

GELSONS MARKETS - RATIFICATION VOTE: October 2019

ALL SO CAL UFCW Locals Recommend a Vote to Accept the Agreement Negotiated with Gelsons Markets

Significant Wage Increases for all Experienced (or above-scale) Employees and Department Heads	<p>Food Clerks and Meat Cutters and above:</p> <ul style="list-style-type: none"> • \$0.50, \$0.55, \$0.50 = \$1.55 over 3 years <p>GM Clerks and above</p> <ul style="list-style-type: none"> • \$0.55 each year plus an extra \$0.13 to remain \$0.10 ahead of the major chains = \$1.78 over 3 years <p>Clerk's Helper:</p> <ul style="list-style-type: none"> • Annual increases equal to increases in minimum wage
Retro Wages	Increases are retroactive to March 3, 2019.
Health and Welfare funding	Secured sufficient funding to maintain benefits for the life of this agreement with a target reserve of 3 months: up to an additional \$0.40 per hour over the life of the Agreement.
H&W Improvements	<ul style="list-style-type: none"> • Up to half of the annual dental and vision benefit may be rolled over to the following year • Working Spouses must enroll in employer coverage comparable to the level of coverage in the SoCal UFCW Fund (rather than the best coverage offered). If that coverage costs \$200 or more /month, the spouse may decline their employer's coverage and pay \$48/week to buy UFCW family coverage without the impact of the Working Spouse Penalty.
H&W Employee Weekly Contribution (Premium)	<p>Effective January 1, 2020, increase employee contribution (premium) by \$1/week for each coverage level:</p> <p>Individual - \$8/week Individual + child(ren) - \$11.50/week Family with or without children - \$16/week</p>
Pension	Secured adequate funding to maintain all pension benefits, including Golden 85: additional \$0.45/hour over the life of the Agreement.
Increased minimum hours	Food Clerks and GM Clerks with at least ten (10) years of service will be guaranteed twenty-eight (28) hours per week.
Future of Work	The parties agree to Joint Labor Management Committee to prepare employees for changes related to automation and other technological change.
Scheduling	Schedule will be posted by noon on Tuesday of workweek which begins the following Monday. Changes may be made after noon on Tuesday to accommodate an employee returning from leave of absence. Such changes have to be made by noon on Thursday.
Clerk Helper Sunday Premium	Clerks Helpers hired after ratification will receive straight-time pay when working on Sunday – No Sunday premium.

General Merchandise Clerk's Working as Clerks	Modify the second sentence as follows: Such Clerk may work as a Food Clerk provided that any work as a Food Clerk shall be paid <u>at the closest Food Clerk rate that is at least \$2.00 higher than the GM Clerk's current rate and shall be for a period of not less than two (2) hours, provided the four (4) hour daily guarantee as a General Merchandise Clerk is fulfilled and all hours worked that day shall be credited towards GM experience. If the GM Clerk is at the Thereafter (Experienced) GM rate, such clerk shall be paid at the rate just below the Thereafter rate for 600 hours and then progress to the Thereafter (Experience) Food Clerk rate of pay for all hours worked the Food Clerk classification.</u>
Significant protections for Clerk's Helpers working as Clerks	If Clerk's Helpers work as Clerks, they will receive a premium of no less than \$1.50/hour (up to the experienced rate for work performed) for all hours worked as clerks with a minimum of 3 hours. All hours worked in any higher classification will count towards starting rate upon promotion to either a General Merchandise Clerk or Food Clerk. During six (6) holiday weeks per year, the hours that Clerk's Helpers may work in a higher classification shall not exceed twenty percent (20%) rather than the usual fifteen percent (15%). The six (6) holiday weeks are Easter/Passover; 4 th or July, Thanksgiving, Hanukkah, Christmas and New Years. The company may not use this program if there are reductions or layoffs in the store.
Jury Duty	The Company may schedule an employee to work their regular shift if the employee is NOT actually required to report for jury service on that day. On any day that the employee is required to report, the company will accommodate the employee's schedule to meet all requirements of the contract without any loss of pay to the employee.
Term of Agreement	Three (3) year term. Contract will expire on March 2, 2022.

Locals 135, 324, 770, 1167, and 1442 recommend a "YES" vote

California State Minimum Wage

Current			New		Food Clerks						
19 Stages (9,800 hours)	520 Hour Increments		15 Stages (9,000 hours)	600 Hour Increments	<u>3/3/2019</u> Retro Change	<u>1/1/2020</u> Min Wage Inc	<u>3/2/2020</u> Raise	<u>1/1/2021</u> Min Wage Inc	<u>3/1/2021</u> Raise	<u>1/1/2022</u> Min Wage Inc	
Stage 1	520	\$12.60	Stage 1	next 600	\$13.00	\$13.60	\$13.60	\$14.60	\$14.60	\$15.60	
Stage 2	1,040	\$12.70	Stage 2	next 600	\$13.10	\$13.80	\$13.80	\$14.70	\$14.70	\$15.70	
Stage 3	1,560	\$12.80									
Stage 4	2,080	\$12.90	Stage 3	next 600	\$13.20	\$14.00	\$14.00	\$14.80	\$14.80	\$15.80	
Stage 5	2,600	\$13.00	Stage 4	next 600	\$13.30	\$14.20	\$14.20	\$14.90	\$14.90	\$15.90	
Stage 6	3,120	\$13.10	Stage 5	next 600	\$13.40	\$14.30	\$14.30	\$15.00	\$15.00	\$16.00	
Stage 7	3,640	\$13.20	Stage 6	next 600	\$13.50	\$14.40	\$14.40	\$15.10	\$15.10	\$16.10	
Stage 8	4,160	\$13.30	Stage 7	next 600	\$13.60	\$14.60	\$14.60	\$15.20	\$15.20	\$16.20	
Stage 9	4,680	\$13.40									
Stage 10	5,200	\$13.50	Stage 8	next 600	\$13.70	\$15.00	\$15.00	\$15.30	\$15.30	\$16.30	
Stage 11	5,720	\$13.60	Stage 9	next 600	\$14.00	\$15.40	\$15.40	\$15.40	\$15.40	\$16.40	
Stage 12	6,240	\$13.70	Stage 10	next 600	\$14.50	\$15.90	\$15.90	\$15.55	\$15.55	\$16.50	
Stage 13	6,760	\$14.00	Stage 11	next 600	\$15.00	\$16.50	\$16.50	\$15.80	\$15.80	\$16.60	
Stage 14	7,280	\$14.50	Stage 12	next 600	\$15.50	\$16.90	\$16.90	\$16.15	\$16.15	\$16.70	
Stage 15	7,800	\$15.00	Stage 13	next 600	\$16.50	\$17.40	\$17.40	\$16.60	\$16.60	\$17.00	
Stage 16	8,320	\$15.50									
Stage 17	8,840	\$16.50	Stage 14	next 600	\$17.50	\$18.00	\$18.00	\$17.50	\$17.50	\$17.50	
Stage 18	9,360	\$17.50	Stage 15	next 600	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50	
Stage 19	9,880	\$18.50									
Thereafter					\$21.55	\$21.55	\$22.10	\$22.10	\$22.60	\$22.60	
Dept Mgrs					\$22.55	\$22.55	\$23.10	\$23.10	\$23.60	\$23.60	

California State Minimum Wage

Current			New		GM Clerks					
19 Stages (9,800 hours)	520 Hour Increments		13 Stages (7,800 hours)	600 Hour Increments	<u>3/3/2019</u> Retro Change	<u>1/1/2020</u> Min Wage Inc	<u>3/2/2020</u> Raise	<u>1/1/2021</u> Min Wage Inc	<u>3/1/2021</u> Raise	<u>1/1/2022</u> Min Wage Inc
Stage 1	520	\$12.40	Stage 1	next 600	\$13.00	\$13.40	\$13.40	\$14.40	\$14.40	\$15.40
Stage 2	1,040	\$12.50	Stage 2	next 600	\$13.10	\$13.50	\$13.50	\$14.50	\$14.50	\$15.50
Stage 3	1,560	\$12.60								
Stage 4	2,080	\$12.70	Stage 3	next 600	\$13.20	\$13.60	\$13.60	\$14.60	\$14.60	\$15.60
Stage 5	2,600	\$12.80	Stage 4	next 600	\$13.30	\$13.70	\$13.70	\$14.70	\$14.70	\$15.70
Stage 6	3,120	\$12.90	Stage 5	next 600	\$13.40	\$13.80	\$13.80	\$14.80	\$14.80	\$15.80
Stage 7	3,640	\$13.00	Stage 6	next 600	\$13.50	\$13.90	\$13.90	\$14.90	\$14.90	\$15.90
Stage 8	4,160	\$13.10	Stage 7	next 600	\$13.60	\$14.00	\$14.00	\$15.00	\$15.00	\$16.00
Stage 9	4,680	\$13.20								
Stage 10	5,200	\$13.30	Stage 8	next 600	\$13.70	\$14.10	\$14.10	\$15.10	\$15.10	\$16.10
Stage 11	5,720	\$13.40	Stage 9	next 600	\$13.80	\$14.20	\$14.20	\$15.20	\$15.20	\$16.20
Stage 12	6,240	\$13.50	Stage 10	next 600	\$13.90	\$14.30	\$14.30	\$15.30	\$15.30	\$16.30
Stage 13	6,760	\$13.60	Stage 11	next 600	\$14.00	\$14.40	\$14.40	\$15.40	\$15.40	\$16.40
Stage 14	7,280	\$13.70	Stage 12	next 600	\$14.10	\$14.50	\$14.50	\$15.50	\$15.50	\$16.50
Stage 15	7,800	\$13.80	Stage 13	next 600	\$14.20	\$14.60	\$14.60	\$15.60	\$15.60	\$16.60
Stage 16	8,320	\$13.90								
Stage 17	8,840	\$14.00								
Stage 18	9,360	\$14.10								
Stage 19	9,880	\$14.20								
Thereafter		\$15.47			\$16.02	\$16.05*	\$16.60	\$16.70 *	\$17.25	\$17.25
Dept Mgrs		\$16.57			\$17.12	\$17.15	\$17.70	\$17.80	\$18.35	\$18.35

CH - LA/Santa Monica

			7/1/2021			
	Current	Ratification	7/1/2020 Min Wage	Raise on 3/2/2020	1 Min Wage	Raise on 3/1/2021
Clerk's Helpers						
1st 3 months	\$14.35	\$14.35	\$15.10	\$15.10	\$15.10	\$15.10
next 6 months	\$14.45	\$14.45	\$15.20	\$15.20	\$15.20	\$15.20
after 9 months	\$14.55	\$14.55	\$15.30	\$15.30	\$15.30	\$15.30

Meat - LA/Santa Monica

			7/1/2021			
	Current	Retro to 3/3/2019	7/1/2020 Min Wage	Raise on 3/2/2020	1 Min Wage	Raise on 3/1/2021
Meat Cutter						
1st 3 months	\$15.45	\$16.00	\$16.00	\$16.55	\$16.55	\$17.10
next 6 months	\$15.75	\$16.30	\$16.30	\$16.85	\$16.85	\$17.40
next 6 months	\$15.85	\$16.40	\$16.40	\$16.95	\$16.95	\$17.50
next 6 months	\$16.94	\$17.49	\$17.49	\$18.54	\$18.54	\$19.09
next 6 months	\$19.06	\$19.61	\$19.61	\$19.61	\$19.61	\$20.16
Thereafter	\$22.33	\$22.83	\$22.83	\$23.38	\$23.38	\$23.88
Dept Mgrs	\$23.33	\$23.83	\$23.83	\$24.38	\$24.38	\$24.88
		0.50		0.55		0.50

RX Tech - LA/Santa Monica

			7/1/2021			
	Current	Ratification	7/1/2020 Min Wage	Raise on 3/2/2020	1 Min Wage	Raise on 3/1/2021
RX Tech						
1st 26 weeks	\$14.45	\$14.45	\$15.20	\$15.20	\$15.20	\$15.20
next 26 weeks	\$14.55	\$14.55	\$15.30	\$15.30	\$15.30	\$15.30
next 26 weeks	\$14.65	\$14.65	\$15.40	\$15.40	\$15.40	\$15.40
next 26 weeks	\$14.75	\$14.75	\$15.50	\$15.50	\$15.50	\$15.50
Thereafter	\$18.20	\$18.75	\$18.78	\$19.33	\$19.43	\$19.98
		0.55		0.55		0.55

CH - NON LA/SM Stores

			State			
	Current	Ratification	1/1/2020 Min Wage	Raise on 3/1/2020	1/1/2021 Min Wage	Raise on 1/1/2022 Min Wage
Clerk's Helpers						
1st 3 months	\$12.10	\$12.10	\$13.10	\$13.10	\$14.10	\$15.10
next 6 months	\$12.20	\$12.20	\$13.20	\$13.20	\$14.20	\$15.20
after 9 months	\$12.30	\$12.30	\$13.30	\$13.30	\$14.30	\$15.30

Meat - NON LA/SM Stores

			State			
	Current	Retro to 3/3/2019	7/1/2020 Min Wage	Raise on 3/2/2020	7/1/2021 Min Wage	Raise on 3/1/2021 Min Wage
Meat Cutter						
1st 3 months	\$15.45	\$16.00	\$16.00	\$16.55	\$16.55	\$17.10
next 6 months	\$15.75	\$16.30	\$16.30	\$16.85	\$16.85	\$17.40
next 6 months	\$15.85	\$16.40	\$16.40	\$16.95	\$16.95	\$17.50
next 6 months	\$16.94	\$17.49	\$17.49	\$18.54	\$18.54	\$19.09
next 6 months	\$19.06	\$19.61	\$19.61	\$19.61	\$19.61	\$20.16
Thereafter	\$22.33	\$22.83	\$22.83	\$23.38	\$23.38	\$23.88
Dept Mgrs	\$23.33	\$23.83	\$23.83	\$24.38	\$24.38	\$24.88
		0.50		0.55		0.50

RX Tech - NON LA/SM Stores

			State			
	Current	Ratification	1/1/2020 Min Wage	Raise on 3/2/2020	1/1/2021 Min Wage	Raise on 3/1/2021 Min Wage
RX Tech						
1st 26 weeks	\$13.45	\$13.45	\$13.45	\$13.45	\$14.20	\$15.20
next 26 weeks	\$13.55	\$13.55	\$13.55	\$13.55	\$14.30	\$15.30
next 26 weeks	\$14.00	\$14.00	\$14.00	\$14.00	\$14.40	\$15.40
next 26 weeks	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$15.50
Thereafter	\$18.20	\$18.75	\$18.75	\$19.30	\$19.30	\$19.85
		0.55		0.55		0.55

Gelsons

Los Angeles/Santa Monica Minimum Wage

Current			New		Food Clerks					
19 Stages (9,800 hours)	520 Hour Increments		15 Stages (9,000 hours)	600 Hour Increments	Pre- 3/3/2019 Expired Rate	3/3/2019 Retro Change	7/1/2019 Min Wage Inc	3/2/2020 Raise	7/1/2020 Min Wage Inc	3/1/2021 Raise
Stage 1	520	\$14.65	Stage 1	next 600	\$13.65	\$14.05	\$14.65	\$14.65	\$15.40	\$15.40
Stage 2	1,040	\$14.65	Stage 2	next 600	\$13.75	\$14.15	\$14.75	\$14.75	\$15.50	\$15.50
Stage 3	1,560	\$14.65			\$13.85					
Stage 4	2,080	\$14.65	Stage 3	next 600	\$13.95	\$14.25	\$14.85	\$14.85	\$15.60	\$15.60
Stage 5	2,600	\$14.65	Stage 4	next 600	\$14.05	\$14.35	\$14.95	\$14.95	\$15.70	\$15.70
Stage 6	3,120	\$14.65	Stage 5	next 600	\$14.15	\$14.45	\$15.05	\$15.05	\$15.80	\$15.80
Stage 7	3,640	\$14.65	Stage 6	next 600	\$14.25	\$14.55	\$15.15	\$15.15	\$15.90	\$15.90
Stage 8	4,160	\$14.65	Stage 7	next 600	\$14.35	\$14.65	\$15.25	\$15.25	\$16.00	\$16.00
Stage 9	4,680	\$14.65			\$14.45					
Stage 10	5,200	\$14.65	Stage 8	next 600	\$14.55	\$14.75	\$15.35	\$15.35	\$16.10	\$16.10
Stage 11	5,720	\$14.65	Stage 9	next 600	\$14.65	\$14.85	\$15.45	\$15.45	\$16.20	\$16.20
Stage 12	6,240	\$14.75	Stage 10	next 600	\$14.75	\$15.00	\$15.60	\$15.60	\$16.30	\$16.30
Stage 13	6,760	\$14.85	Stage 11	next 600	\$14.85	\$15.50	\$15.85	\$15.85	\$16.40	\$16.40
Stage 14	7,280	\$15.00	Stage 12	next 600	\$15.00	\$16.00	\$16.15	\$16.15	\$16.50	\$16.50
Stage 15	7,800	\$15.50	Stage 13	next 600	\$15.50	\$16.50	\$16.60	\$16.60	\$17.00	\$17.00
Stage 16	8,320	\$16.00			\$16.00					
Stage 17	8,840	\$16.50	Stage 14	next 600	\$16.50	\$17.50	\$17.50	\$17.50	\$17.50	\$17.50
Stage 18	9,360	\$17.50	Stage 15	next 600	\$17.50	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50
Stage 19	9,880	\$18.50			\$18.50					
Thereafter					\$21.55	\$21.55	\$21.55	\$22.10	\$22.10	\$22.60
Dept Mgrs					\$22.55	\$22.55	\$22.55	\$23.10	\$23.10	\$23.60

Gelsons

Los Angeles/Santa Monica Minimum Wage

Current			New		GM Clerks					
19 Stages (9,800 hours)	520 Hour Increments		13 Stages (7,800 hours)	600 Hour Increments	<u>Pre- 3/3/2019</u> Expired Rate	<u>3/3/2019</u> Retro Change	<u>7/1/2019</u> Min Wage Inc	<u>3/2/2020</u> Raise	<u>7/1/2020</u> Min Wage Inc	<u>3/1/2021</u> Raise
Stage 1	520	\$14.45	Stage 1	next 600	\$13.45	\$14.05	\$14.45	\$14.45	\$15.20	\$15.20
Stage 2	1,040	\$14.45	Stage 2	next 600	\$13.55	\$14.15	\$14.55	\$14.55	\$15.30	\$15.30
Stage 3	1,560	\$14.45			\$13.65					
Stage 4	2,080	\$14.45	Stage 3	next 600	\$13.75	\$14.25	\$14.65	\$14.65	\$15.40	\$15.40
Stage 5	2,600	\$14.45	Stage 4	next 600	\$13.85	\$14.35	\$14.75	\$14.75	\$15.50	\$15.50
Stage 6	3,120	\$14.45	Stage 5	next 600	\$13.95	\$14.45	\$14.85	\$14.85	\$15.60	\$15.60
Stage 7	3,640	\$14.45	Stage 6	next 600	\$14.05	\$14.55	\$14.95	\$14.95	\$15.70	\$15.70
Stage 8	4,160	\$14.45	Stage 7	next 600	\$14.15	\$14.65	\$15.05	\$15.05	\$15.80	\$15.80
Stage 9	4,680	\$14.45			\$14.25					
Stage 10	5,200	\$14.45	Stage 8	next 600	\$14.35	\$14.75	\$15.15	\$15.15	\$15.90	\$15.90
Stage 11	5,720	\$14.45	Stage 9	next 600	\$14.45	\$14.85	\$15.25	\$15.25	\$16.00	\$16.00
Stage 12	6,240	\$14.55	Stage 10	next 600	\$14.55	\$14.95	\$15.35	\$15.35	\$16.10	\$16.10
Stage 13	6,760	\$14.65	Stage 11	next 600	\$14.65	\$15.05	\$15.45	\$15.45	\$16.20	\$16.20
Stage 14	7,280	\$14.75	Stage 12	next 600	\$14.75	\$15.15	\$15.55	\$15.55	\$16.40	\$16.40
Stage 15	7,800	\$14.85	Stage 13	next 600	\$14.85	\$15.25	\$15.65	\$15.65	\$16.60	\$16.60
Stage 16	8,320	\$14.95			\$14.95					
Stage 17	8,840	\$15.05			\$15.05					
Stage 18	9,360	\$15.15			\$15.15					
Stage 19	9,880	\$15.25			\$15.25					
Thereafter		\$15.47			\$15.47	\$16.02	\$16.05	\$16.60	\$16.70	\$17.25
Dept Mgrs		\$16.57			\$16.57	\$17.12	\$17.15	\$17.70	\$17.80	\$18.35