

Agreement

By and Between

SAVE-A-LOT
Otto, Missouri

and the

UNITED FOOD & COMMERCIAL WORKERS UNION,
LOCAL NO. 655

April 27, 2019 through
April 29, 2022

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AGREEMENT

This Agreement, mutually entered into this 27th day of April 2019, by and between United Food & Commercial Workers Union, Local No. 655, chartered by the United Food & Commercial Workers International Union, as a party of the first part and hereinafter referred to as the Union, and Save-A-Lot, Otto, Missouri, or successor, as party of the second part and hereinafter referred to as the Employer.

WITNESSETH: That the parties have agreed and do by these presents agree as follows:

ARTICLE 1 INTENT AND PURPOSE

It is the intent and purpose of the parties hereto by entering into this Agreement to promote and to improve industrial and economic relationships between the Employer and his employees, to recognize mutual interests, to provide a channel through which information and problems can be transmitted from one to the other, to formulate rules to govern the relationship between the Union and the Employer, and to promote efficiency and service.

These objectives shall guide the parties and be observed by them during the term of this Agreement.

ARTICLE 2 RECOGNITION

For the purpose of negotiating rates of pay, hours of employment, and working conditions, and for the purpose of adjusting any grievance or complaint which may now exist or may arise in the future, the Employer hereby recognizes the Union as the sole and exclusive bargaining agent of the employees in the following described unit, to wit: all of the Employer's employees, as that term is defined in Article 3 hereof, employed at the Employer's Otto store in the jurisdictional boundaries of the United Food & Commercial Workers Union, Local No. 655.

ARTICLE 3 COVERAGE

3.1 The term "Employer" as used in this Agreement shall refer and relate to the Otto store of the above named Employer in the jurisdictional boundaries of the United Food & Commercial Workers Union, Local No. 655.

3.2 The term "Employee" as used in this Agreement, shall include all employees in the Employer's Otto store in the jurisdictional boundaries of the United Food & Commercial Workers Union, Local No. 655.

3.3 With the exception of the work performed by the supervisors, legal owner, and manager, all work and services connected with all operations carried on at the premises of the Employer's retail establishments, including but not limited to the handling and selling of all merchandise, shall be performed only by employees within the unit as defined

in this Agreement, and by employees working for the first thirty-one (31) days of their employment.

3.4 There shall be no restrictions on outside vendors delivering, unloading, stocking or displaying their merchandise.

ARTICLE 4 TERM OF CONTRACT

The Agreement will be in full force and effect from April 27, 2019 through April 29, 2022 at which time it shall automatically renew itself for one (1) year periods thereafter, provided, however, that either party may open this contract for improvements, changes, or amendments, or to abrogate said contract, by written notice to the other party sixty (60) days prior to the anniversary date of this Agreement. It is further provided that any improvements, changes, or amendments shall become effective on the anniversary date.

ARTICLE 5 NON-DISCRIMINATION

5.1 The Employer agrees not to aid, promote, or finance any other group or organization which purports to engage in collective bargaining, and the Employer agrees that there shall be no discrimination against any employee on account of union activities or affiliation.

5.2 The Employer agrees not to enter into any agreement or contract with its employees, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement.

ARTICLE 6 MANAGEMENT RIGHTS

Subject to the provisions of the third (3rd) paragraph of Article 3, the management of the business and the direction of the working forces, including the right to plan, direct, and control store operations, hire, suspend or discharge for proper cause, transfer or relieve employees from duty because of lack of work or for other legitimate reasons, the right to study or introduce new or improved production methods or facilities, and the right to establish and maintain reasonable rules and regulations covering the operations of the stores, a violation of which shall be among the causes for discharge, are vested in the Employer, provided, however, that this right shall be exercised with due regard to the rights of the employees, and provided further, that it will not be used for the purpose of discrimination against any employee. This paragraph is subject to the grievance procedure.

ARTICLE 7 HOLIDAYS AND FUNERAL LEAVE

7.1 HOLIDAYS: All employees who have not been absent of their own accord on either the scheduled working day before or the scheduled working day after New Year's Day, Thanksgiving Day, and Christmas Day shall receive holiday pay at their regular straight time hourly rate on a pro-rata basis on the average hours worked during the preceding four (4) week period in accordance with the following schedule.

Under 24 hours	4 hours pay
24-31 hours	6 hours pay
32-40 hours	8 hours pay

7.2 There shall be no work on Easter Sunday, Thanksgiving Day, Christmas Day and after 6:00 p.m. on Christmas Eve and 8:00 p.m. New year's Eve. All work on New Year's Day is voluntary at premium rate. If not enough people volunteer, employees will be scheduled by inverse seniority.

7.3 However, if an employee is absent on the scheduled working day before or the scheduled working day after a holiday due to proven illness or absence approved in advance by the employer, they shall receive the holiday pay provided they work any part of the holiday week

Employees who work on holidays shall receive one dollar (\$1.00) per hour plus their regular rate of pay.

The holidays for the purpose of premium pay shall be:

New year's Day	July 4 th
Memorial Day	Labor Day

ARTICLE 8 LEAVES OF ABSENCE

8.1 A Leave of Absence shall be defined as a period during which an employee must, for legitimate reasons, be absent from work. Leaves under this Article shall be limited to:

- a. Military
- b. Medical/Maternity
- c. Union
- d. Management
- e. Personal
- f. Care of Newborn or Adopted Child

They shall be for a specified length of time and without pay.

8.2 **MILITARY LEAVE:** In the event an employee covered by this Agreement enters into the Armed Forces of the United States, they shall be eligible for reinstatement in accordance with the provisions of the applicable Federal Legislation.

8.3 **MEDICAL/MATERNITY LEAVE:** A leave of absence for reason of extended personal illness, injury or maternity shall be granted to all employees, with six (6) months or more of consecutive service, for an initial period not to exceed thirty (30) days, provided such request is supported by satisfactory medical evidence. If at the end of thirty (30) days the employee is unable to return to work, the leave may be extended for an additional thirty (30) days and each thirty (30) days thereafter, up to a maximum of twelve

(12) months, provided such request for an extension is supported by satisfactory medical evidence. An employee will not be required to submit additional thirty (30) day leave extensions when verification from the attending physician of the need for a leave of more than thirty (30) days is presented, so long as the time period of leave is indicated, and so long as additional leave time does not become necessary.

8.4 Following compliance with the terms of 8.3 above, an employee, upon returning to work with a doctor's release indicating physical fitness to return to work, shall be placed in the same or comparable job classification, seniority permitting, and shall receive the rate of pay then established for the job. The employee will be scheduled for work on the next posted schedule in accordance with seniority, provided that the necessary notification and/or release was presented to the Employer at least twenty-four (24) hours prior to the time called for in this Agreement for the posting of the written schedule.

8.5 UNION LEAVE: When an employee leaves the employment with the Employer to take employment with United Food & Commercial Worker Union, Local No. 655, or the United Food and Commercial Workers international Union, the employee shall be considered on a leave of absence up to a maximum of three (3) years, and the employee shall, after completion of such employment with the Union, return to his former employment with the Employer, and his seniority shall continue uninterrupted.

8.6 MANAGEMENT LEAVE: A management leave of absence may be granted if mutually agreed to for an employee accepting a management position with the same Employer subject to the written approval of the Employer for a period of time not to exceed ninety (90) days. Seniority will not be interrupted during this period.

8.7 PERSONAL LEAVE: A personal leave of absence may be granted to employees having six (6) months or more of continuous service subject to the written approval of the Employer. Seniority shall not accrue during a personal leave of absence.

8.8 LEAVE OF ABSENCE FOR CARE OF NEWBORN OR ADOPTED CHILD: For employees with six (6) months or more of continuous service, a leave of absence for either parent shall be granted without pay for a period of up to ten (10) weeks for the purpose of newborn or adopted child care. The employees shall be guaranteed reinstatement in accordance with their seniority. An employee who wishes to change his or her date of return to work shall notify the Store Manager two (2) weeks in advance and shall be returned to work as set forth above. The leave of absence for either parent must end no later than ten (10) weeks from the date of birth or date of adoption. The Employer may require verification of the parent relationship to the newborn or the adopted child.

8.9 GENERAL PROVISIONS: Except in cases of emergencies, a written request to the Personnel Department for a leave shall be made at least five (5) working days prior to the requested starting date of the leave.

It shall be the responsibility of an employee who is on leave to notify the Employer if they are unable to return to work at the expiration of the leave and to request an extension in accordance with proper procedure.

A copy of the approved Leave of Absence will be forwarded to the Union office.

8.10 FUNERAL LEAVE: In the event of the death of a parent, grandparents, grandchildren (member or spouse) brother, sister, spouse, son, daughter, or present mother-in-law or father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, present step-father, present step-mother of an employee, the Employer will grant a leave of absence from day of death until and including the day of funeral, not to exceed three (3) consecutive days with pay for scheduled working days, provided the employee attends the funeral. The employee shall not be paid beyond the date of the funeral.

ARTICLE 9 HOURS

9.1 The maximum work week for all employees, covered by this Agreement, payable on straight time basis shall be forty (40) hours. All time worked in excess of forty (40) hours shall be paid at the rate of time and one-half (1 ½).

9.2 The regular work day for all employees shall not exceed eight (8) consecutive hours per day, exclusive of an unpaid meal period. All time actually worked in excess of eight (8) hours per day, or in excess of five (5) days, forty (40) hours per calendar week, shall be paid at time and one-half (1 ½) the employee's regular rate.

9.3 Where time clocks are available, all employees, covered by this Agreement shall record, in person, the exact number of hours worked.

ARTICLE 10 SUBSTANCE ABUSE

10.1 The Employer and the Union recognize the seriousness of substance abuse in our society, and the need to approach this problem in a humane and progressive manner, and in a manner which recognizes the legitimate privacy rights of the employees. It is a violation of this Agreement for an employee to be on the premises of the Employer under the influence of a controlled substance or alcohol.

10.2 Where there is a reasonable basis for believing that an employee is under the influence of a controlled substance or alcohol, the Employer may request the employee to submit to a testing procedure consistent with the steps set forth below. At the time that such a request is made, both the employee and the Union Representative (or in the event of the unavailability of the Union Representative, the steward or another member of the bargaining unit) shall be specifically advised of all of the facts forming the basis of the Employer's belief that the employee is under the influence of drugs or alcohol. If the employee refuses to take the test, and if the Employer had a reasonable basis for believing that the employee was under the influence of a controlled substance or alcohol, then the Employer may impose discipline up to and including discharge.

10.3 Any test performed under this Article shall be performed at a clinic or hospital at the Employer's expense. The employee shall be compensated for all time involved with the testing, and for travel to and from the test site.

10.4 For alcohol, one test is sufficient. If it is established that the employee was under the influence, the employee is subject to discipline up to and including discharge. In lieu of the discharge, the Employer, at his discretion, may elect to require the employee to participate in an alcohol treatment program.

10.5 In the event that the tests prove positive for a controlled substance, then a confirming test must be performed. If the validity of the results of the first test is confirmed, the employee is subject to discipline up to and including discharge. In lieu of the discharge, the Employer, at his discretion, may elect to require the employee to participate in a drug treatment program. To the extent required to enable the employee to participate in the program, the employee shall be allowed to take an unpaid leave of absence not to exceed thirty (30) days.

Should the employee refuse to participate in a treatment program, he will be terminated.

10.6 As a condition of returning to work after completion of the program, an employee who participated in a drug treatment program will be subject to random testing, up one year after completion of said program. In the event the random test proves positive for controlled substances, the employee will be discharged.

Employer records shall be kept in strict confidence, and neither said records nor the contents thereof shall be disseminated to any third party except to the extent required by law.

10.7 In the event any test results do not establish that the employee was under the influence of alcohol or tested positive for controlled substances, then the Employer shall expunge from its records all references of the testing.

ARTICLE 11 SCHEDULE AND GUARANTEE

11.1 Except for emergencies, starting time for all employees shall not be changed without twenty-four (24) hours or more notice to each employee affected by such change.

11.2 No employee shall be required to work a split shift.

11.3 The meal period shall not exceed one (1) hour.

11.4 The Employer will post a work schedule for all employees, by surname and initial, not later than 11:00 a.m. Friday of the current week, satisfactory as far as possible to all employees. This schedule shall be accessible to all employees and the Union.

ARTICLE 12 SENIORITY

12.1 Seniority shall be defined as the length of continuous employment with the Employer, covered by this Agreement, and shall begin with the employee's date of employment.

12.2 A current seniority list among all employees shall be established and maintained on a store-wide basis covered by this Agreement, and shall be available to the Union on a monthly basis.

12.3 Full-time employees shall have seniority over part-time employees.

- a. A full-time employee is defined as an employee who generally works forty (40) hours or more per week.
- b. A part-time employee is defined as an employee who generally works less than forty (40) hours per week.

12.4 In layoffs and rehiring, the principle of seniority shall apply.

12.5 In cases of demonstrated lack of skill or physical unfitness to perform the job, whether such demonstration is in the present job or in the new job, then an employee shall not be entitled to avail himself of seniority.

12.6 If an employee has voluntarily quit, or has been absent from service for a period of two (2) weeks, other than that which may be covered through injury or proven sickness, or has failed to get a leave of absence without proper cause, such employee shall forfeit his seniority rights. Absence from service caused by sickness or injury shall be limited to one (1) year.

12.7 No employee shall acquire any seniority right until he has been employed by the Employer at least forty-five (45) days, and shall not be deemed to be entitled to any of the privileges of seniority until he has been employed that long. On the 46th day seniority shall apply from the date of employment. One fifteen (15) day extension may be granted if requested by the Employer and mutually agreed to by the Employer and the Union.

ARTICLE 13 JURY DUTY

Employees who are subpoenaed and who report for jury service shall receive the difference in pay for the time lost and the amount received as jury pay, but in no case shall the total pay exceed forty (40) hours pay at the employee's regular straight time hourly rate of pay. When an employee is released for a day or the greater part of a day, he shall report to his store for work. This situation shall not exceed ten (10) working days per calendar year.

ARTICLE 14 UNIFORMS

Any uniforms or specific neckwear deemed necessary by the Employer for its employees shall be furnished by the employer. Such uniforms shall be laundered by the employee and will be replaced as necessary, provided the employee turns in the worn uniform for a new uniform. During excessive cold weather, reasonable wearing apparel may be worn.

ARTICLE 15 VACATIONS

15.1 All employees who have been in the continuous employment of the Employer for one (1) year shall be granted one week's vacation, with pay.

15.2 All employees who have been in the continuous employment of the Employer for four (4) years or more shall be granted two (2) weeks vacation, with pay.

15.3 All employees who have been in the continuous employment of the Employer for ten (10) years or more shall be granted three (3) weeks vacation, with pay.

15.4 Vacation pay for all employees shall be based on the employee's rate of pay at the time vacation is taken and will be determined by averaging the hours worked per week in the twelve (12) months of the calendar year immediately preceding the vacation; however, in no event shall a week's vacation pay exceed the number of hours in the basic work week times the employee's regular straight-time hourly rate.

15.5 Employees who are eligible for two (2) or more weeks of vacation will be allowed to use one (1) week of their vacation one (1) day at a time for sickness or other personal reasons, with Employer approval. Employees abusing this privilege shall be subject to corrective action.

15.6 The scheduling of employee's vacation shall be governed according to seniority, if practicable.

15.7 An employee who is laid off or quits prior to his anniversary date, but after three (3) years of employment and has worked three (3) months past his anniversary date, shall be entitled to earned vacation pay based on average weekly hours and their respective hourly rate, and shall receive said vacation pay prior to leaving employment. Any employee who is discharged for drunkenness or dishonesty, gross insubordination, or does not give at least one (1) week's notice shall forfeit all vacation rights and pay.

ARTICLE 16 UNION AFFILIATION

All new employees shall report to the Union office before beginning to work and register, and must become members of the Union within thirty-one (31) days after their employment date and remain in good standing as a condition of employment, consistent with the provisions of the Labor Management Relations Act of 1947, as amended.

All employees covered by this Agreement, working at the time this contract is signed, must acquire membership in Local No. 655 within thirty-one (31) days of their employment date, or the effective date of this contract, whichever is later, and remain members in good standing for the duration of their employment, consistent with the provisions of the Labor Management Relations Act of 1947, as amended.

All newly hired employees will be reported to the Union within fourteen (14) days of the employee's first day of employment. The Union Representative will be allowed fifteen (15) minutes to meet with the new employee and discuss Union membership.

ARTICLE 17 GRIEVANCE PROCEDURE AND ARBITRATION

Should any difference, disputes, or complaints arise over the interpretation or application of the contents of this Agreement, there shall be an earnest effort made on the part of both parties to settle same promptly through the following steps:

- Step 1. By conference between the aggrieved employee, the Shop Steward, or both, and the Store Manager.
- Step 2. By conference between the Union Representative of the Union and the Supervisor of the Employer.
- Step 3. By conference between an official(s) of the Union and a representative of the Employer.
- Step 4. In the event the last step fails to settle the complaint, it shall be promptly referred to Arbitration.

In any case in which an employee is aggrieved and the Union promptly notifies the employee that it does not intend to request arbitration after the Step 3 meeting, the time for requesting arbitration shall be stayed pending the employee's exhaustion of internal union appeals to the Union's Executive Board.

The Employer and the Union shall mutually agree to an impartial arbitrator to hear said arbitration case; however, if said arbitrator cannot be chosen within three (3) days then the Federal Mediation and Conciliation Service will be requested to furnish a panel of seven (7) names from which the arbitrator may be chosen. The arbitrator will be selected within seven (7) days after the receipt of the panel by both parties. The arbitrator may be chosen by alternately striking names. The party striking first will be determined by the flip of a coin. The decision of the arbitrator shall be binding on both parties. The expenses of the arbitrator shall be paid for jointly. Should either party postpone a scheduled arbitration date, that party shall be responsible for any cancellation fee.

Such arbitrator shall not be empowered to add to, detract from, or alter the terms of this Agreement.

The Employer may at any time discharge any worker for proper cause. The Union may file a written complaint with the Employer within seven (7) days after the date of discharge, asserting that the discharge was improper. Such complaint must be taken up promptly, and if the Employer and the Union fail to agree within five (5) days, it shall be referred to Arbitration. Should the Arbitrator determine that it was an unfair discharge; the Employer shall reinstate the employee and pay him compensation at his regular rate for the time lost. Such a complaint must be settled within twenty (20) days from its receipt, including the decision of the Arbitrator.

Grievances must be taken up promptly, and no grievance will be considered discussed, or become arbitrable which is presented later than seven (7) days after such has happened.

The Employer shall have the right to call a conference with officials of the Union for the purpose of discussing his grievance, criticisms, or other problems.

Grievances will be discussed only through the outlined procedure, except in cases where there are no Shop Stewards; Step #1 shall be omitted.

There shall be no lockout or cessation of work pending the decision of the Arbitrator.

The Employer agrees to permit an authorized representative or officer of the Union to have free access to the store at all hours in which said stores are open for business to satisfy the Union that the terms of the Agreement are complied with, but such representative or officer shall not interfere with the duties of any of the said employees or the business of the Employer.

ARTICLE 18 HEALTH AND WELFARE

All full-time employees to be provided with health and welfare coverage, employee only, on the same basis (i.e., the same plan benefits and design) as management.

ARTICLE 19 UNAUTHORIZED ACTIVITY

19.1 During the term hereof, the Union agrees that there shall be no strike or any interference with or interruption of the normal conditions of the Employer's business. The Employer agrees there shall be no lockout.

19.2 The failure of any employee to cross or work behind a lawful, primary labor picket line which has been officially recognized by the St. Louis Labor Council and/or the United Food and Commercial Workers International Union shall not constitute a violation of this Agreement.

19.3 The Employer and the Union mutually agree that in the event of an unauthorized strike or slowdown by an employee or employees that the Employer will not file or press suits for monetary damages against the Union. The Union agrees that it will immediately take every reasonable means to induce the employee or employees to return to their jobs

or resume standard production. Should such employee or employees refuse to return to work or to resume normal production, the Employer may exercise whatever disciplinary action it deems proper against such employee or employees, including discharge, layoff, loss of seniority rights or other privileges granted employees under this Agreement or the Employer policy.

ARTICLE 20 SAVING CLAUSE

Should any portion of this Agreement, or any provision herein contained be finally rendered or declared illegal or an unfair labor practice by reason of any existing or subsequently enacted legislation, or by any decree of any competent jurisdiction or by the decision of any authorized governmental agency, including the National Labor Relations Board, such invalidation of such portion or provision of this Agreement shall not invalidate the remaining portions thereof, provided, however, upon any such final invalidation, the parties agree to meet immediately and negotiate substitute provisions for such portions or provisions rendered or declared illegal or an unfair labor practice. The remaining portions or provisions shall remain in full force and effect.

ARTICLE 21 GENERAL PROVISIONS

21.1 The Union store card must be displayed in all places where members of Local No. 655 are employed exclusively. The store card shall be removed at the request of the Union.

21.2 Members of the Union must wear their Union buttons when on duty.

21.3 The Union shall use its best efforts, as a labor organization, to enhance the interests of the Employer of union labor.

21.4 The Union agrees to uphold the rules and regulations of the Employer in regard to punctual and steady attendance, proper and sufficient notification in case of necessary absence, conduct on the job, and all other reasonable rules and regulations established by the Employer.

21.5 The Union agrees to cooperate with the Employer in maintaining and improving safe working conditions and practices, in improving the cleanliness and good housekeeping of the stores, and in caring for equipment and machinery.

21.6 The Union recognizes the need for conservation and the elimination of waste and agrees to cooperate with the Employer in suggesting and practicing methods in the interests of conservation and waste elimination.

21.7 The Union recognizes the need for improved methods and output in the interest of the employees and the business and agrees to cooperate with the Employer in the installation of such methods, in suggesting improved methods and in the education of its members in the necessity for such changes and improvement.

21.8 The Employer agrees to provide a complete first aid kit in each store.

21.9 The Employer agrees to maintain present company policy on breaks.

21.10 Management shall have the right to establish the number of jobs and to prescribe the number of hours for each job according to seniority.

21.11 The Employer agrees to furnish a bulletin board in the break room for official Union notices. "Official" is defined as authorized by the President of Local 655. The notices will not be detrimental to the Employer, nor objectionable in nature.

ARTICLE 22 CHECK OFF

The Employer agrees to deduct Union dues and initiation fees owed by its employees to the Union (provided such indebtedness for dues and initiation fees was incurred by the employee during the employment with the Employer) once each week from the paycheck of any employee who executes a lawful written authorization therefore, and such authorization is turned over to the Employer. The Employer agrees to remit such dues and initiation fees to the Union.

Once each week the Company will deduct from the pay of the employees, who have certified in writing, a political deduction. The Union shall furnish the Company the amounts to be deducted on the regular monthly billings.

ARTICLE 23 STORE CLOSING

In the event the Employer closes or sells a store and employees are terminated as a result thereof, the Owner agrees to negotiate the effects of the closing on the employees with the Union.

ARTICLE 24 RATES OF PAY

APPENDIX A

CLERKS, WRAPPERS
PART-TIME RATE

<u>EFFECTIVE</u>	<u>5/1/19</u>	<u>5/1/20</u>	<u>5/1/21</u>
STARTING RATE	\$9.45		
STARTING RATE/NEXT NOVEMBER	\$9.60	\$9.70	
NEXT NOVEMBER	\$9.75	\$10.10	
STARTING RATE/NEXT NOVEMBER	\$9.95	\$10.30	\$10.65
NEXT NOVEMBER	\$10.10	\$10.45	\$10.80
NEXT NOVEMBER	\$10.25	\$10.60	\$10.95
NEXT NOVEMBER	\$10.40	\$10.75	\$11.10
NEXT NOVEMBER	\$10.55	\$10.90	\$11.25
NEXT NOVEMBER	\$10.70	\$11.05	\$11.40
NEXT NOVEMBER	\$10.85	\$11.20	\$11.55
NEXT NOVEMBER	\$11.00	\$11.35	\$11.70
NEXT NOVEMBER	\$11.15	\$11.50	\$11.85
NEXT NOVEMBER	\$11.30	\$11.65	\$12.00
NEXT NOVEMBER	\$11.45	\$11.80	\$12.15
NEXT NOVEMBER	\$11.60	\$11.95	\$12.30
NEXT NOVEMBER	\$11.75	\$12.10	\$12.45
NEXT NOVEMBER	\$11.90	\$12.25	\$12.60
NEXT NOVEMBER	\$12.05	\$12.40	\$12.75
NEXT NOVEMBER	\$12.20	\$12.55	\$12.90
NEXT NOVEMBER THEREAFTER	\$12.35	\$12.85	\$13.35

Part-Time Employees at or above the "Thereafter" rate shall receive a thirty-five cent (35¢) increase on May 1, 2019, a fifteen cent (15¢) increase on November 1, 2019, a thirty-five cent (35¢) increase May 1, 2020, a fifteen cent (15¢) increase on November 1, 2020, and a thirty-five cent (35¢) increase on May 1, 2021, and a fifteen-cent (15¢) increase on November 1, 2021.

CLERKS, WRAPPERS
FULL-TIME RATE

<u>EFFECTIVE</u>	<u>5/1/19</u>	<u>5/1/20</u>	<u>5/1/21</u>
NEXT NOVEMBER	\$13.20	\$13.55	\$13.90
NEXT NOVEMBER	\$13.35	\$13.70	\$14.05
NEXT NOVEMBER	\$13.50	\$13.85	\$14.20
NEXT NOVEMBER	\$13.65	\$14.00	\$14.35
NEXT NOVEMBER	\$13.80	\$14.15	\$14.50
NEXT NOVEMBER	\$13.95	\$14.30	\$14.65
NEXT NOVEMBER	\$14.10	\$14.45	\$14.80
NEXT NOVEMBER	\$14.25	\$14.60	\$14.95
NEXT NOVEMBER	\$14.40	\$14.75	\$15.10
NEXT NOVEMBER	\$14.55	\$14.90	\$15.25
NEXT NOVEMBER	\$14.70	\$15.05	\$15.40
NEXT NOVEMBER	\$14.85	\$15.20	\$15.55
NEXT NOVEMBER	\$15.00	\$15.35	\$15.70
NEXT NOVEMBER	\$15.15	\$15.50	\$15.85
NEXT NOVEMBER	\$15.30	\$15.65	\$16.00
THEREAFTER	\$15.45	\$16.25	\$16.75

Full Time Employees at or above the "Thereafter" rate shall receive a thirty-five cent (35¢) increase on May 1, 2019, a fifteen cent (15¢) increase on November 1, 2019, a thirty-five cent (35¢) increase on May 1, 2020, a fifteen cent (15¢) increase on November 1, 2020, and a thirty-five cent (35¢) increase on May 1, 2021, and a fifteen cent (15¢) increase on November 1, 2021.

1. The above rates constitute minimum rates of pay.
2. All new hires must be employed for ninety days (90) days before progressing in wage brackets.
3. November raise is determined by moving down one row in the same column.
4. May raise is determined by moving across one column in the same row.


CLERKS, WRAPPERS
FULL-TIME RATE

<u>EFFECTIVE</u>	<u>5/1/19</u>	<u>5/1/20</u>	<u>5/1/21</u>
NEXT NOVEMBER	\$13.20	\$13.55	\$13.90
NEXT NOVEMBER	\$13.35	\$13.70	\$14.05
NEXT NOVEMBER	\$13.50	\$13.85	\$14.20
NEXT NOVEMBER	\$13.65	\$14.00	\$14.35
NEXT NOVEMBER	\$13.80	\$14.15	\$14.50
NEXT NOVEMBER	\$13.95	\$14.30	\$14.65
NEXT NOVEMBER	\$14.10	\$14.45	\$14.80
NEXT NOVEMBER	\$14.25	\$14.60	\$14.95
NEXT NOVEMBER	\$14.40	\$14.75	\$15.10
NEXT NOVEMBER	\$14.55	\$14.90	\$15.25
NEXT NOVEMBER	\$14.70	\$15.05	\$15.40
NEXT NOVEMBER	\$14.85	\$15.20	\$15.55
NEXT NOVEMBER	\$15.00	\$15.35	\$15.70
NEXT NOVEMBER	\$15.15	\$15.50	\$15.85
NEXT NOVEMBER	\$15.30	\$15.65	\$16.00
THEREAFTER	\$15.45	\$16.25	\$16.75

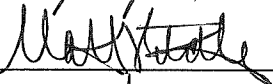
Full Time Employees at or above the "Thereafter" rate shall receive a thirty-five cent (35¢) increase on May 1, 2019, a fifteen cent (15¢) increase on November 1, 2019, a thirty-five cent (35¢) increase on May 1, 2020, a fifteen cent (15¢) increase on November 1, 2020, and a thirty-five cent (35¢) increase on May 1, 2021, and a fifteen cent (15¢) increase on November 1, 2021.

1. The above rates constitute minimum rates of pay.
2. All new hires must be employed for ninety days (90) days before progressing in wage brackets.
3. November raise is determined by moving down one row in the same column.
4. May raise is determined by moving across one column in the same row.

FOR THE UNION:
UNITED FOOD & COMMERCIAL
WORKERS UNION, LOCAL 655

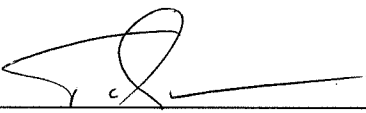
By:  _____

Date: 9/11/19 _____

By:  _____

Date: 9/11/19 _____

FOR THE COMPANY:
SAVE-A-LOT, OTTO

By:  _____

Date: 10-18-19 _____

By: _____

Date: _____