

**LOCAL 371 UFCW – STOP & SHOP - CONTRACT IMPROVEMENTS/GAINS
ECONOMIC HIGHLIGHTS**

2.27.22

ARTICLE 39 – WAGES. General Wage Increases

Full-Time Employees who are at or above the top of their respective full-time wage scale the first full time GWI applies to all active FT employees (per week/per hour)

Effective:	2/27/22	2/26/2023	2/25/2024	2/23/2025
Full-Time with more than 20 years of FT service*	\$50/\$1.25	\$40/\$1.00	\$40/\$1.00	\$30/\$0.75
Full-Time with 12 or more but less than 20 years of FT service*	\$40/\$1.00	\$36/\$0.90	\$36/\$0.90	\$28/\$0.70
Full-Time with 7 or more but less than 12 years of FT service*	\$35/\$0.875	\$34/\$0.85	\$34/\$0.85	\$27/\$0.675
Full-Time with 3 or more but less than 7 years of FT service*	\$33/\$0.825	\$30/\$0.75	\$30/\$0.75	\$27/\$0.675
Full-Time with less than 3 years of FT service*	\$30/\$0.75	\$28/\$0.70	\$27/\$0.675	\$25/\$0.625

*Employees will receive one year of full-time service credit for every two completed years of PT service prior to their most recent full-time appointment date. For example, an employee most recently hired on January 1, 1999 with a most recent full-time date of January 1, 2020 will receive two (2) years of credit for their current period of full-time service and ten (10) years of credit for their PT service prior to their most recent full-time date for a total of twelve (12) years of credit. **(PT 2 for 1 credit)**

The first full-time GWI applies to all active full-time employees and then they will move to the full-time scale. If, after the 2/27/22 GWI is applied, the employee’s rate is at or beyond the midpoint between the two steps, the employee’s rate will be adjusted to the next step. Subsequent GWIs will only apply to full-time employees at the top of the scale.

Part-Time Wage Increases	2/27/22	2/26/2023	2/25/2024	2/23/2025
Part-Time (15 or more yrs of service)	\$1.00	\$0.90	\$0.90	\$0.70
Part-Time (more than 8 years but less than 15 yrs of service)	\$0.875	\$0.85	\$0.85	\$0.675
Part-Time (more than 3 years but less than 8 yrs of service)	\$0.45	\$0.40	\$0.35	\$0.35
Part-Time (more than 6 months but less than 3 yrs of service)	\$0.40	\$0.30	\$0.30	\$0.30

Part-Time Meat Cutters will receive the pro rata hourly increase based on their years of service from the Full-Time table above.

Delete: Any increases received in the twelve months prior to the scheduled GWI will be credited against the scheduled increase. If an associate has received more than the scheduled GWI in rate adjustments during the prior twelve months, that associate will not receive the scheduled GWI.

Increased Part-Time Clerk Starting/Hiring Rate:

Effective 07/31/2022, the starting rate for a Part-Time Clerks will be **\$15.00** or higher at the company's discretion.

Wage Scales for Full-Time Employees: **New Increased Starting Rate Effective: July 31.22 \$17.30**

Connecticut & Massachusetts:

Effective:	07/31/2022
Start	\$17.30
6 months	\$17.675
6 months	\$18.05
6 months	\$18.425
6 months	\$18.80
6 months	\$19.175
6 months	\$19.55
6 months	\$19.925
6 months	\$20.30
6 months	\$20.675
6 months	\$21.05

If the Full-Time employee's rate is below the top rate of the scale on the effective dates above, the employee will follow the above wage scale until reaching the top of the scale.

On the effective dates above, employee will be placed on the new wage scale based upon their rate of pay immediately before the effective date.

Any Employee currently in the progression scale shall remain at least \$2.30 above minimum wage.

If an employee moves to a higher step in this scale due to an increase in minimum wage or movement onto a new scale, they will move to the next higher step six months from the effective date of the increase.

ARTICLE 6 – VACATIONS: Delete and Replace: For full time employees hired or promoted after April 19, 2016, vacation entitlements will follow the current full time schedules with the exception of the fifth (5th) week of vacation, which will be earned after twenty five (25) years of continuous service.

All Employees hired on or after February 27, 2022 shall be eligible for a fifth (5th) week of vacation after twenty-five (25) years of continuous employment.

ARTICLE 39 WAGES – SECTION 3: CLASSIFIED STATED RATES

Increased Classified Stated Rates:

Effective:	Current	06/26/2022	05/28/2023
Meat Manager	\$21.825	\$23.70	\$24.70
Pre-Pkg Meat Mgr	\$20.375	\$22.25	\$23.25
Head Meat Cutter	\$20.537	\$22.25	\$23.25
Meat Cutter	\$18.725	\$21.00	\$22.00
PT Meat Cutter	\$18.725	\$21.00	\$22.00
Deli Dept. Head	\$20.375	\$23.00	\$24.00
Grocery Dept. Head	\$21.125	\$23.00	\$24.00
Produce Dept. Head	\$21.125	\$23.00	\$24.00
Bakery Lead	\$16.00	\$20.00	\$21.00
Night Crew Chief	\$18.75	\$21.00	\$22.00
Cash Dept. Head	\$18.375	\$22.00	\$23.00
Floral Lead	\$16.00	\$19.30	\$20.00
Seafood Lead	\$16.00	\$19.30	\$20.00
Prep Foods Lead	\$14.00	\$18.00	\$19.00
Kitchen Lead	\$19.375	\$20.00	\$21.00
Assistant Grocery Head	\$16.00	\$19.30	\$20.00
Assistant Produce Head	\$16.00	\$19.30	\$20.00
Online Shopping Lead* Newly created position	N/A	\$19.00	\$20.00

* Each store with an online shopping operation (not including wareroom operations) will have one Online Shopping Lead designated by the company.

Increased: Those appointed to any of the classified stated positions on or after 2/27/22 will receive the stated rate or ~~twenty (\$20.00)~~ **forty dollars (\$40.00)** per week over their current rate, whichever is greater.

1. **ARTICLE 39 – WAGES**

Add New: Effective 2/27/22, one full-time **Dairy Clerk** per store as designated by the Company shall earn an additional \$10.00 weekly premium.

2. **NEW: ARTICLE 39 – SECTION 7: NIGHT STOCKERS (F)**

Effective 2/27/22, **Night Crew Key Holder:** When a night crew clerk performs the role of a night crew chief, they shall receive **\$7.00 for a daily replacement** of a night crew chief.

3. **ARTICLE 36 – RELIEF MANAGER**

Add new: Effective 2/27/22, add **Deli Head** daily replacement of \$7.00.

4. **Pharmacy Technicians Hiring Range Increase: Effective: 7/31/22**

Full-Time. (\$18.25 to \$20.75). Part-Time. (\$16.25 to \$18.25)

5. **APPRECIATION BONUS**

A one-time, lump sum ratification bonus, less usual deductions for eligible employees active on the payroll on ratification as follows: (Paid out in end of March 2022)

Appreciation Bonus

All Full Time	\$500
Part-Time One or more years of service as of ratification	\$250

6. **ARTICLE 26 – BENEFIT PLANS (HEALTH & WELFARE IMPROVED):**

Effective July 1, 2022, the Dental annual maximum will be improved from ~~\$1500~~ to **\$2000**.

Effective March 1, 2022, all participants will go from the current ~~\$300 (individual)/\$600 (family)~~ deductible to a **\$250 (individual)/\$500 (family) deductible**.

7. **PENSION PLAN:** Fully funded for the life of the agreement

8. **Duration:** Four (4) year Agreement Expiring: 2/28/26

***Please remember that these are only partial highlights and some errors or omissions are possible. If there are any, they will be corrected, the full contract still needs to be reviewed.

Once we have a completed signed contract by both sides, we will send contract to printer to be made into booklet form and mail out to every member.

Fraternally yours,

Ronny Petronella

President UFCW Local 371