

Agreement by and between

UFCW 21 and Fred Meyer, Inc.



Skagit County
CCK

Effective 4/12/2020 – 4/8/2023



YOUR VOICE, YOUR UNION, YOUR CONTRACT

About UFCW 21

UFCW 21 is a large, strong, progressive, and diverse union, representing more grocery workers, retail workers, and professional and technical health care workers than any other union in the state.

With over 46,000 members united, we have the power and resources to take on tough employers, represent members on the job, raise standards in our industries, and support laws that make a difference for working families.

My Union Representative:

My Union Steward:

With a union you and your co-workers have a voice in decisions about your work life—wages, benefits, holidays and vacations, scheduling, seniority rights, job security, and much more. Union negotiations put us across the bargaining table from management—as equals.

A negotiating committee of your co-workers and union staff negotiated this contract. How does the negotiating committee know what issues are important? Union members tell us. The issues raised in contract surveys and proposal meetings help us decide what to propose in contract negotiations. Stewards and union representatives report on issues that arise on the job, talking with members about grievances, problems, and needs. They have a hands-on sense of what the issues are.

The more that union members stand together and speak out with one voice, the stronger the contract we can win. A contract can only take effect after union members have a chance to review the offer and vote on it.

A union is as strong as its members. It's no secret—an active and united membership means a stronger union—which means a better contract.

I N D E X

Article 1 - Recognition And Bargaining Unit..... 1

Article 2 - Union Security..... 2

Article 3 - Comparable Past Experience..... 3

Article 4 - Seniority and Available Hours 4

Article 5 - Leave of Absence 6

Article 6 - Hours of Work and Overtime 7

Article 7 - Free Time..... 9

Article 8 - Classifications and Minimum Rates of Pay..... 9

Article 9 - Paid Holidays..... 10

Article 10 - Paid Vacation..... 11

Article 11 - Jury Duty Pay 13

Article 12 - Bereavement Leave 14

Article 13 - Sick Leave 14

Article 14 - Health and Welfare Plan..... 15

Article 15 - Retirement Program..... 16

Article 16 - General Conditions 18

Article 17 - Non-Discrimination..... 19

Article 18 - Strikes and Lockouts 19

Article 19 - Grievance and Arbitration Procedure..... 19

Article 20 - Discharge and Suspension..... 21

Article 21 - Technological Changes 21

Article 22 - Separability..... 21

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

Article 23 - Workplace Safety 22

Article 24 - Term of Agreement 22

Appendix "A" - Combination Food/Non-Food Checkstand Department 24

Letter of Understanding #1 - Combination Food/Non-Food Checkstand 26

Letter of Understanding #2 - Scheduling Practices 27

Letter of Understanding #3 - Dues Check-Off 30

Letter of Understanding #4 - Scheduled Days Off 31

Letter of Understanding #5 - Grievance Procedure 32

Letter of Understanding #6 - Optional Voluntary Buyout..... 33

Letter of Understanding #7 - Investment In Workforce Development WeTrain Non-Profit 34

Letter of Understanding #8 - Benefits for Workers with Disabilities..... 35

Letter of Understanding #9 - Joint Labor Management Committees 36

Signature Page 37

A G R E E M E N T

**By and Between
ALLIED EMPLOYERS, INC.**

**For and on Behalf of
FRED MEYER STORES, INC.**

And

**UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL #21
COMBINATION FOOD/NON-FOOD CHECKSTAND DEPARTMENT
SKAGIT COUNTY**

This Agreement is entered into by and between Fred Meyer Stores, Inc., referred to hereinafter as the "EMPLOYER" and United Food & Commercial Workers Union Local No. 21, referred to hereinafter as the "UNION".

It is the intent and purpose of the Employer and the Union to promote and improve labor management relations between them and to set forth herein the basic terms of the Agreement covering wages, hours and conditions of employment to be observed by the parties to this Agreement. Unless otherwise specified, all contract language changes shall be effective the second Sunday after signing of this Agreement.

In consideration of the mutual promises and agreements between the parties hereto, and in consideration of their mutual desire in promoting the efficient conduct of business and in providing for the orderly settlement of disputes between them, the parties to this Agreement agrees as follows:

ARTICLE 1 - RECOGNITION AND BARGAINING UNIT

1.1 Fred Meyer Stores, Inc. hereby recognizes UNITED FOOD & COMMERCIAL WORKERS UNION LOCAL NO. 21 as the sole collective bargaining agent for the employees in the appropriate bargaining unit as defined in Section 1.2 and 1.3 below.

1.2 All employees employed in the Employer's Burlington, WA store, employed in the Employer's Combination Food/Non-food Checkstand Department, provided the total store area of the store is over 100,000 square feet and the percentage of non-food sales constitute at least 50% of the total dollar sales within the store with respect to rates of pay, hours, and other conditions of employment except and excluding the Department Manager and two Assistant Department Managers and excluding employees in all other departments (i.e., Pharmacy, Health and Beauty Aids, Floral, Garden Center, Apparel, Shoe, Home Fashion, Photo Electronics, General Merchandise Departments, Playland, Jewelry Department, Time and Attendance, Human Resource Coordinators, Human Resource Administrators) and confidential employees and guards as defined in The Act. Subject to the preceding exclusions, all work of handling and selling merchandise in such retail stores covered by this Agreement shall be performed only by employees of the Employer within the unit referred to above for which United Food &

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

2

Commercial Workers Union Local No. 21 is recognized as the sole collective bargaining agency by the Employer.

1.3 The Employer shall not permit demonstrators, salesmen or other employees of a supplier to perform work of store clerks. Demonstrators assigned to a store by a supplier shall confine themselves to the particular items being demonstrated and wear clothing or carry some badge identifying them with the product or firm for which the demonstration is made.

ARTICLE 2 - UNION SECURITY

2.1 Pursuant to and in conformance with Section 8(a)3 of the Labor Management Relations Act of 1947, as amended, it shall be a condition of employment that all employees covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing, and those who are not members on the effective date of this Agreement, shall, on the thirtieth (30th) day following the effective date of this Agreement, become and remain members in good standing in the Union. The tendering of initiation fees and periodic dues uniformly required as a condition of continued membership, shall constitute good standing in the Union for the purpose of this Article. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date shall, on the thirtieth (30th) day following the beginning of such employment, become and remain members in good standing in the Union. For the purpose of this Article, the execution date of this Agreement shall be considered as its effective date.

2.2 The Employer shall discharge any employee as to whom the Union, through its authorized representative, delivers to the Employer's Main Office a written notice that such employee is not in good standing in conformity with this Article. For the purpose of establishing uniform rules for the application of this paragraph of the Agreement, the parties agree as follows:

2.2.1 If a newly hired employee fails to apply for Union membership, or if an employee fails to comply with the requirements of continued membership, as set forth above, the Union will serve a letter upon the Employer requesting that such employee be terminated.

2.2.2 Upon receipt of a letter requesting termination of an employee who has not complied with Article 2 of the Agreement, the Employer shall (on the same date, if the employee is working on that date) immediately notify such employee that if he/she has not complied with the Union membership requirements of Article 2 of the Agreement, within 14 days from the date of written request for termination his/her employment shall automatically be terminated.

2.2.3 The Union agrees to withdraw any letter of termination if an employee, in respect to whom such letter has been served, shall complete his membership requirements with the time limit specified in 2.2.1 and 2.2.2.

2.2.4 Whenever the Union requires the discharge of any employee connected with the Union security clause of this contract, the Union shall hold the Employer harmless and shall indemnify the Employer against loss, as a result of relying upon the direction of the Union in terminating any employee. The Employer agrees that when the Union notifies the Employer

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

3

within three (3) days of the original notice, that the reason for the termination was a bona fide clerical error, the Employer will reinstate the employee to his former position on the next weekly schedule.

2.3 Each month, the Employer shall provide an electronic report of all new hires and terminations. Such report shall include the employees' first name, middle initial and last name, social security number, phone number (home and/or cell), email (if available), store number/work location, department, job classification, wage rate, date of hire/rehire and/or date of termination.

Each quarter, the Employer shall provide an electronic report of all employees covered under the current bargaining agreement. Such report shall include the employees' first name, middle initial and last name, social security number, address, phone number (home and/or cell), email (if available), store number/work location, department, job classification, wage rate, and date of hire/rehire.

2.4 No employee shall be discharged or discriminated against for any lawful Union activity, including performing service on a Union committee outside of business hours or for reporting to the Union the violation of any provisions of the Labor Agreement, providing such activities shall not interfere with the normal performance of the employee's work.

2.5 The Employer agrees that it will not require any employee or prospective employee to take a polygraph (lie detector) test as a condition of employment or continued employment.

ARTICLE 3 - COMPARABLE PAST EXPERIENCE

3.1 When an employee is hired where comparable past experience is applicable, all past experience for an apprentice shall apply, if the comparable past experience was with the same Employer and has been within two years previous to employment. For comparable past experience not with the same Employer, the Employer shall have the option of starting such employee two wage brackets below what their previous experience would otherwise entitle them to. Past experience must be claimed by an employee on his or her application in order to claim wage adjustments for incorrect payments by the Employer. Applicable past experience is defined as comparable work performed in the Retail Grocery Industry.

3.1.1. Comparable past experience for employees who were formerly Journeypersons with the same Employer shall be applied as follows; who have not worked for the past:

- 0 - 2 years shall be considered Journeyperson;
- 2 - 3 years shall be considered Step 4 Apprentice;
- 3 - 4 years shall be considered Step 3 Apprentice;
- 4 years or more shall be considered a 1st Step Clerk

Comparable past experience for those employees who have not worked for the same Employer shall be applied as follows; who have not worked for the past:

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

4

- 0 - 2 years shall be considered Step 4 Apprentice;
- 2 - 3 years shall be considered Step 3 Apprentice;
- 3 - 4 years shall be considered Step 2 Apprentice;
- 4 years or more shall be considered a 1st Step Clerk.

3.1.2 This shall not preclude an Employer hiring new employees at a scale in excess of the aforementioned brackets.

3.1.3 Employees who receive a certification from a vocational school in cash register operation shall be credited with all classroom hours (not to exceed 300 hours). This paragraph applies to employees hired after the acceptance of this Agreement.

ARTICLE 4 - SENIORITY AND AVAILABLE HOURS

4.1 Attainment of Seniority

4.1.1 All employees shall attain seniority after ninety (90) calendar days with one Employer.

4.1.2 Upon completion of this period, seniority shall date back to the last date of hire.

4.2 Application of Seniority

4.2.1 Seniority shall be applicable on an individual store basis, except as otherwise provided for under Section 4.2.2, and shall apply to the extent provided for in this Article.

4.2.2 An employee's seniority shall not be broken in cases where the employee transfers to a different store location covered by this Agreement.

4.2.3 When an employee is transferred by the Employer from another area outside those listed in 4.2.2 above, the transferred employee shall retain all seniority rights with the Employer but shall be entitled to exercise such rights only after having worked in the bargaining unit for a minimum of ninety (90) calendar days.

4.3 Layoff

4.3.1 Where, on an individual store basis, there is a reduction of the number of employees holding seniority within such store, the last employee hired shall be the first employee laid off, provided qualifications and ability are equal. The affected employee so reduced may displace the most junior employee of the Employer in the same classification, i.e., clerks, courtesy clerks, within the geographic jurisdiction covered by this Agreement, provided qualifications and ability are equal. A layoff is defined as two (2) consecutive weeks that an employee is not shown on the weekly work schedule. In the event of a store closure, the affected employees shall be considered laid off at the time of the closure.

4.4 Rehire

4.4.1 Where there is an increase in the number of employees within the job classification, the last employee laid off by the Employer within the geographic jurisdiction covered by this Agreement will be the first employee rehired, provided qualifications and ability are equal. In the case where two (2) or more employees are laid off on the same date, the senior employee will be the first rehired, provided qualifications and ability are equal.

4.4.2 Employees shall be required to inform the Employer in writing of their current address and phone number, and with the exception of temporary rehires, employees rehired in accordance with 4.4.1 shall be notified in writing to report to work.

4.5 Loss of Seniority

4.5.1 Except as otherwise provided for in ARTICLE 5 - LEAVE OF ABSENCE, seniority shall be broken and the employees service shall be terminated for the following reasons:

4.5.2 Voluntary quit;

4.5.3 Discharge in accordance with Article 20;

4.5.4 Absence caused by a layoff in excess of ninety (90) consecutive calendar days;

4.5.5 Absence caused by an illness or non-occupational accident of more than nine (9) months;

4.5.6 Absence caused by an occupational accident of more than eighteen (18) consecutive months;

4.5.7 Failure to report to work within seventy-two (72) hours following the postmark of the written notice referred to in Section 4.4.2 mailed to employees last known address; and

4.5.8 Failure to report to work immediately following a Leave of Absence as provided for under ARTICLE 5.

4.6 Reduction of Hours

4.6.1 Regular employees shall not have their hours arbitrarily reduced for the purpose of increasing the working hours of regular part-time employees or assigning such hours to new hires or extra employees.

4.7 Available Hours

4.7.1 The Employer may arrange weekly work schedules to accommodate the need of the business, and senior employees shall be offered the most weekly hours up to a maximum of

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

6

forty (40) hours per week; provided qualifications and ability are equal; the senior employee is available to perform the work; and the employee has notified management in writing of his or her desire for additional hours of work. Nothing herein shall be construed as a guarantee of daily or weekly hours of work or pay for time not worked. It shall be the obligation of the Employer to promptly investigate alleged abuses upon presentation, and to rectify such abuses when justified within the meaning of this section.

4.8 Definitions

4.8.1 "PROVIDED QUALIFICATIONS AND ABILITY ARE EQUAL" - It is understood and agreed that the term "provided qualifications and ability are equal" shall mean that if two employees have the same qualifications and abilities, the senior employee has priority.

4.9 Liability

4.9.1 It is understood and agreed that the employee will not be entitled to request wages under the provisions of this Article except to the extent of time lost commencing with the weekly work schedule next following receipt of the Union's written notification to the Employer of the claim in accordance with ARTICLE 9, provided that if less than three (3) days remain prior to the posting of the weekly work schedule in accordance with Section 6.10 when the Employer received notification, the Employer's liability, if any, for time lost shall commence with the second next work schedule and thereafter until resolved.

ARTICLE 5 - LEAVE OF ABSENCE

5.1 Regular employees with one (1) year or more of continuous service shall be entitled to a leave of absence without pay for the following bona fide reasons.

5.1.1 Illness or non-occupational injury which required absence from work;

5.1.2 Pregnancy; and,

5.1.3 Serious illness or injury in the employee's immediate family.

5.2 Leaves for personal reasons may be granted at the sole discretion of the Employer to regular employees regardless of length of service.

5.2.1 Union stewards may be granted up to two (2) unpaid days off per calendar year to attend Union functions. Only one (1) shop steward per store location may be granted this time off.

5.2.2 Upon request of the Union, leaves of absence without pay for Union business not to exceed nine (9) months may be granted by the Employer to employees regardless of length of service.

5.3 Any request for a leave of absence under the terms of Section 5.1 and 5.2 shall be in writing and state the following information:

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

7

5.3.1 Reason for such request;

5.3.2 Date leave is to begin; and

5.3.3 Date of return to work.

5.4 Any leave of absence with the exception of Section 5.1.3 and 5.5, may run to a maximum of nine (9) months.

5.5 Leaves due to occupational injuries that result from employment with the Employer regardless of length of service, shall be granted for a period of up to eighteen (18) months unless a longer period is agreed upon between the Employer and the Union.

5.6 The employee must be qualified to resume his regular duties upon return to work from an approved leave of absence.

5.6.1 A doctor's certificate verifying that the employee is able to resume his normal duties must be furnished if requested by the Employer.

5.6.2 The employee shall then return to the job previously held or to a job comparable with regard to rate of pay, on the first weekly schedule prepared after the employer has received notice in writing of the employee's availability.

5.7 Any employee who fails to return to work at the end of a leave of absence shall be terminated as provided for under Section 4.5.7.

5.8 Any employee found to have abused the "leave of absence" by falsification or misrepresentation shall thereupon be subject to disciplinary action.

ARTICLE 6 - HOURS OF WORK AND OVERTIME

6.1 Forty (40) hours per week consisting of five (5) days of eight (8) consecutive hours each (exclusive of not more than one hour out for lunch each day) shall constitute the basic straight-time workweek. No employee shall be scheduled for a lunch break in work shifts of five (5) hours or less.

6.2 All hours worked in excess of eight (8) hours per day and forty (40) hours per week shall be paid for at the rate of time and one-half (1-1/2). Where six days, Monday through Saturday are worked in any one week, time and one-half (1-1/2) shall be paid for work on the day the least number of hours are worked.

6.3 A minimum of nine (9) hours shall be required between straight-time shifts, otherwise a premium of time and one-half (1-1/2) will be required for any hours that may be worked prior to the expiration of the nine (9) hour period.

6.4 Work performed by employees on any of the following days or between the hours specified below shall be considered as premium work and paid for according to the premium

rates set forth herein. However, any hour paid at time and one-half (1½) or greater on Sunday shall not count as a qualifying hour for daily or weekly overtime.

6.4.1 The employee in charge of the Combination Checkout Department during the absence of the manager and the assistant manager(s) for a period over three hours in a day shall be compensated in the amount of fifty cents (50¢) per hour additional while in charge. This is in addition to any compensation including any overtime and/or premium applicable while the store is open for business.

6.4.2 Employees required to work after 6:00 p.m. on either New Year's Eve or Christmas Eve shall be entitled to time and one-half (1-1/2) for all hours after 6:00 p.m. on such days.

6.4.3 6:00 p.m. to 9:00 p.m. - The employee's regular rate of pay plus twenty cents (20¢) per hour. Schedules may be set for those employees designated to complete their shift at fifteen (15) minutes after 9:00 p.m. to facilitate closing the store, without the application of the premium set forth in Section 6.4.4.

6.4.4 9:00 p.m. to 6:00 a.m. - The employee's regular rate of pay plus fifty cents (50¢) per hour.

6.5 The Employer shall not schedule any employee for a split shift.

6.6 Employees shall be allowed a rest period of not less than ten minutes, on the Employer's time, for each four hours of working time. Rest periods shall be scheduled as near as possible to the mid-point of the work period. No employee shall be required to work more than three hours without a rest period.

6.7 Employees who work a freestanding five-hour shift (with no lunch) shall be entitled to a 15-minute rest period during the shift.

6.8 Members of the Union who are employed in any of the classifications covered by this Agreement and who are temporarily assigned to the work of Relief Manager shall be compensated for straight-time hours while so temporarily assigned at the Senior Journeyman's rate and overtime shall be paid at the rate of time and one-half (1-1/2) the Senior Journeyman's rate.

6.9 Required store meetings shall be paid for at the straight-time rate and shall be considered time worked for the purpose of computing overtime for all hours in excess of forty (40) during any workweek. Section 6.3, 6.5 and 6.10.4 shall not apply to this Section.

6.10 The Employer recognizes the desirability of giving his employees as much notice as possible in the planning of their weekly schedules of work and accordingly agrees to post a work schedule in accordance with Letter of Understanding #2. It is understood that the work schedule may not be used to guarantee any specified number of hours of work to any employee and that the schedule may be changed in case of emergency, or by 48 hours notice to the Clerk employee, or by mutual agreement between the Employer and the employee, provided however, no employee shall be discriminated against for failure to enter into such mutual agreement.

6.10.1 The weekly work schedule shall include the period designated as the meal periods required by this Agreement. Lunch hours shall be as close to the middle of the shift as possible.

6.10.2 In the event the employee works more than eight (8) hours the highest applicable premium shall apply and there shall be no compounding of premium and/or overtime pay.

6.10.3 The Employer will utilize qualified employees from other classifications within a store, when available, to relieve checkers for lunch periods.

6.10.4 All employees, except those in the classification Courtesy Clerk and except in cases of emergency beyond the Employer's control or where the employee is unable to work four (4) hours (two (2) hours for Courtesy Clerks) on a particular day, shall receive not less than four (4) continuous hours (two (2) hours for Courtesy Clerks) work or equivalent compensation in any one day ordered to report for work, compensation to begin at the time of reporting for duty.

6.11 No Pyramiding: There shall be no compounding or pyramiding of premium pay and overtime pay and only the highest applicable rate shall be paid for an hour of work performed under this Agreement.

ARTICLE 7 - FREE TIME

7.1 There shall be no "free" or "time-off-the-clock" work practices under this Agreement. Any employee found by the Employer or the Union to be engaging in such unauthorized practice shall be subject to discipline, which may include termination.

7.2 Stock taking (inventory) or book work shall be paid at the appropriate rate, if bargaining unit employees perform the work.

7.3 Where time clocks are not provided, the Employer will provide time cards or time sheets to be completed accurately by the employees.

ARTICLE 8 - CLASSIFICATIONS AND MINIMUM RATES OF PAY

8.1 The classifications and wage rates for all employees, and various provisions relating thereto, are set forth in APPENDIX "A", which is attached to this Agreement, and by reference incorporated herein.

8.2 Wage Statements - The Employer agrees to furnish each employee, on regular established paydays, a wage statement showing the name of the employee, period covered, hours worked, rate of pay and total amount of wages paid and deductions made.

8.3 For the purpose of computing months of experience and determining length of service wage adjustments under Section 8.1 of this Article 8, one hundred seventy-three and one-third (173 1/3) hours of employment with the Employer shall be counted as one (1) month's experience, provided that no employee shall be credited for more than one hundred seventy-three and one-third (173 1/3) hours of experience in any one (1) calendar month. All wage adjustments required by the application of this section shall be effective on the closest Sunday.

8.3.1 The apprentice pay bracket formula is based entirely on actual hours of comparable experience in the retail industry, experience which is absolutely essential for proper understanding of the responsibilities and satisfactory performance of the job or position. However, for those apprentices who go into the military service prior to becoming a Journeyman, such an employee will be re-employed at the next higher wage rate above his rate at the time of entry into the military service, if the employee applies for re-employment within ninety (90) days following discharge.

ARTICLE 9 - PAID HOLIDAYS

9.1 The following shall be recognized as paid holidays for employees who have acquired seniority (for employees hired on or after April 3, 2011, the initial wait for holiday eligibility shall be six consecutive months):

New Year's Day	-	January 1
President's Day	-	Third Monday in February
Memorial Day	-	Last Monday in May
Independence Day	-	July 4
Labor Day	-	First Monday in September
Thanksgiving Day	-	Fourth Thursday in November
Christmas Day	-	December 25

9.1.2 Work on Christmas Day shall be on a voluntary basis, however, if there are insufficient volunteers, employees shall be scheduled on an inverse seniority basis.

9.2 Employees with one (1) year of continuous service with the Employer shall be entitled to a personal holiday. By mutual agreement between the Employer and the employee, the employee may receive payment in lieu of such holiday in accordance with Section 9.3. Employees shall give the Employer a thirty (30) day notice prior to their personal holiday. The personal holiday shall not be carried over into the next year.

9.3 Employees, provided they normally work the hours as specified below, who work during the week in which the holiday occurs, and report for work their last scheduled working day preceding and their next scheduled working day immediately following the holiday, shall be paid for holidays specified in Sections 9.1 and 9.1.2 of this Article not worked on the following basis:

9.3.1 Hours normally worked per week shall mean the employee's average weekly hours for the last eight (8) weeks of work prior to the holiday week or date of hire whichever is applicable.

<u>Hours Normally Worked Per Week</u>	<u>Hours of Holiday Pay</u>
12 to 24	4
24 to 32	6
32 or more	8

9.4 An employee shall not be deprived of holiday pay if he is absent from work his last scheduled working day preceding and/or his next scheduled working day immediately following

the holiday if he is unable to work such scheduled working day for one or more of the reasons specified in subsection 9.4.1, 9.4.2, 9.4.3, 9.4.4, and 9.4.5, provided that the employee has in all other respects qualified for pay for the holiday not worked, including the requirement to work sometime during the week in which the holiday occurs.

9.4.1 Bona fide illness or injury.

9.4.2 Temporary layoff.

9.4.3 Jury duty as defined in Article 11.

9.4.4 Funeral leave as defined in Article 12.

9.4.5 Other absence from work approved by the Employer at his sole discretion.

9.5 The requirement to work sometime during the holiday week shall be waived when the involuntary absence is due to a bona fide illness or injury provided that the employee has worked within the seven (7) calendar days preceding the holiday and within the seven (7) calendar days following the holiday.

9.5.1 If the qualifications for holiday pay as specified in Sections 9.1 and 9.1.2 are met by the employee and he works thirty-two (32) or more hours in the holiday week, he shall receive eight (8) hours of holiday pay.

9.6 A doctor's certificate or other authoritative verification of illness may be required by the employer and, if so, must be presented by the employee not more than forty-eight (48) hours after return to work. If the employee is absent more than two (2) scheduled days, such verification must be presented prior to return to work, provided the Employer has given the employee reasonable advance notice.

9.7 Holidays, either worked or not worked, shall not be considered as days worked for the purpose of computing weekly overtime except in the case of employees who normally work six days per week, totaling at least 44 hours per week. In the case of the employee's personal holiday, the week in which the personal holiday is observed shall be considered as the holiday.

9.8 Employees who qualify for holiday pay as specified in Section 9.2 of this Article shall be paid time and one-half (1-1/2) in addition to such holiday pay for work performed on holidays named in Section 9.1 of this Article. Employees who do not qualify for holidays pursuant to Section 9.2 of this Article shall receive time and one-half (1-1/2) for work performed on such holidays; provided, this shall not apply to the employee's personal holiday.

ARTICLE 10 - PAID VACATION

10.1 Employees on the first anniversary date of their employment (after the first year of continuous employment) shall be entitled to a vacation with pay at their straight-time hourly rate based upon the number of hours worked in the preceding twelve (12) months as follows:

UFCW Local #21 - Fred Meyer CCK (Skagit)
 April 12, 2020 - April 8, 2023

12

<u>Hours Worked</u>	<u>Hours of Paid Vacation</u>
800 to 1200	20
1200 to 1600	24
1600 to 2080	32
2080 or more	40

10.2 Employees on the second (2nd) and each subsequent anniversary date of their employment to the fifth (5th) anniversary date of their employment (after the second and each subsequent year to the fifth year of continuous employment) shall be entitled to a vacation with pay at their straight-time hourly rate based upon the number of hours worked in the preceding twelve (12) months as follows:

<u>Hours Worked</u>	<u>Hours of Paid Vacation</u>
800 to 1200	40
1200 to 1600	48
1600 to 2080	64
2080 to 2288	80
2288 to 2496	88
2496 or more	96

10.3 Employees on the fifth (5th) and each subsequent anniversary date of their employment to the twelfth (12th) anniversary date of their employment (after the fifth and each subsequent year to the twelfth year of continuous employment) shall be entitled to vacation with pay at their straight-time hourly rate based upon the number of hours worked in the preceding twelve (12) months as follows:

<u>Hours Worked</u>	<u>Hours of Paid Vacation</u>
800 to 1200	60
1200 to 1600	72
1600 to 2080	96
2080 to 2288	120
2288 to 2496	132
2496 or more	144

10.4 Employees on the twelfth (12th) and each subsequent anniversary date of their employment (after the twelfth (12th) and each subsequent year of continuous employment) shall be entitled to vacation with pay at their straight-time hourly rate based upon the number of hours worked in the preceding twelve (12) months as follows:

<u>Hours Worked</u>	<u>Hours of Paid Vacation</u>
800 to 1200	80
1200 to 1600	96
1600 to 2080	128
2080 to 2288	160
2288 to 2496	176
2496 or more	192

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

13

10.5 It is hereby understood and agreed that in computing "hours of paid vacation" for employees who regularly appear on the payroll for thirty-two (32) or more hours per week, the terms of Sections 10.1, 10.2, 10.3 and 10.4 of this Article shall be applied so that working time lost up to a maximum of one hundred sixty (160) hours due to verified cases of sickness or accident, (in addition to vacation and holiday time off earned and taken by the employee) shall be counted as time worked.

10.6 Employees who average twenty (20) hours or more per week, who terminate or are terminated (discharge for dishonesty excepted) after the first or any subsequent anniversary date of their employment and prior to their next anniversary date of employment shall be entitled to vacation pay at their straight-time hourly rate based upon the number of hours worked since the last anniversary date of their employment at the following rates for each full one hundred (100) hours worked: After the first (1st) to the fifth (5th) anniversary date, four (4) hours' vacation pay; after the fifth (5th) to the twelfth (12th) anniversary date, six (6) hours' vacation pay; and, after the twelfth (12th) anniversary date, eight (8) hours' vacation pay.

10.7 Vacation may not be waived by employees nor may extra pay be received for work during that period, provided, however, that by prior mutual agreement between the Employer, employee and Union, this provision may be waived.

10.8 Employees whose vacations are scheduled during a holiday week shall receive holiday pay provided for under the terms of Article 9 of this Agreement in addition to vacation pay.

10.9 The Employer agrees to pay earned vacation pay prior to vacation if requested by the employee on a timely basis.

10.10 All vacations shall be scheduled by seniority and all weeks of vacation may be taken separately or consecutively (up to three (3) weeks).

ARTICLE 11 - JURY DUTY PAY

11.1 After one (1) year of service, employees who are regularly employed twenty (20) hours or more per week who are taken from their work for jury service in the Municipal, County, State or Federal Court shall be reimbursed for their loss of wages while actually performing such jury service, provided the employee complies with the following requirements:

a. He shall notify the Employer promptly upon receipt of a call for jury duty.

b. When he reports for jury duty and is excused by the court, he shall report as soon as possible to the Employer for the purpose of working the balance of the day. If his regular job is not available, he shall perform such other duties as may be assigned by the Employer. Employees who have served a full day as juror, and who are scheduled to commence work after 5:00 P.M., shall not be required to report to work that day. In order to be eligible for such payments, the employee must furnish a written statement from the appropriate public official showing the date and time served and the amount of jury pay received.

11.1.1 Witness Duty - Employees required to appear in court or in legal proceedings on behalf of their Employer during unscheduled hours, shall receive compensation at their regular straight-time hourly rate of pay only for the time spent in making such appearance, less any witness fees received. No other provisions of this Agreement shall apply to this Section.

11.1.2 If an employee is required to appear on behalf of the Employer during regular scheduled hours, he/she shall receive compensation at their regular straight-time hourly rate of pay for time spent in making such appearance, less any witness fees received. In this event, these hours will be considered compensable hours under the terms of this Agreement.

11.2 The amount of reimbursement for jury service shall be determined by subtracting his jury duty pay from the wages he would have earned at his regular straight-time hourly rate for not to exceed eight (8) hours per day and one hundred and twenty (120) hours of jury service in any one (1) year. On request, the employee shall show the Employer his check or voucher for jury service and permit a copy to be made. This section shall not apply to volunteer jury duty.

ARTICLE 12 - BEREAVEMENT LEAVE

12.1 After their first year of employment, employees who are regularly employed twenty (20) hours or more per week, shall be allowed up to three (3) days off with pay for loss of their normal scheduled hours of work for death in the immediate family as defined below. Funeral leave will be paid only with respect to a workday on which the employee would otherwise have worked and shall not apply to an employee's scheduled days off, holidays, vacation, or any other day in which the employee would not, in any event, have worked. Scheduled days off will not be changed to avoid payment of bereavement leave. Bereavement leave shall be paid for at the employee's regular straight-time hourly rate. Immediate family shall be defined as spouse, son, daughter, mother, father, brother, sister, step-children, current step-mother, current step-father, domestic partner or relatives residing with the employee, mother-in-law, father-in-law (existing spouse), grandchildren and grandparents.

ARTICLE 13 - SICK LEAVE

13.1 Employees, during each twelve (12) months following their last date of employment, (after the first and each succeeding year of continuous employment with the Employer) shall be entitled as set forth below to paid sick leave at their current regular straight-time hourly rate for bona fide illness or injury-off-the job.

13.2 Sick leave shall be accrued by an employee depending upon the number of straight-time hours worked by the employee with the Employer in each twelve (12) months as follows:

<u>Hours Worked</u>	<u>Hours of Sick Leave Pay</u>
1248 to 1679	24
1680 to 1999	32
2000 or more	40

13.3 Sick leave pay, to the extent it has been earned, shall begin on the third (3rd) normally scheduled working day of illness or injury-off-the job or the first (1st) normally scheduled

working day, if the employee is hospitalized on such first (1st) normally scheduling work day, shall continue for each normally scheduled working day of illness thereafter or if the employee has a full sick leave bank (160 hours), and shall be in an amount per day equal to the average number of straight-time hours worked per day by the employee during the past twelve (12) months; provided 1) the daily total of sick leave pay under this Article and disability payments provided by the Health and Welfare Plan shall not exceed the current regular straight-time rate for the employee's average hours up to eight (8) hours per day; and 2) not more than five (5) days sick leave pay shall be required in any one workweek. For the purposes of this Article, disabling outpatient surgery will be treated as hospitalization.

13.4 Sick leave pay shall be cumulative from year to year, but not to exceed a maximum of one hundred and sixty (160) hours. Sick leave pay must be earned by employment with the Employer.

13.5 A Doctor's certificate or other authoritative verification of illness may be required by the Employer and, if so, must be presented by the employee not more than forty-eight (48) hours after return to work. If the employee is absent more than two (2) scheduled days, such verification must be presented prior to the employee's return to work, provided the Employer has given reasonable advance notice.

13.5.1 The Employer agrees it will not automatically require doctor's notes when employees call in sick.

13.6 Any employee found to have abused sick leave benefits by falsification or misrepresentation shall thereupon be subject to disciplinary action, reduction or elimination of sick leave benefits (including accumulated sick leave) and shall further restore to the company amounts paid to such employee for the period of such absence, or may be discharged by the company for such falsification or misrepresentation.

13.7 Sick leave may be used to supplement Worker's Compensation to the extent it has been accumulated; however, the total of sick leave pay, disability payment under any insurance plan, and Worker's Compensation benefits paid to an employee in any calendar week shall not exceed the average earnings of the employee for the six (6) work weeks prior to his/her absence.

13.8 Family Leave - Employees shall be permitted family leave in accordance with RCW 49.12 on the same terms and conditions (including eligibility requirements) as provided in Sections 13.1 through 13.8 above.

ARTICLE 14 - HEALTH AND WELFARE PLAN

14.1 The Employer and the Union agree to be bound by the terms and provisions of that certain Trust Agreement creating the Sound Health & Wellness Trust, initially executed June 18, 1957, and all subsequent revisions or amendments thereto, including the revision of January 25, 1990. The Employer accepts as his representatives for the purpose of this Trust Fund, the Employer Trustees serving on the Board of Trustees of said Trust Fund and their duly appointed successors. The Employer and the Union agree to be bound by the terms of the parties' Health & Welfare and Pension Agreement and by all subsequent revisions or amendments thereto.

14.2 The Employer party to this Agreement shall continue to pay on a per compensable hour basis (maximum of one hundred and seventy-three (173) hours per calendar month per employee) into the Sound Health & Wellness Trust for the purpose of providing the employees with hospital, medical, surgical, vision, group life, accidental death and dismemberment, weekly indemnity benefits and dental benefits in accordance with the contribution rates and related provisions established by the separate Health and Welfare Agreement between Allied Employers, Inc., and various Local Unions dated April 1, 1977, and as subsequently amended.

14.3 The details of the benefit programs, including a description of exact benefits to be provided, and the rules under which employees and their dependents shall be eligible for such benefits, shall be determined by the Trustees of the Sound Health & Wellness Trust in accordance with the terms and provisions of the Trust Agreement creating the Trust, dated June 18, 1957, and as may be subsequently amended.

14.4 The contribution referred to shall be computed monthly and the total amount due for each calendar month shall be remitted in a lump sum not later than twenty (20) days after the last day of the month in which the contributions were earned.

14.4.1 Notwithstanding the foregoing Section, the Board of Trustees of the Sound Health & Wellness Trust shall have the authority to establish and enforce a method for reporting contributions on an accounting period basis, rather than a calendar month basis. In such a case, the one hundred and seventy-three (173) hour maximum shall be appropriately adjusted, as directed by the Trustees, provided that in no event shall the Employer's total obligation be different than what it would have been on a calendar month basis. Further, the total contributions due for each approved accounting period shall be remitted in a lump sum not later than twenty (20) days after the end of the accounting period.

ARTICLE 15 - RETIREMENT PROGRAM

15.1 During the 2019 negotiations, the parties reached detailed pension agreement which is set forth in Attachment A-2 (Kroger) to the parties' Health & Welfare and Pension Agreement. The required employer hourly contributions are set forth in this Article below and in the parties' pension agreement.

The Employer and the Union agree to be bound by the terms and provisions of that certain Trust Agreement creating the Sound Retirement Trust (formerly Retail Clerks Pension Trust Fund), dated January 13, 1966, and as subsequently amended. Further, each Employer Trustee will be appointed by Allied Employers, Inc. to serve on the Board of Trustees of said Trust fund and their duly appointed successors. The Employer and the Union agree to be bound by the terms of the parties' Health & Welfare and Pension Agreement. At such time as the Kroger transfer to the UFCW Consolidated Fund is complete and all the terms of the Kroger Pension Agreement have been met, Kroger will no longer participate in the Sound Retirement Trust.

15.2 Employer Contributions:

15.2.1 Until the effective date of the new future service defined benefit variable plan ("Sound VAP Trust"), the Employer will continue to make contributions to the Sound

UFCW Local #21 - Fred Meyer CCK (Skagit)
 April 12, 2020 - April 8, 2023

17

Retirement Trust as described in this Section and the Employer's active employees will continue to earn benefit accruals under the Sound Retirement Trust. The Employer will contribute the following amounts and in accordance with Attachment A-2 (Kroger) to the parties' Health & Welfare and Pension Agreement:

	CCK	Courtesy Clerks
Base	\$0.30	\$0.25
Pre-PPA Suppl.^	\$0.10	\$0.10
Past Rehab Incr.	\$0.764	\$0.764
Current Total:	\$1.164	\$1.114
Rehab Plan Increases This Term:		
Jan. 2021 hours (+\$0.106)	\$1.270	\$1.220
Jan. 2022 hours (+\$0.106)	\$1.376	\$1.326
Jan. 2023 hours (+\$0.106)	\$1.482	\$1.432

^ The pre-PPA supplemental contribution is based on the parties' pension agreement.

15.2.2 Kroger's contribution obligation will cease to the Sound Retirement Trust on the date of the transfer of assets and liabilities to the UFCW Consolidated Pension Fund per Attachment A-2 (Kroger) to the Health & Welfare and Pension Agreement.

15.3 Sound VAP Trust Employer Contributions: Upon the effective date of the new future service defined benefit variable plan ("Sound VAP Trust"), the employer will contribute for each eligible employee to the Sound VAP Trust in accordance with Attachment A-2 (Kroger) to the Health & Welfare and Pension Agreement.

15.4 The contribution referred to in Article 15 shall be computed monthly (with a maximum of one hundred and seventy-three (173) hours per calendar month per employee) and the total amount due for each calendar month shall be remitted in a lump sum not later than twenty (20) days after the last day of the month.

15.4.1 Notwithstanding the foregoing Article, the Board of Trustees of the Sound Retirement Trust shall have the authority to establish and enforce a method for reporting contributions on an accounting period basis, rather than a calendar month basis. In such a case, the one hundred and seventy-three (173) hour maximum shall be appropriately adjusted, as directed by the Trustees, provided that in no event, shall an Employer's total obligation be different than what it would have been on a calendar month basis. Further, the total contributions due for each approved accounting period shall be remitted in a lump sum not later than twenty (20) days after the end of the accounting period.

15.5 The provisions of Section 19.6 of this Agreement shall in no way apply to or affect the Employer's obligation to pay contributions to this Trust Fund.

15.6 Pension Protection Act ("PPA"). This Agreement is to be subject to the 2018 Plan Year Rehabilitation Plan adopted by the Board of Trustees as revised December 5, 2019.

ARTICLE 16 - GENERAL CONDITIONS

16.1 It is expressly understood that employees receiving more than the minimum compensation or doing more favorable working conditions than provided for in this Agreement shall not suffer by reason of signing or adoption; however, the terms of this Agreement are intended to cover only minimums of wages and other employee benefits. The Employer may place superior wages and other employee benefits in effect and reduce the same to the minimum herein prescribed without the consent of the Union.

16.2 All aprons and uniforms required by the Employer shall be furnished and kept in repair by the Employer and, except where the garment is of drip-dry material, the Employer shall pay for the laundering of same.

16.3 All employees shall be covered by Industrial Insurance and Medical Aid under the provisions of the Workmen's Compensation Act of the State of Washington, or guaranteed equal coverage.

16.4 In the event any employee covered by this Agreement shall be called or conscripted for any branch of the United States Military Service, he shall retain, consistent with his physical and mental abilities, all seniority rights hereunder for the period of this Agreement or any renewal or extension thereof, provided application for reemployment is made within ninety (90) days after being honorably discharged from such military service, current federal law to govern at time of application.

16.5 The Union agrees to issue a Union Store Card and/or window decals to the Employer. Such Union Store Cards and decals are and shall remain the property of the United Food & Commercial Workers International, and the Employer agrees to surrender said Union Store Cards and/or decals to an authorized representative of the Union on demand in the event of proven failure by the Employer to observe the terms of this Agreement. The Employer shall display such Union Store Cards and/or decals in conspicuous areas accessible to the public, in each establishment covered by this Agreement.

16.6 If any employee is required to travel from one place to another during the course of the performance of the day's work, said employee shall be compensated for such time and for any legitimate expenses incurred. Such employees shall be reimbursed for public transportation expense if used, or be granted mileage allowance at the IRS allowable rate per mile, if the employee provides the vehicle to be used.

16.7 The employee agrees to faithfully perform the duties assigned to the best of their ability and to use their best efforts to promote the business of the Employer at all times.

16.8 After first contacting the Employer or his representative, the Business Representative of the Union shall be allowed access to the stores to investigate the working conditions to see that this Agreement is in full force and effect, providing that all contacts will be handled so as to not interfere with the employee's duties or with service to the customers.

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

19

16.9 The Employer shall furnish to the Union on written request, a copy of the payroll records of all bargaining unit employees, but not more than one (1) payroll record need be furnished during a twelve (12) month period.

16.10 If the addition of a second U-Scan unit in any store has a material impact on any of the bargaining unit employees, the parties will agree to bargain over the effects of the installation of the second U-Scan unit in that store. A "unit" is defined as a bank with one to four self-scanners.

16.11 Drug Testing - The Employer may require the employee to submit to a legally recognized drug or alcohol test at the Employer's expense if the Employer has reasonable grounds to believe the employee is under the influence of alcohol or drugs. Reasonable grounds will not be required for drug or alcohol testing when an employee suffers an on-the-job injury. An employee who tests positive shall be entitled to have a second test performed using a different disclosure method to verify the accuracy of the test results. Time spent in such testing shall be on Company time; however, any employee refusing to submit to a drug or alcohol test shall be taken off the clock effective with the time of the Employer's request. An employee who refuses to take a drug or alcohol test upon request shall be subject to termination.

ARTICLE 17 - NON-DISCRIMINATION

17.1 The parties to this Agreement acknowledge their responsibilities under Title VII of the CIVIL RIGHTS ACT of 1964 and the AGE DISCRIMINATION IN EMPLOYMENT ACT of 1967, and do hereby agree not to discriminate on the basis of race, color, religion, sex, national origin, disability or age.

17.2 Where masculine or feminine gender has been used in any job classification or in any provision of this Agreement, it is used solely for the purpose of illustration and shall not in any way be used to designate the sex of the employee eligible for the position or the benefits of any other provision.

ARTICLE 18 - STRIKES AND LOCKOUTS

18.1 During the life of this Agreement, the Union agrees not to engage in any strike or stoppage of work and the Employer agrees not to engage in any lockout. It shall not be a cause for discharge or discipline and it shall not be a violation of this Agreement for any employee to refuse to cross a primary labor union picket line at the Employer's premises which has been established to support a legal strike, provided the picket line is approved by United Food and Commercial Workers Local No. 21.

ARTICLE 19 - GRIEVANCE AND ARBITRATION PROCEDURE

19.1 All matters pertaining to the proper application and interpretation of this Agreement, or any dispute or grievance arising hereunder, shall be adjusted by the accredited representative of the Employer and the accredited representative of the Union.

19.1.1 In cases where it is concluded than an employee has been improperly discharged, the arbitrator may reinstate the improperly discharged employee. The arbitrator may not render

an award which requires the employer to pay an improperly discharged or suspended employee for time that the employee has not actually worked in excess of the wage and benefits the employee would have earned had he worked his normal schedule during the one hundred and eighty (180) days immediately following the date of discharge or suspension.

The Parties confirm that the above is a hard cap with no exceptions.

19.2 In the event of the failure of these parties to reach a satisfactory adjustment, the matter shall be referred in writing for final adjustment to a Labor Relations Committee consisting of two (2) Employer members and two (2) Union members. The decision of the Labor Relations Committee shall be final and binding on all parties.

19.3 In the event the Labor Relations Committee is unable to resolve the dispute within thirty (30) days, excluding weekends and holidays, it shall be referred to an impartial arbitrator whose decision shall be final and binding upon the parties; provided, however, that nothing herein contained shall empower the arbitrator to add to, delete from or otherwise modify the terms of this Agreement. All grievances or disputes submitted to arbitration shall constitute a properly arbitrable issue under this Agreement and shall not be based on any issue or contention by either party which is contrary to the terms of this Agreement, or which involves the determination of a subject matter not covered by this Agreement.

19.4 Whenever it becomes necessary to select an impartial arbitrator as required by this Article, the Labor Relations Committee shall endeavor to make such selection by mutual agreement. In the event of failure to agree, the parties shall select an arbitrator by taking turns striking names off the list of the following permanent panel:

1. Gary L. Axon
2. Michael E. Cavanaugh
3. Joseph W. Duffy
4. Martin Henner
5. Alan Krebs
6. Howell Lankford
7. Tom Levak
8. Ron Miller
9. James Paulson
10. Shelly Shapiro
11. Kathryn T. Whalen
12. Jane R. Wilkinson
13. Timothy D.W. Williams

The arbitrator's Decision and Award shall be final and binding upon both parties to this Agreement and shall be rendered within thirty (30) days from the close of the arbitration hearing or the arbitrator's receipt of the post-hearing briefs, whichever is later. If the arbitrator does not render his decision within said thirty (30) days, neither party will be required to compensate the arbitrator. The arbitrator should be made aware of the requirements of this provision at the time of selection.

19.5 Payment of the arbitrator's fee shall be borne by the losing party. The parties agree that the arbitrator has the authority to determine appropriate prorations of this cost in the event of a split Decision and Award.

19.6 No grievance or claim of violation of this Agreement shall be recognized unless presented in writing within thirty (30) days from the date of the occurrence causing the complaint or grievance, except in cases where report of a grievance has been suppressed through coercion by the Employer. In the event the claim is one for a pay shortage, any such claim shall be limited to such pay shortage, if any, occurring within the sixty (60) day period immediately preceding the date upon which the Employer received notice in writing of the claim. In cases involving discharge, the grievance must be filed in writing within fifteen (15) days from the date of the discharge.

19.7 Where there is an automatic wage bracket adjustment (failure to progress the employee in the classification in accordance with the hours worked formula of Appendix "A") due under the terms of Appendix "A", the period of adjustment will be one (1) year from the date the grievance was filed in writing.

ARTICLE 20 - DISCHARGE AND SUSPENSION

20.1 No employee shall be disciplined or discharged except for just cause; provided, however, that the Employer shall be the judge of the competency and qualifications of his employees and shall make such judgment fairly. The Employer's judgment is subject to review by an Arbitrator.

20.2 There exists one ninety (90) calendar day probationary period for new employees. If an employee is terminated during this probationary period, such terminations are not subject to Article 19 of this Agreement. This ninety (90) day period shall be extended by the amount of time the employee is absent from or unavailable for work due to medical reasons during the probationary period. The Employer must notify both the employee and the Union in writing, prior to the completion of the probationary period, of their intent to extend the probationary period.

20.3 The Employer agrees that it will not require any employee or prospective employee to take a Polygraph (lie detector) test as a condition of employment or continued employment.

ARTICLE 21 - TECHNOLOGICAL CHANGES

21.1 The Employer will notify the Union prior to implementation of any new technology or methods that may have a material effect on the wages, hours, or working conditions of any bargaining unit employee. When practicable such notice will be given at least 60 days prior to implementation.

ARTICLE 22 - SEPARABILITY

22.1 It is hereby declared to be the intention of the parties to this Agreement that the sections, paragraphs, sentences, clauses and phrases of this Agreement are separable and if any phrase,

clause, sentence, paragraph or section of this Agreement shall be declared invalid by the valid judgment or decree of a court of competent jurisdiction because of the conflict with any Federal or Washington State law, such invalidity shall not affect any of the remaining phrases, clauses, sentences, paragraphs and sections of this Agreement and the balance of this Agreement shall continue in full force and effect. The parties hereto agree that substitute provisions conforming to such judgment and decree shall be incorporated into this Agreement within thirty (30) days thereafter.

ARTICLE 23 - WORKPLACE SAFETY

23.1 Safety Committees will be held in accordance with applicable laws. Upon request, the Employer will notify the Union when the Safety Committee will meet. Minutes of the Safety Committee meetings will be posted or made otherwise available for review.

23.2 In addition to the store level safety committees, the Employer and the Unions will jointly set up a Master Safety Committee, made up of (2) members from each Union (UFCW Local 21, UFCW Local 367, and Teamsters Local 38), and up to an equal number of members from the Company. If necessary to address certain issues at a workplace either party may invite guests, with prior approval of the committee.

The Master Safety Committee will meet periodically, and no less frequently than once per quarter, to review workplace safety matters. The parties will discuss and work toward resolving safety issues in the workplaces.

In addition, the Company and the Union agree that they will continue to discuss and jointly address safety related issues and/or questions about the Company's safety program in good faith.

23.3 The Company agrees that it shall provide safety training in accordance with the law and its policies as necessary. In addition, the store safety committees may recommend training subjects and those recommendations will be considered and acted upon by the Master Safety Committee.

23.4 The parties agree that no party shall retaliate against any employee for bringing forward safety issues.

23.5 Nothing in this article shall be interpreted to diminish the Employer's rights/obligations or employees' rights/obligations under applicable laws or current Company practices and policies.

23.6 The Company and Union agree that the Employer is responsible for maintaining a sound safety program and its employees are responsible for adhering to the safety program.

ARTICLE 24 - TERM OF AGREEMENT

24.1 This Agreement shall be in full force and effect from April 12, 2020 through April 8, 2023, at which time it shall be automatically renewed for a period of one (1) year from said date,

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

and thereafter for each year upon each anniversary of said date without further notice; provided, however, that either party may open this Agreement for the purpose of discussing a revision no later than sixty (60) days prior to said expiration date of each anniversary thereof upon written notice being served upon either party by the other.

ALLIED EMPLOYERS, INC
For and on behalf of
FRED MEYER STORES, INC.

For UNITED FOOD & COMMERCIAL
WORKERS UNION LOCAL NO. 21

DocuSigned by:
Scott Klitzke Powers 5/14/2021
713E44144A26435...

Scott Klitzke Powers Date
President

DocuSigned by:
Faye Guenther 5/24/2021
3A21D5BA7E78477...

Faye Guenther Date
President

APPENDIX "A"
COMBINATION FOOD/NON-FOOD CHECKSTAND DEPARTMENT

All wage increases shall be across the board so that employees paid above scale will receive the wage increases. The exceptions to this rule are: (a) employees being paid an over scale rate due to an increase in the Washington State minimum wage and (b) employees who have transferred into another classification and have had their wage rate frozen at an above scale level.

Sunday Premium: For employees hired prior to April 3, 2011, Sunday rates shall be calculated using the same factor as the current factor for Sunday rates. Employees hired on or after April 3, 2011, shall receive \$1.00 per hour over the employee's regular straight-time wage rate for all hours worked on Sunday.

In no event shall any wage classification be less than ten cents (10¢) per hour above the then current Washington State minimum wage. Each rate will be at least ten cents (10¢) per hour higher than the previous rate in the progression schedule.

For employees hired prior to April 3, 2005: The progression step hours were not printed, however they still exist for employees that were hired prior to 2005 that transfer between Appendices.

For employees hired on or after April 3, 2005, but before April 3, 2011:

Classifications	Current		4/12/20		4/11/21 [^]		4/10/22 [^]	
	Regular	Sunday	Regular	Sunday	Regular	Sunday	Regular	Sunday
Journey person	\$18.34	\$22.01	\$18.94	\$22.73	\$19.54	\$23.45	\$20.14	\$24.17
	Current		1/1/21 [^]		1/1/22 [^]		1/1/23 [^]	
	Regular	Sunday	Regular	Sunday	Regular	Sunday	Regular	Sunday
Next 520 hours	14.30	17.16	14.49	17.39				
Next 1040 hours	14.20	17.04	14.39	17.27				
Next 1040 hours	14.10	16.92	14.29	17.15				
Next 1040 hours	14.00	16.80	14.19	17.03				
Next 1040 hours	13.90	16.68	14.09	16.91				
Next 1040 hours	13.80	16.56	13.99	16.79				
Next 1040 hours	13.70	16.44	13.89	16.67				
1 st 1040 hours	13.60	16.32	13.79	16.55				
Courtesy Clerk								
Thereafter	13.70	16.44	13.89	16.67				
1 st 1040 hours	13.60	16.32	13.79	16.55				

[^]Wage rates TBD based on minimum wage at that time.

UFCW Local #21 - Fred Meyer CCK (Skagit)
 April 12, 2020 - April 8, 2023

25

For employees hired on or after April 3, 2011:

Classifications	Current	4/12/20	4/11/21[^]	4/10/22[^]
Journey person	\$18.34	\$18.94	\$19.54	\$20.14
	Current	1/1/21[^]	1/1/22[^]	1/1/23[^]
Next 520 hours	14.30	14.49		
Next 1040 hours	14.20	14.39		
Next 1040 hours	14.10	14.29		
Next 1040 hours	14.00	14.19		
Next 1040 hours	13.90	14.09		
Next 1040 hours	13.80	13.99		
Next 1040 hours	13.70	13.89		
1 st 1040 hours	13.60	13.79		
Courtesy Clerk				
Thereafter	13.70	13.89		
1 st 1040 hours	13.60	13.79		

[^]Wage rates TBD based on minimum wage at that time.

Courtesy Clerks shall not work as checkers. Not more than twenty percent (20%) of the total man-hours worked by employees in the bargaining unit shall be employed in this classification. All hours exceeding such 20% shall be paid for at the 1st Step rate. All hours compensated for at the 1st Step rate shall be accumulative in determining length of service wage adjustments.

If a Courtesy Clerk is promoted to Apprentice Clerk by the Employer, the employee shall be credited with one-half (1/2) of all hours worked for the Employer up to a maximum of 1040 hours.

Courtesy Clerks shall be given the first opportunity for consideration to be progressed to Beginner Clerk before hiring new employees.

LETTER OF UNDERSTANDING #1
COMBINATION FOOD/NON-FOOD CHECKSTAND

The following understandings are to be considered appended to the above referenced Agreement:

1. In the event a primary labor union picket line at the Employer's premises is established to support a legal strike, and such picket line has been approved by UFCW Union Local No. 21, Section 18.1 permits the employees covered under our Labor Agreement to refuse to cross such primary labor union picket line, provided, however, if such picket line is removed and thereafter reestablished during the same labor dispute, such picket line will not be considered a sanctioned picket line by UFCW Union Local No. 21.
2. Employees desiring to be considered for permanent individual job openings in their store will indicate their desire by submitting in writing a request for consideration. The notification will remain in force for six months unless withdrawn by the employee. The Employer will not be arbitrary or capricious in considering such employee requests.
3. The Company agrees to notify the Union of the sale and/or closure of a store at least thirty (30) days in advance, whenever practical. Reasons where the thirty (30) days notice is not practical may include but are not limited to lease contingencies, financing arrangements, and/or finalization of the buy/sell arrangements.

LETTER OF UNDERSTANDING #2 SCHEDULING PRACTICES

Fred Meyer agrees to continue its current practice of posting a schedule for a two week period not later than 6:00 P.M. on Thursday preceding the start of the workweek. In the future, prior to making any changes to those practices, the Company will meet with the Union to discuss those changes.

Effective with the first work schedule one hundred and twenty (120) days after the effective date of the Agreement, the following terms shall apply:

1. All employers agree to a Select-A-Schedule process for Bakery, Coffee, Front-End Cashiers, E-Commerce/Click-List, CCK Checkers, and Produce.
2. No later than ten (10) days prior to the start of the workweek, management shall post Select-A-Schedule shifts to be scheduled for that week. Employees shall be allowed to select their schedule from the posted list of shifts for work which they are qualified to perform, in seniority order. No employee shall be allowed to select a schedule that will result in overtime or other penalty provisions, unless expressly authorized by management. The employee's selection shall be recorded on the master work schedule. Employees shall not select only a portion of a shift.
3. Hours or shifts scheduled for work outside of operating the above listed departments and classifications will not be included in this process but will continue to be scheduled in accordance with our collective bargaining agreement, as they have been in the past.
4. Employees must make their shift selections in a reasonable timeframe at the time established by management. If an employee fails to promptly make their shift selections, management shall select on behalf of the employee, taking into consideration the employee's usual scheduling preferences. In this event, the employee waives all rights to grieve management's scheduling selection.
5. Management reserves the right to reallocate the hours, in reverse seniority order, in order to insure, to the best of the employers' ability, that the least senior employees get sufficient hours to remain employed throughout the month.
6. Any changes made to the work schedule after shifts have been selected by the employees or after the schedule has been posted will continue to be handled in accordance with the contract, including Article 6.10. If the schedule is changed after the selection process but before the posting of the schedule and hours are reduced or increased, then the master schedule shall be re-bid downward from the point of the schedule change, assuming enough time remains to complete this process and still post the schedule in a timely manner. If hours are added after the posting of the schedule, such hours shall be added in accordance with the contract and in the same manner as we do now.
7. Nothing in this agreement shall be construed as preventing management from calling in employees for extra work outside of the posted schedule, from requiring overtime work outside

of the posted schedule, or from bringing in additional employees where it appears advisable in the opinion of management. In addition, nothing in this agreement shall be construed to require management to assign hours at overtime or to prevent management from holding over employees currently working in the store or from reassigning an employee currently working in the store from one job assignment to another.

8. Time spent by employees selecting shifts shall not be considered compensable work time, but, notwithstanding, management may permit employees to select shifts on Company time based on the employer's current practices. Training hours, as designated by management, shall not be subject to selection by employees.

9. The seniority provisions of the contract shall be considered satisfied by offering shift selection in order of seniority.

10. If not all shifts are selected during the selection process, such shifts will be assigned by management, in reverse seniority order, assuming the employee is available and qualified.

11. If any subsequent statewide scheduling law that is substantively similar to HB 1491-2019-20 is enacted throughout the duration of this contract that applies to the employers (with no negotiated improvement provision), the scheduling language will revert back to the 2016-2019 contract language.

12. The parties agree in this Memorandum of Understanding to fully waive their rights and obligations under Seattle's Secure Scheduling Ordinance (Seattle Municipal Code 14.22) in accordance with SMC 14.22.145. The union and employers' intent is to waive any future municipal scheduling laws that are substantively similar to SMC 14.22.

13. The union and employer agree to jointly oppose any statewide scheduling law that does not include a negotiated improvement provision.

14. The union and employer agree to pursue other legislative action to support unionized workplaces.

Scheduling LOU Clarifications:

Clarification #1:

In bullet (1), Bakery, Coffee, E-Commerce/Click-List, and Produce, the manager/lead and the assistant manager/assistant lead will be scheduled prior to the pick process. Employees in the aforementioned positions shall be designated solely at the discretion of the employer, and this discretion includes whether there shall be any employee in the classification as well as the duties and responsibilities of the role.

Clarification #2:

In bullet (5) related to the reallocation of hours, management will have the right to reallocate hours when employees at the bottom of the seniority list are getting only a few hours, but that 1) this would not be the norm, it would only be balancing out weeks with fewer hours, 2) it would

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

29

not be used to evenly distribute hours only to give a few more hours to the bottom people to make sure they stay employed and 3) it would only impact the bottom 1-3 people on the scale and would not adjust hours higher on the scale than that.

Clarification #3:

In bullet (6) related to shifts added to the select-a-schedule after the schedule has been posted refers to “in the same manner as we do now”. Our understanding is that the current practice is when hours are added to the schedule those hours are offered in order of seniority unless it is necessary to extend an existing shift.

Clarification #4:

In bullet (7) our understanding is that call-in hours, hold-over hours, and bringing in additional employees will be done in accordance with the existing contract and practices.

**LETTER OF UNDERSTANDING #3
DUES CHECK-OFF**

1. Add initiation and uniform dues through payroll deduction as follows:
 - a. **Union Dues Check-Off:** On a weekly basis the Employer agrees to deduct uniform dues and initiation fees from the paycheck of those covered employees whose individual written unrevoked authorizations are on file with the Employer and to transmit the amounts so deducted to the Union monthly. Said deduction authorizations shall be in such form as to conform with Section 302(c) of the Labor Management Relations Act of 1947.
 - b. Authorized initiation fees will be deducted in three (3) equal installments and remitted to the Local Union monthly.
 - c. It is understood the Employer is not liable in any manner if the employee is not on the payroll at the time deductions are being processed.
 - d. **Indemnify and Hold Harmless:** The Union shall indemnify and hold the Company harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Company in reliance upon signed authorization cards furnished to the Company by the Union or for the purpose of complying with any of the provisions of this Article.
2. The involved Employers shall be granted a reasonable period to adopt administrative and payroll procedures to accommodate this agreement.
3. Active Ballot Club: For employees who voluntarily authorize a contribution to the UFCW Active Ballot Club political action committee, the Employer agrees to deduct the authorized amount each payroll period on a payroll deduction basis and forward same to the Union monthly.

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

31

**LETTER OF UNDERSTANDING #
SCHEDULED DAYS OFF**

When an employee requests a day off in advance of the schedule being written and the request is granted, the Employer will endeavor to work with the employee so that there is not a reduction in hours because of the request. (This LU shall not be subject to the grievance procedure).

**LETTER OF UNDERSTANDING #
GRIEVANCE PROCEDURE**

All parties would benefit from a dispute resolution procedure that is both more timely and more efficient. To that end, the parties agree to the following:

1. All disputes that are resolved at the store level (whether a formal grievance has been filed or not) shall be on a non-precedent basis (unless otherwise expressly stated in writing) and shall not be used by any party in any other situation or procedure regarding another employee or union agent and any manager or supervisor at the store or regional level.
2. The parties should strive to share factual details regarding a grievance (or pre-grievance issue) as early as possible in the process. The filing party should provide as much detail as possible in the original grievance or soon thereafter. The responding party should provide as much detail as possible with its response. This will allow both parties to more effectively investigate and assess the grievance and hopefully resolve the matter short of needing an in-person grievance meeting.
3. Written warnings need not be processed beyond the union filing a grievance in order to preserve the union's right to challenge the warning if it is used as progressive discipline in the future.

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

33

**LETTER OF UNDERSTANDING #
OPTIONAL VOLUNTARY BUYOUT**

The parties agree that the Employer may offer voluntary buyout opportunities to employees at any time(s) during the term of this agreement. In the event such voluntary buyouts are offered during the term of this agreement, the Company agrees to provide advance notice to the Union concerning the buyout components, the terms of the offer(s), and the timing of any offering(s), and to allow the Union to attend employee meetings regarding this issue.

**LETTER OF UNDERSTANDING #
INVESTMENT IN WORKFORCE DEVELOPMENT WETRRAIN NON-PROFIT**

The employers and unions agree to a Joint Committee on Workforce Development.

The employer and unions will utilize the committee as described below:

1. The Joint Committee will work towards the establishment of a training program to meet the needs of future staffing.
2. The committee will have an equal number of union and employer representatives.
3. Joint Committee will meet quarterly.
4. The Joint Committee will seek new funding streams.
5. All members of the Joint Committee will cooperate in order to meet requirements of grants, when reasonable and it makes business sense to do so.
6. Each signatory employer will contribute to the WeTrain program \$500 per graduated worker who either (1) gets pre-approval from the employer to take the training and works for the employer at the time of graduation; or (2) are hired by the employer within 6 months of graduation, provided the employee provides notice of the graduation prior to being hired. This amount will be paid in aggregate for all employers up to \$300,000, matching a one-time seed contribution from UFCW 21 of \$300,000 and \$9,500 from Teamsters 38.
7. The bargaining parties agree to allow the joint committee to address future funding needs during the term of this agreement.

Nothing herein is intended to diminish work preservation rights the unions have under existing contractual provisions or law.

LETTER OF UNDERSTANDING #8
BENEFITS FOR WORKERS WITH DISABILITIES

For employees with disabilities who are also covered by Medicaid/SSI Disability (definition as determined by the trustees) and restricted by Medicaid/SSI (definition as determined by the trustees) rules in their ability to work enough hours to qualify for life insurance or vacation pay under the normal contract rules, the parties agree to the following provisions that will only apply to these employees:

1. The Parties agree to request that the Trustees of the Sound H&W Trust Fund develop rules which will result in these employees being eligible for a life insurance benefit similar to that offered to other qualified participants of the Fund, and;
2. The Employers agree that for any of these employees who work less than the annual hours required hours to earn a normal vacation benefit under the contract (currently less than 800 hours per year), the Employer shall pay pro-rated vacation pay to these employees based on the yearly schedule outlined in the contract and based on the actual number of hours worked in the prior anniversary year, divided by 2080 hours. (For example, an employee who only works 700 hours in their anniversary year and would otherwise not be eligible for vacation pay, would be paid 13.46 hours per week of vacation earned.)

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

36

LETTER OF UNDERSTANDING #9
JOINT LABOR MANAGEMENT COMMITTEES

Electronic Schedules: The parties agree to establish a Joint-Labor Management Committee to consider the Union's proposal regarding the providing of electronic schedules.

New Hire Orientation: The parties agree to establish a Joint Labor-Management Committee to consider the Union's proposal regarding new employees orientation if Right to Work is passed.

UFCW Local #21 - Fred Meyer CCK (Skagit)
April 12, 2020 - April 8, 2023

SIGNATURE PAGE

The Parties hereby agree to the following Letters of Understanding:

- Letter of Understanding #1: Picket Lines, Permanent Job Openings, Store Sale or Closure
- Letter of Understanding #2: Scheduling Practices
- Letter of Understanding #3: Dues Check-Off
- Letter of Understanding #4: Scheduled Days Off
- Letter of Understanding #5: Grievance Procedure
- Letter of Understanding #6: Optional Voluntary Buyout
- Letter of Understanding #7: Investment in Workforce Development WeTrain Non-Profit
- Letter of Understanding #8: Benefits for Workers with Disabilities
- Letter of Understanding #9: Joint Labor Management Committees

ALLIED EMPLOYERS, INC
For and on behalf of FRED MEYER
STORES, INC.

For UNITED FOOD & COMMERCIAL
WORKERS UNION LOCAL NO. 21

DocuSigned by:
Scott Klitzke Powers
713EA4144A26435...

5/14/2021

Scott Klitzke Powers
President

Date

DocuSigned by:
Faye Guenther
3A21D5BA7E78477...

5/24/2021

Faye Guenther
President

Date

THE UNION DIFFERENCE

As a union member, you have certain rights at your workplace:

A Voice at Work

Because you have a union, you have a voice at work. A negotiating committee of union members and staff negotiate with management—as equals—over wages, benefits, working conditions, and other issues. The union committee pushes for the issues that union members choose. The result of negotiations is a proposed contract which members vote on before it takes effect.

Right to Union Representation

Every union member has the right to union representation during an investigatory interview that could lead to discipline. This is called your “Weingarten” right, after a Supreme Court case which established the right to representation.

Just Cause for Discipline

The just cause provision in your union contract ensures you have due process in cases of discipline. The just cause standard is a well-defined set of legal rules that involve several different “tests” of a disciplinary action. The tests of just cause provide considerable protection against retaliation, discrimination, or other unfair actions.

The Security of a Union Contract

As a union member, your wages and working conditions are spelled out in writing in a legally-binding union contract. You are not alone at the workplace—instead, you have the security of knowing that your rights are protected by your union contract and backed up by the 46,000 other members of UFCW 21.

Statement of Your Right to Union Representation (Weingarten Rights)

“I understand that this proceeding is for the purpose of investigating whether I may receive discipline. Therefore, I request that a union representative be present on my behalf before this proceeding continues. If you insist that the proceeding continue without allowing me union representation, I hereby protest your denial of rights guaranteed to me under federal labor law.”

Know Your Rights:

- Fair Treatment and Respect
- Family and Medical Leave
- Union Representation

**Learn more about your
rights:**

www.ufcw21.org

*Our mission: building a powerful Union that fights for economic,
political and social justice in our workplaces and in our communities.*

VISIT UFCW21.ORG:

SCHOLARSHIP INFO | BARGAINING UPDATES | STEWARD TRAININGS | HELPFUL MEMBER
RESOURCES | ACTIONS INFORMATION ON YOUR RIGHTS | AND MORE...

UFCW 21

Faye Guenther, President • Joe Mizrahi, Secretary-Treasurer

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