6-14-1976

Grand Union Company and Food Handlers Union, Local 371, AFL-CIO (1976)

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Grand Union Company and Food Handlers Union, Local 371, AFL-CIO (1976)

Location
CT

Effective Date
6-14-1976

Expiration Date
May 1979

Number of Workers
856

Employer
Grand Union Company

Union
Food Handlers Union

Union Local
371

NAICS
44

Sector
P

Item ID
6178-015b011f006_04

Keywords
collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

Comments
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REPORT to SHOP STEWARD

TO ALL MEMBERS OF LOCAL 371 EMPLOYED

BY THE GRAND UNION COMPANY

June 22, 1976

Dear Sisters & Brothers:

Members of Local 371, employed by Grand Union Stores, voted by secret ballot, during a meeting held at the Holiday Inn, Norwalk, Connecticut on Monday, June 21, 1976, to accept a new 35-month contract agreement by a secret ballot vote of 137-33. All wage increases negotiated in the new contract are retroactive to June 14, 1976.

The highlights of the contract improvements are listed below:

JURY DUTY: Company agrees to include part-time employees, based on their scheduled hours.

LEAVE OF ABSENCE: Company agrees to comply with state laws on Maternity and Vietnam Veteran's Act, full and part-time.

SENIORITY: Company agrees to notify the Union office, and the member, in writing, at least one week prior to layoff, due to lack of work, full and part-time. (Former contract - Company only notified Union office - part-time notice was 72 hours)

RELIEF PAY: Effective 6/14/76, increase daily replacement of meat manager, from $5.00 to $7.00.

SUNDAY AND HOLIDAY WORK: Company agrees to rotate Sunday and holiday work, full and part-time, within classification.

PART-TIME HOURS: A. Company agreed to improve language as follows: Part-time Employees shall not be scheduled on a regular basis for less than 15 straight time hours within a regular week. (former contract - stated "provided the part-time employee is available."

B. Company agrees that part-time employees who are currently not available to work at least the 15 hour minimum, shall be asked to so indicate, in writing and a copy sent to the Union office.

C. Part-time Employees hired after June 21, 1976, must be available to work on a regular basis at least 15 hours within a regular week. (Exceptions - Sickness, Death-In-family, Jury Duty, Etc.)

NIGHT SHIFT PREMIUM: Former Contract - .25¢ per hour, and $5.00 per week for crew chief.

Effective ratification - Premium changed from .25¢ per hour to .50¢ per hour for full-time employees whose shift starts after 3:00 P.M. and an increase from $1.00 daily to $4.00 daily for crew chief, equal to $20.00 per week premium.

-1.
WORK PERFORMED BY MEMBERS OF THE BARGAINING UNIT IN THE MEAT DEPARTMENT

The Company agrees that after June 12, 1978, only those employees in the Meat Department who are members of the bargaining unit may engage in the actual use of the "tools of the trade" except for necessary training and instruction and such training and instruction shall not have as its purpose the replacement of bargaining unit work.

FEDERAL AND STATE MINIMUM WAGE INCREASE

Company agrees that in the event that the Federal or State minimum wage exceeds scheduled contract rates during the life of this agreement, the Company and the Union agree to adjust the rate for "after 30 days" to an amount equal to the new Federal or State minimum wage rate and further to adjust the wage rates for "after 6 months, 12 months and 18 months" so as to maintain the wage rate differentials as outlined in the progression wage schedules in schedule 'A' Section 4.

PAID SICK LEAVE FULL-TIME

Former contract - 7 days per year to accrue up to a maximum of 32 days.

Effective - 6/14/76 - 8 days per year
Effective - 6/13/77 - 8 days per year
Effective - 6/12/78 - 9 days per year

Maximum Accrual - 57 days - (Equal to more than 11 weeks paid sick leave)

PART-TIME SICK LEAVE

Former contract - Employees with one year or more of service, received 15 hours per year paid sick leave, with accrual up to 30 hours.

Effective - 6/14/76 - 20 hours per year
Effective - 6/13/77 - 20 hours per year
Effective - 6/12/78 - 20 hours per year

Accrual up to 90 hours (carrying over unused sick days from former contract)

Company agreed to resolve problems on payment of sick leave and in event of extended delay, upon notifying personnel department, authorization can be given to store manager for cash advance.

HOLIDAYS: (Former contract - paid holidays)

Effective 1/1/78 a 12th paid holiday, 3rd personal day for both full and part-time.

VACATIONS:

Full and part-time

Former contract - 3 weeks paid vacation after 6 years
4 weeks paid vacation after 14 years
5 weeks paid vacation after 25 years

Effective - 1/1/77 - improved to:
3 weeks after 5 years
4 weeks after 13 years
5 weeks after 20 years

Company agrees, that with proper notice, vacation pay must be in store prior to leaving, or a cash advance will be made by the Store Manager.

HEALTH & WELFARE: Full-time - Company will contribute:

Effective - 7/1/76 - $60.00 per month
Effective - 7/1/77 - $62.00 per month
Effective - 7/1/78 - $66.00 per month
Health & Welfare continued:

**Improvements in full-time program effective 7/1/76**

- Full semi-private from 21 days to 30
- New Dental Extraction - in hospital
- New Intensive care coverage
- New Vasectomy and Tubal Ligations, 50% paid
- New Psychiatric out-patient therapy, 50% paid of covered expenses up to $500.00.

**Major Medical** - $100.00 deductible for family, instead of each single individual.

- X-Ray Lab - $100.00 unscheduled instead of $50.00 scheduled
- MATERNITY - From $750.00 to $1,000.00
- SURGICAL - From $500.00 to $750.00

**Effective 7/1/77** - Weekly disability will improve from $100.00 to $115.00 up to 26 weeks.

**Effective 7/1/77** - Increased dental program

Example:

<table>
<thead>
<tr>
<th>Procedure</th>
<th>Before</th>
<th>After</th>
</tr>
</thead>
<tbody>
<tr>
<td>Filling</td>
<td>$4.00</td>
<td>$7.00</td>
</tr>
<tr>
<td>Removal</td>
<td>$4.00</td>
<td>$7.00</td>
</tr>
<tr>
<td>X-Rays</td>
<td>$2.00</td>
<td>$10.00</td>
</tr>
<tr>
<td>Cleaning</td>
<td>$5.00</td>
<td>$8.00</td>
</tr>
</tbody>
</table>

And **Effective 7/1/78** - Weekly Disability will be improved from $115.00 maximum, to $125.00 maximum.

And **Effective 7/1/78** - Family Dental Plan member and spouse extended to Family Plan.

**HEALTH & WELFARE PART-TIME:** Company will contribute:

- Effective - 7/1/76 - $16.00 per month
- Effective - 7/1/77 - $18.00 per month
- Effective - 7/1/78 - $20.00 per month

**New Effective 7/1/76** - weekly disability one year or more of service up to $30.00 weekly starting 8th day for 13 weeks.

**Life Insurance** - Accidental Death $1,000.00

**NEW** Prescription drug program $50.00 yearly .75% deductible

**Effective 7/1/77** - Daily Hospital rate from $30.00 to $50.00

**Effective 7/1/78** - Dental Program Increased

Example:

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</tr>
<tr>
<td>Cleaning</td>
<td>$5.00</td>
<td>$8.00</td>
</tr>
</tbody>
</table>
PENSION: Effective 12/1/77 the Company has agreed to increase contribution from $63.50 per month to $78.00 per month, this will increase maximum benefits from $300.00 monthly to $350.00 monthly at age 62, exclusive of Social Security.

PENSION PART-TIME: Effective 1/1/78, part-time employees with 3 years or more of service, to be included in Company pension plan. Payments to be based on $2.50 per month, for each year of service.

WAGES - RETROACTIVE TO JUNE 14, 1976

<table>
<thead>
<tr>
<th>All Part-time Employees</th>
<th>6/14/76</th>
<th>6/13/77</th>
<th>6/12/78</th>
</tr>
</thead>
<tbody>
<tr>
<td>After 30 days</td>
<td>$2.70</td>
<td>$2.85</td>
<td>$3.00</td>
</tr>
<tr>
<td>After 6 months</td>
<td>2.75</td>
<td>2.95</td>
<td>3.15</td>
</tr>
<tr>
<td>After 12 months</td>
<td>2.85</td>
<td>3.15</td>
<td>3.45</td>
</tr>
<tr>
<td>After 18 months</td>
<td>3.00</td>
<td>3.35</td>
<td>3.60</td>
</tr>
<tr>
<td>After 24 months</td>
<td>3.10</td>
<td>3.45</td>
<td>3.95</td>
</tr>
<tr>
<td>After 30 months</td>
<td>3.35</td>
<td>3.80</td>
<td>4.25</td>
</tr>
<tr>
<td>After 36 months</td>
<td>4.55</td>
<td>4.85</td>
<td>5.20</td>
</tr>
<tr>
<td>Min. Gen. Wage Inc.</td>
<td>.35¢</td>
<td>.35¢</td>
<td>.30¢</td>
</tr>
</tbody>
</table>

All Part-time employees at $4.08 rate will receive 47¢ an hour 1st year.

Full-time General Duty Clerks, Checkers, Wrappers, & Service Dept. Clerks, Bakery & S & G.

<table>
<thead>
<tr>
<th></th>
<th>6/14/76</th>
<th>6/13/77</th>
<th>6/12/78</th>
</tr>
</thead>
<tbody>
<tr>
<td>After 30 days</td>
<td>$100.00</td>
<td>$200.00</td>
<td>$220.00</td>
</tr>
<tr>
<td>After 6 months</td>
<td>103.00</td>
<td>203.00</td>
<td>223.00</td>
</tr>
<tr>
<td>After 12 months</td>
<td>192.00</td>
<td>212.00</td>
<td>232.00</td>
</tr>
<tr>
<td>After 18 months</td>
<td>196.00</td>
<td>216.00</td>
<td>236.00</td>
</tr>
<tr>
<td>After 24 months</td>
<td>206.00</td>
<td>226.00</td>
<td>246.00</td>
</tr>
<tr>
<td>After 30 months</td>
<td>214.00</td>
<td>234.00</td>
<td>254.00</td>
</tr>
<tr>
<td>After 36 months</td>
<td>226.25</td>
<td>246.25</td>
<td>266.25</td>
</tr>
<tr>
<td>Min. Gen. Wage Inc.</td>
<td>32.00</td>
<td>20.00</td>
<td>20.00</td>
</tr>
</tbody>
</table>

$1,604.00 Increase 1st 12 months
$2,704.00 Increase 2nd 12 months
$3,004.00 Increase 3rd 11 months
$7,902.00 Total Increase

Part-time S & G Clerks - shall continue on a pro-rata basis, on the Full-time S & G Clerk Scale based on their length of service.

Full-time Bookkeepers

<table>
<thead>
<tr>
<th></th>
<th>6/14/76</th>
<th>6/13/77</th>
<th>6/12/78</th>
</tr>
</thead>
<tbody>
<tr>
<td>After 30 days</td>
<td>$190.00</td>
<td>$210.00</td>
<td>$230.00</td>
</tr>
<tr>
<td>After 6 months</td>
<td>193.00</td>
<td>213.00</td>
<td>233.00</td>
</tr>
<tr>
<td>After 12 months</td>
<td>202.00</td>
<td>222.00</td>
<td>242.00</td>
</tr>
<tr>
<td>After 18 months</td>
<td>206.00</td>
<td>226.00</td>
<td>246.00</td>
</tr>
<tr>
<td>After 24 months</td>
<td>216.00</td>
<td>236.00</td>
<td>256.00</td>
</tr>
<tr>
<td>After 30 months</td>
<td>224.00</td>
<td>244.00</td>
<td>264.00</td>
</tr>
<tr>
<td>After 36 months</td>
<td>236.25</td>
<td>256.25</td>
<td>270.25</td>
</tr>
<tr>
<td>Min. Gen. Wage Inc.</td>
<td>32.00</td>
<td>20.00</td>
<td>20.00</td>
</tr>
</tbody>
</table>

Service Dept. Counterman (Asst. Deli Head)

<table>
<thead>
<tr>
<th></th>
<th>6/14/76</th>
<th>6/13/77</th>
<th>6/12/78</th>
</tr>
</thead>
<tbody>
<tr>
<td>Present Rate</td>
<td>$218.50</td>
<td>$250.50</td>
<td>$290.50</td>
</tr>
<tr>
<td>Min. Gen. Wage Inc.</td>
<td>32.00</td>
<td>20.00</td>
<td>20.00</td>
</tr>
</tbody>
</table>
Service Dept. Head (Deli)
Present Rate - $237.50
Min. Gen. Wage Inc.
Journeyman Meat Cutter
Present Rate - $251.00
Min. Gen. Wage Inc.
Breakdown Cutter
Present Rate - $254.00
Min. Gen. Wage Inc.
Head Meat Cutter
Present Rate - $257.50
Min. Gen. Wage Inc.

Total Increase in 24 months - $82.00 Weekly

Contract booklets will be mailed to each member as soon as the contracts are printed.

Always with a good wish, I am

Fraternally yours,

Robert A. Petronella, President
Local 371

PLEASE POST ON BULLETIN BOARD AND ADVISE ALL MEMBERS!
Amalgamated Meat Cutters and Butcher Workmen of North America
877 East State Street
Westport, Connecticut 06880

Gentlemen:

We have in our file of collective bargaining agreements a copy of your agreement(s) with Grand Union Company and your local #371. The agreement we have on file expired June 1976.

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

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

Sincerely yours,

JULIUS SHISKIN
Commissioner

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

IF MORE THAN ONE AGREEMENT, USE BACK OF FORM FOR EACH DOCUMENT

1. Approximate number of employees involved

2. Number and location of establishments covered by agreement

3. Product, service, or type of business

4. If your agreement has been extended, indicate new expiration date

John K. Ks. - Sec- Tex. 5/14/79

(Your name and position)

877 Post Road East Westport, CT. (Address)

(Area code and tel. no.)

(Po. Box 470 06880) (City, State, ZIP code)