

LETTER OF AGREEMENT

Murray's Cheese Shops

King Soopers and UFCW Local 7 hereby agree to the following understanding regarding the operation of Murray's Cheese Shops.

- 1) The parties agree to the establishment of a new classification of Cheese Shop Clerk that shall be part of current King Soopers, and UFCW Local 7 retail Meat Agreement.
- 2) All duties covered under the collective bargaining agreement that are associated with the handling and selling of items sold within an established Murray's Cheese shop shall be performed by employees designated as Cheese Shop Clerks, Cheese Shop Leads and/or a Cheese Steward assigned to a Murray's Cheese Shop.
- 3) Cheese Shop Clerks and Cheese Shop Leads shall be subject to all the terms and conditions of the Meat Agreement except that the Company may fill this position at its discretion and such employees in the Cheese Shop Clerk or Cheese Shop Lead classifications cannot be bumped or otherwise displaced by employees in any other classification.
- 4) The rates of pay for a Cheese Shop Clerk shall be the same as the Deli Clerk classification. The Company agrees it will start Cheese Shop Clerks at the same starting progression level of \$9.14 per hour as it does Deli Clerks with the same understanding that it reserves the right to hire future Cheese Shop Clerks at the first progression rate if the Company makes the determination to resume hiring Deli Clerks at that rate.
- 5) One Cheese Shop Lead Person per Murray's Cheese Shop may be designated by the Employer at its discretion and will not be prohibited from performing any duties in a Murray's Cheese Shop. The rate of pay will be the same as a Deli Head Clerk.
- 6) It is understood and agreed that management retains the right to determine the number of hours and start times of each shift to be worked within the Cheese Shop. Hours worked in the Cheese Shop classification cannot be claimed by employees in other classifications.
- 7) Employees in a Murray's Cheese shop may be required to wear a uniform identifying them with the Murray's Cheese shop brand.
- 8) In the event of a layoff, employees will have the right to, 1) displace the least senior Cheese Shop clerk or Lead in the bargaining unit, 2) bump the least senior Deli Clerk in the bargaining unit if they, have six (6) months of Deli experience with King Soopers.

UNITED FOOD AND COMMERCIAL
WORKERS, LOCAL 7

KING SOOPERS, INC.

BY: 

BY: 

DATE: 6-13-2011

DATE: 6/3/11