65	\$3.80	\$3.95	\$4.00	\$4.10	\$4.15
After 6 mos.	3.75	3.90	4.05	4.10	4.20	4.25
Gen. Wage Inc. (cents)	.15	.15	.05	.10	.05	
Total Wage Increase	.50 cents per hour.					

PART-TIME GENERAL MERCH., BAKERY, FLORAL, CHEESE, SALAD BAR, BULK FOOD & HABA Hired before June 16, 1985

	<u>Present</u>	<u>6/16/85</u>	<u>6/15/86</u>	<u>12/14/86</u>	<u>6/14/87</u>	<u>12/13/87</u>
After 30 days	\$3.72.5	\$3.87.5	\$4.02.5	\$4.07.5	\$4.17.5	\$4.22.5
After 6 mos.	3.82.5	3.97.5	4.12.5	4.17.5	4.27.5	4.32.5
After 12 mos.	4.03	4.18	4.33	4.38	4.48	4.53
Gen. Wage Inc. (cents)	.15	.15	.05	.10	.05	
Total Wage Increase	.50 cents per hour					

PART-TIME REGULAR CLERKS, CHECKERS, & MEAT WRAPPERS & HEAD CASHIERS

Hired before June 16, 1985

	<u>Present</u>	<u>6/16/85</u>	<u>12/15/85</u>	<u>6/15/86</u>	<u>12/14/86</u>	<u>6/14/87</u>	<u>12/13/87</u>
After 30 days	\$3.72.5	3.97.5	4.12.5	4.22.5	4.42.5	4.62.5	4.72.5
After 6 mos.	3.82.5	4.07.5	4.22.5	4.32.5	4.52.5	4.72.5	4.82.5
After 12 mos.	4.03	4.28	4.43	4.53	4.73	4.93	5.03
After 18 mos.	4.30	4.55	4.70	4.80	5.00	5.20	5.30
After 24 mos.	4.85	5.10	5.25	5.35	5.55	5.75	5.85
After 30 mos.	5.52.5	5.77.5	5.92.5	6.02.5	6.22.5	6.42.5	6.52.5
After 36 mos.	6.50	6.75	6.90	7.00	7.20	7.40	7.50
Over 36 mos.	7.02.5	7.27.5	7.42.5	7.52.5	7.72.5	7.92.5	8.02.5
General Wage Increase	.25	.15	.10	.20	.20	.10	cents
Total Wage Increase	One Dollar (\$1.00) per hour, plus progressions.						

FULL-TIME GENERAL MERCH., SNACK SHOP, FLORAL, BAKERY, HABA, FISH, SALAD BAR, BULK FOOD (Hired before June 16, 1985.)

	<u>Present</u>	<u>6/16/85</u>	<u>6/15/86</u>	<u>6/14/87</u>
After 30 days	\$167.00	182.00	197.00	212.00
After 6 months	182.00	197.00	212.00	227.00
After 12 months	202.00	217.00	232.00	247.00
After 18 months	217.00	232.00	247.00	262.00
After 24 months	237.00	252.00	267.00	282.00

General Wage Inc. \$ 15.00 \$ 15.00 \$ 15.00
 Total Wage Increase of \$45.00 per week plus progressions.

FULL-TIME CLERKS, CHECKERS, AND WRAPPERS
 Hired before June 16, 1985

	<u>Present</u>	<u>6/16/85</u>	<u>12/15/85</u>	<u>6/15/86</u>	<u>12/14/86</u>	<u>6/14/87</u>	<u>12/13/87</u>
After 30 days	\$326.00	346.00	361.00	371.00	386.00	396.00	406.00
After 6 mos.	329.00	349.00	364.00	374.00	389.00	399.00	409.00
After 12 mos.	338.00	358.00	373.00	383.00	398.00	408.00	418.00
After 18 mos.	342.00	362.00	377.00	387.00	402.00	412.00	422.00
After 24 mos.	352.00	372.00	387.00	397.00	412.00	422.00	432.00
After 30 mos.	360.00	380.00	395.00	405.00	420.00	430.00	440.00
After 36 mos.	391.00	411.00	426.00	436.00	451.00	461.00	471.00
General Wage Inc.	\$ 20.00	15.00	10.00	15.00	10.00	10.00	10.00
Total Wage Increase of \$80.00 (plus progressions)							

FULL-TIME HEAD CASHIERS
 Hired before June 16, 1985

	<u>Present</u>	<u>6/16/85</u>	<u>12/15/85</u>	<u>6/15/86</u>	<u>12/14/86</u>	<u>6/14/87</u>	<u>12/13/87</u>
After 30 days	\$344.00	364.00	379.00	389.00	404.00	414.00	424.00
After 6 mos.	347.00	367.00	382.00	392.00	407.00	417.00	427.00
After 12 mos.	356.00	376.00	391.00	401.00	416.00	426.00	436.00
After 18 mos.	360.00	380.00	395.00	405.00	420.00	430.00	440.00
After 24 mos.	370.00	390.00	405.00	415.00	430.00	440.00	450.00
After 30 mos.	378.00	398.00	413.00	423.00	438.00	448.00	458.00
After 36 mos.	409.00	429.00	444.00	454.00	469.00	479.00	489.00
General Wage Inc.	\$ 20.00	15.00	10.00	15.00	10.00	10.00	10.00
Total Wage Increase of \$80.00 (plus progressions)							

DELI HEADS

	<u>Present</u>	<u>6/16/85</u>	<u>12/15/85</u>	<u>6/15/86</u>	<u>12/14/86</u>	<u>6/14/87</u>	<u>12/13/87</u>
After 30 days	\$382.00	407.00	422.00	432.00	452.00	462.00	472.00
After 6 mos.	385.00	410.00	425.00	435.00	455.00	465.00	475.00
After 12 mos.	394.00	419.00	434.00	444.00	464.00	474.00	484.00
After 18 mos.	398.00	423.00	438.00	448.00	468.00	478.00	488.00
After 24 mos.	408.00	433.00	448.00	458.00	478.00	488.00	498.00
After 30 mos.	416.00	441.00	456.00	466.00	486.00	496.00	506.00
After 36 mos.	455.00	480.00	495.00	505.00	525.00	535.00	545.00
General Wage Inc.	\$ 25.00	15.00	10.00	20.00	10.00	10.00	10.00
Total Wage Increase of \$90.00 per week.							

HEAD MEAT CUTTERS

	<u>Present</u>	<u>6/16/85</u>	<u>12/15/85</u>	<u>6/15/86</u>	<u>12/14/86</u>	<u>6/14/87</u>	<u>12/13/87</u>
	\$501.40	\$526.40	\$541.40	\$551.40	\$571.40	\$581.40	\$591.40
Gen. Wage Inc.	\$ 25.00	\$ 15.00	\$ 10.00	\$ 20.00	\$ 10.00	\$ 10.00	\$ 10.00
Total Wage Increase of \$90.00 per week.							

MEAT CUTTERS (FULL-TIME)

<u>Present</u>	<u>6/16/85</u>	<u>12/15/85</u>	<u>6/15/86</u>	<u>12/14/86</u>	<u>6/14/87</u>	<u>12/13/87</u>
\$495.00	\$520.00	\$535.00	\$545.00	\$565.00	\$575.00	\$585.00
Gen. Wage						
Increase	\$ 25.00	\$ 15.00	\$ 10.00	\$ 20.00	\$ 10.00	\$ 10.00
Total Wage Increase	of \$90.00 per week.					

APPRENTICE MEAT CUTTERS Same General Wage Increases as Cutters.

PART-TIME MEAT CUTTER (per hour)

<u>Present</u>	<u>6/16/85</u>	<u>12/15/85</u>	<u>6/15/86</u>	<u>12/14/86</u>	<u>6/14/87</u>	<u>12/13/87</u>
\$12.37.5	\$13.00	\$13.37.5	\$13.62.5	\$14.12.5	\$14.37.5	\$14.62.5
Gen. Wage						
Increase	\$.62.5	\$.37.5	\$.25	\$.50	\$.25	\$.25
Total Wage Increase	of \$2.25 per hour.					

New Wage scale for new hired part-time and full-time Clerks, and Meat Cutter Apprentices hired after ratification.

The Company and the Union have agreed on language regarding "Free Time".

"FREE TIME"

Employees shall be paid for time recorded by the time clock. Employees who fail to punch the time clock shall have their time recorded by the Store Manager and initialed by the employee and Store Manager on the time card.

The Fair Labor Standards Act, as amended, required among other things, that all time worked by employees be accurately recorded and that employees receive compensation for all time worked in excess of forty (40) hours in any work week at one and one-half (1-1/2) times their regular hourly rate of pay. The parties recognize and agree that compliance with this Act is in the best interest of the Employer, the Union, and the employees.

Therefore, the Employer will not request, suffer or permit any employee to work off-the-clock, and the Union agrees to cooperate with and to assist the Employer in assuring compliance with the important Federal legislation. Any employee violating this provision, shall be subject to discipline.

HOURS

Sunday Premium Pay: Effective ratification of this contract, all new hires will receive time and one half, for all hours worked on Sunday.

All present employees will continue to receive double time for Sunday work and will continue to work Sundays on a rotation basis, as specified in your Union contract.



006861

This report is authorized by law 29 U.S.C. 2.
Your voluntary cooperation is needed to make
the results of this survey comprehensive,
accurate, and timely.

Form Approved
O.M.B. No. 1220-0001
Approval Expires 7/31/87

OCTOBER 8, 1985

R NOV 13 1985
(4)

INFO ONLY

SECRETARY-TREASURER
United Food and Commercial Workers
Union
877 Post Road East PO Box 470
WESTPORT , CT. 06881

PREVIOUS AGREEMENT EXPIRED
JUNE 15, 1985

Respondent:

We have in our file of collective bargaining agreements a copy of your agreement(s):

WITH Food and Commercial Workers;
INTERSTATE

Waldbaum Inc Food Mart Div

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction on public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

Janet L. Norwood

JANET L. NORWOOD
Commissioner

PLEASE RETURN THIS LETTER WITH
YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

- 1. Approximate number of employees involved Approximately 3000
- 2. Number and location of establishments covered by agreement 26 in Connecticut + 9 in MASS.
- 3. Product, service, or type of business RETAIL Food Stores
- 4. If your agreement has been extended, indicate new expiration date June 18, 1988

John Kuruc Sec-Treas 203-226-4751
 Your Name and Position Area Code/Telephone Number
877 Post Rd East P.O. Box 470 Westport CT 06881
 Address City/State/ZIP Code