

*\*This is a draft vote document of our Tentative Agreement and is subject to change. Final Vote Document and changes only document (Final Recommended Settlement) will be available at the **February 6 Vote** or posted online if completed sooner. \**

**OUR BARGAINING TEAM IS RECOMMENDING: VOTE YES TO RATIFY THE TENTATIVE AGREEMENT**

**This agreement will once again make the PCC contract an industry leader in workplace standards, wages, and benefits**

What we heard from bargaining surveys, the member bargaining team, and thousands of conversations with our coworkers was that the top priorities for this negotiation were:

1. Gain industry leading wages particularly at the top of the scale and get as much money into workers pockets as possible.
2. Protect our high road healthcare plan.
3. Make language improvements around safety, staff retention, and a voice within the Co-op.

The bargaining team is proud to bring you a contract that accomplishes these goals!

**WAGES:**

ATB Meat Cutters: Jan. 1, 2024: \$2.05 / July 1, 2024: \$1.25 / July 1, 2025: \$1.25

ATB Grocery & Deli Clerks, Meat Wrapper & Service Counter: Jan. 1, 2024: \$2.05 / July 1, 2024: \$1 / July 1, 2025: \$1

- Meat Cutters: \$4.55 per hour over 2 years
- Grocery/Deli Clerks, Meat Wrappers: \$4.05 per hour over 2 years
- Service Counter Inside Seattle: \$4.05 per hour over 2 years
- Service Counter Outside Seattle: \$4.05 per hour over 2 years
- Courtesy Clerks: Wage Escalators to keep wages above minimum wage.

**HELPER CLERKS:**

- Grocery Helper Clerks Outside Seattle: \$2.10 per hour over 2 years
- Grocery Helper Clerks Inside Seattle: \$1.53 per hour over 2 years
- Deli Helper Clerks Outside Seattle: \$2.85 per hour over 2 years
- Deli Helper Clerks Inside Seattle: \$2.28 per hour over 2 years
- Lower Grocery Helper Clerk Percentage from up to 20% of total grocery store hours to 15%.

**WAGE ESCALATORS:**

**For the first time ever, we won Minimum Wage and Wage Escalators that will keep our wages above minimum wage and guarantee workers get increase as they move up the scale and as the minimum wages increase:**

*Inside Seattle:* Bottom of scale: \$0.25 per hour above minimum wage. Between Steps: At least ten cents (\$0.10)

*Outside Seattle:* Bottom of scale: \$0.50 per hour above minimum wage. Between Steps: At least ten cents (\$0.20)

**HEALTH CARE:** Protecting our high road plan with minimal changes to the premiums, while adding a lower coverage plan with lower premiums. Workers can choose from either plan.

**WAGE SCALE REDUCTION:** Decreasing the hours to reach journey wage from 10400 to 6240 for Meat Wrapper and Clerk scales other than Helper Clerk which will reduce from 10400 to 4160. This will help new hires get to the top of the wage scale at a much faster rate. Prohibiting Courtesy Clerks from working in the “dish pit” going forward.

**BOARD OF TRUSTEES:** Winning for the first time ever a guaranteed path for permanent worker representation on the PCC BOT.

**VACATIONS:** Adding contract language that would require quicker posting of vacations after the bidding period and a quicker response (no more than 4 weeks) for vacation submission after the bidding period.

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**SENIORITY AND AVAILIBLE HOURS – GROCERY:** Language that creates a process for workers to pick up unfilled shifts at their store and a labor management committee to work towards establishing a co-op wide process for picking up open shifts at other stores by those who would like more hours.

**HOURS OF WORK AND OVERTIME – GROCERY:** Adding language that would provide workers time and **one half 1 ½ pay for all hours worked on the 9<sup>th</sup> consecutive day and beyond, consistent** with the current language in the meat contract. Increasing night premiums to \$1.25. Expanding rest between shifts from 10 hours to 12 hours between shifts and establishing a premium for all hours worked within the 12 hours at time and one half 1 ½.

**CLASSIFICATION AND RATES OF PAY – MEAT:** Establishing a minimum of one meat lead per store and aligning Meat Lead pay to be paid under the same parameters as Meat Coordinator pay to “Persons who are designated by management to fulfill **all** Department Meat Lead functions will receive the Meat Lead premium.”

**CLASSIFICATION AND RATES OF PAY – GROCERY:** Modifying and improving the language for first consideration for promotions under the Grocery contract.

**LEAVE OF ABSENCE:** Establishing Leave of Absences for workers between 6 months and one year of employment. Adding language for Leave of absences for occupational injuries up to 18 months. Improving bereavement leave to allow for use of sick and vacation time when having to travel outside the state for Bereavement.

**WORKPLACE SAFETY:** Language that would set up a safety council composed of union and management representatives to meet no less than quarterly to address safety issues and work together to secure future safety trainings in the stores to address workplace violence, harassment prevention, store security and more.

**SICK LEAVE & HEALTH, WELFARE, DENTAL:** Clarifying the 28 hour per week qualification with 12 months look back. Allow PCC to increase premiums by 5% in 2025 from 2024 levels and 5% in 2026 from 2025 levels, if the medical component of the health and welfare plan increases more than 5%. Maintains current high coverage healthcare with minimal changes to premiums while establishing a lower coverage lower cost healthcare plan.

**RETIREMENT:** Updates current retirement language and funding to meet accelerated funding needed to keep the Sound Retirement Plan (SRT) on track to be fully funded. Maintains current 2.8% of salary contribution to new Sound Variable Annuity Pensions Trust (SVAPT) that began in July of 2022.

**OTHER BENEFITS & GENERAL CONDITIONS:** Secure in our contract the current ORCA pass & cap future expense at \$20 per month. Language that would establish employee spaces, where workers can have a private space for; lactation, religious observance and self-medical checks.

**DEMOCRATIC MANAGEMENT:** Creating a new LOU XX that would establish a LMC to meet quarterly. The 5 union members of the LMC would be selected by our union with 2 PCC union staff representatives and representatives from PCC leadership. The LMC would be tasked with exploring profit or gain sharing for union staff, making recommendations to improve scheduling, career advancement, staffing, standardization of processes and empowerment of staff to help customers, evaluate training, improving productivity, improve financial performance and the customer experience.

#### **LETTER OF UNDERSTANDING – TRAINING AND CAREER DEVELOPMENT**

Contributions of one cent (\$.01) per hour worked to the WeTrain trust that is dedicated to providing valuable training and career development to Grocery and Meat workers.

**DURATION:** Proposed 2-year agreement, that would expire December 31, 2025.

**Our bargaining team is recommending: VOTE YES TO RATIFY THE TENEATIVE AGREEMENT**