

**Vote Document
between
Aramark Uniform Services (Everett, Kent, Tacoma) and UFCW 3000**

**In-person vote January 25th, 2023
9am-11am Kent and 11am to 12pm Tacoma**

**In-person vote January 26th, 2023
9am to 11am Everett**

We began bargaining September 2022 with the goal to win competitive wage increases which would surpass previous contract wage increases and help retain and recruit workers. Aramark proposed higher than normal wage increases, but their proposals did not keep up with the cost of living. Additionally, they wanted to increased health insurance premiums by more than 10%. After our workplace actions and informational pickets, we were able to reach a historic contract with several dollar increases for all!

Your bargaining committee is recommending a “YES” vote!

Economics

Article 7 Wages

Tacoma employees will now be paid the same rate as Kent and Everett! This is a huge win since Tacoma has earned less than Kent and Everett in past contracts.

All current employees shall receive a wage increase of \$2 the first full pay period after ratification with back-pay from the expiration of the contract.

On September 2, 2023 all employees shall receive a \$1/ hour wage increase.

On September 7, 2024 all employees shall receive a \$1/ hour wage increase.

Everett, Kent, Tacoma Wage Scale

	Current	9/3/2022	9/2/2023	9/7/2024
		\$2.00	\$1.00	\$1.00
Combination Wash Room Operator	\$16.39	\$18.39	\$19.39	\$20.39
Head Marker/Distributor	\$15.48	\$17.48	\$18.48	\$19.48
Marker/Distributor	\$15.27	\$17.27	\$18.27	\$19.27
Flat Load Make-up	\$15.33	\$17.33	\$18.33	\$19.33
All other classifications	\$15.27	\$17.27	\$18.27	\$19.27

Upon ratification, the minimum lead pay differential shall be a total of \$1.50 above the contract rate or the rate of pay, less any previously applied differential(s), assigned to an employee earning more than contract rate.

Effective January 01, 2024, minimum lead differential shall be a total of \$2.00 above the contract rate or the rate of pay, less any previously applied differential(s), assigned to an employee earning more than contract rate.

Article 8 Health and Welfare

The Company shall pay the total monthly premiums: Single \$757.84 and Family \$796.40. The cost of health insurance premiums are increasing and we have been able to keep the costs as low compared to other laundry plants who are paying \$27 a week. In the last year of the contract, the employee portion of the health insurance will increase to 13% for single and 13% for family. We will be going back to the bargaining table September 2025 and fighting to get onto better health insurance, like the health insurance grocery members have currently.

Maintenance of Benefits Cost Share	CURRENT	Effective 1/4/2025
Employee Only Election:		
Employee Portion as a Percent	8%	13%
Company Portion as a Percent	92%	87%
Employee + Dependent(s) Election:		
Employee Portion as a Percent	12%	13%
Company Portion as a Percent	88%	87%

Article 9 Pension

The Company will be paying increased rehab rates into your pension plan and will continue paying \$.15/hour for each eligible employee.

	1/1/2022	1/1/2023	1/1/2024	1/1/2025
Base	\$0.07	\$0.07	\$0.07	\$0.07
Pre-Rehab Rate	\$0.18	\$0.18	\$0.18	\$0.18
Current Rehab Rate	\$1.056	\$1.192	\$1.222	\$1.252
TOTAL	\$1.306	\$1.442	\$1.472	\$1.502

Non-economic

Replace all references from UFCW 21 to UFCW 3000

Article 1 Recognition

The Union or Union steward will have access to the new employee orientation to introduce employees into the Union. The employee shall be paid for their time and will receive a copy of their contract and a link to the Union's orientation page.

Article 4 Seniority

Probationary period can be extended by 30 days with written notice to the Union.

Article 18 Contract Period Modifications and Terminations

The agreement shall end on September 5th, 2025. After the expiration, the contract will remain in place unless either party provides written notice of terminating the agreement. The agreement shall be terminated 21 days after such notice of termination is received.