

HIGHLIGHTS OF THE AGREEMENT

FRY'S • SAFEWAY • SMITH'S

WAGES & HAZARD PAY

✓ XXXXXXXXXXXXX

✓ XXXXXXXXXXXXX

✓ XXXXXXXXXXXXX

✓ XXXXXXXXXXXXX

✓ XXXXXXXXXXXXX

HEALTH BENEFITS

✓ XXXXXXXXXXXXX

✓ XXXXXXXXXXXXX

✓ XXXXXXXXXXXXX

SICK LEAVE/DISABILITY

✓ XXXXXXXXXXXXX

BONUSES

✓ XXXXXXXXXXXXX

VACATIONS/HOLIDAYS

✓ XXXXXXXXXXXXX

COVID-19 SAFETY

✓ XXXXXXXXXXXXX

DURATION OF CONTRACT

✓ XXXXXXXXXXXXX



Vote **YES**
for a great new contract!



Thanks to YOUR solidarity, your UFCW Local 99 negotiators succeeded in **DEFEATING** these proposals by your employer

INSULTING WAGE PROPOSALS

- X** A mere 25-cent-per hour raise each year over three years for top-rate classifications only.
- X** NO increases for experienced members not at the top rate.

GUTTING YOUR HEALTH CARE

- X** To qualify for single coverage, the employers tried to make it much more difficult to qualify for health care. A single employee would have to average 28 hours a week over the course of the previous year, while an employee with a child would require 30 hours, and an employee who wanted to cover his or her spouse and children would require 38 hours. **This would have eliminated health care for XX% of our members!**
- X** The employers tried to increase weekly co-premiums, nearly tripling them over three years.
- X** The employers wanted to eliminate the Partnership Plan, which covers 60% of our covered members. The plan saves vital resources by encouraging disease management practices and healthy lifestyle choices.
- X** These proposals would have removed millions of dollars from our health care plan's crucial reserves.