

UFCW 1459 and River Valley Co-op began bargaining to revise their Collective Bargaining Agreement on January 29, 2025. Sessions are expected to progress until terms are agreed upon, while the contract's expiration will occur June 19, 2025.

Below you can find the Union's initial proposals in their entirety.

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1. The Union proposes \$23/hour starting wage for employees, to start in line with MIT's 2024 Living Wage of \$22.92.
 2. The Union proposes an annual Cost of Living Adjustment (COLA) in line with the Consumer Price Index.
 3. The Union proposes to amend the wage scale by changing from hours worked to time worked, in part to account for the wage discrimination against Part Time members.
 4. The Union proposes to change Sunday's 1.1x rate to 1.3x.
 5. The Union proposes to change the employee discount from 20% to 25%.
 6. The Union proposes both stores close one hour earlier, at 9:00 pm.
 7. The Union proposes the Co-op close on New Year's Day, and add Juneteenth as a recognized holiday.
 8. The Union proposes a change to rest periods — expanding 15 minutes to 20 minutes.
 9. The Union proposes for more packaged shrink for membership.
 10. The Union proposes an increase in representation by expanding 4 stewards per location to 5.
 11. The Union proposes the implementation of a managerial review system with membership participation.
 12. The Union proposes additional support for members interacting with volatile customers.
 13. The Union proposes additional movement to weekly pay periods.
 14. The Union proposes salary transparency for all positions across the Co-op.

15. The Union proposes 5 days of company-covered sick time in addition to our 5 days of MA Earned Sick Time.
16. The Union proposes all employees in their first year earn up to 3 weeks of PTO, with an additional day gained every year, maxing out at 5 weeks.
17. The Union proposes a subcommittee in the joint Labor Management Committee to look into so-called unexcused absences due to adverse weather events.
18. The Union proposes to review and revise the recent Memorandum of Understanding on buttons and pins.
19. The Union proposes the removal of the "No Strike-No Lockout" clause.
20. The Union proposes it present a statement at the Co-op's Annual Membership Meeting and provide updates to monthly Board Meetings.
21. The Union proposes implementation of a 4 day work week.
22. The Union proposes employee birthdays as a personal holiday to use at will.
23. The Union proposes shift premiums to compensate staff working to cover for 1 or 2 others during short staffing events.
24. The Union proposes a meal stipend, covering 50% of a purchase during an employee's shift.
25. The Union proposes that it reserves the right to issue a separate statement to membership regarding Labor Management Committee meetings.
26. The Union proposes it may place notices by time clocks or other places, within reason, in the store.
27. The Union proposes the creation of a floater classification as a means to address shortstaffing, with financial incentive.
28. The Union proposes that management may not veto what is posted to the Union Bulletin Board.

29. The Union proposes that employees who qualify for Food For All receive its discount, in addition to the employee discount, at the register.
30. The Union proposes clarification on contract language regarding using PTO during certain periods (like holidays).
31. The Union proposes that the scheduling Article address inequity in closing shift assignments.
32. The Union proposes an expansion of the 5 Minute Rule to 10 Minutes for conversations with Stewards.
33. The Union proposes an additional shift premium of \$1/hour for those working after 8:00pm.
34. The Union proposes that if an employee is asked to stay beyond their scheduled shift to cover operational needs, the employee accrues overtime pay.
35. The Union proposes the implementation of Union Orientation during working hours.
36. The Union proposes the deletion of Tier 1 employees from the wage scale and merge their positions into Tier 2.
37. The Union proposes adding Pet Bereavement under Article 19, Section 7.
38. The Union proposes if an immigration-related warrant, subpoena or other formal or informal request is issued by a governmental agency to the Employer, the Employer will inform affected employees as soon as possible and give them a copy of the request within three (3) calendar days. If the Employer provides the requested documents to the agency, or allows the agency to view them on-site, it will inform affected employees as soon as possible and give them copies of the provided documents within three calendar days.
39. The Union proposes immigration status is confidential, and the Employer will not divulge personal immigration status information of employees to any parties except as required for the immigration sponsorship process, as requested by employees in question, as

required by law, as required to defend the Employer or its employees in legal proceedings, or as expressly stipulated in this Agreement.

40. The Union proposes the Employer agrees to work with all employees to provide an opportunity to gain extensions, continuations, or other status required by the United States Citizenship and Immigration Service without taking a leave of absence. If a leave of absence is necessary, the Employer agrees to give permission for the employee to take an unpaid leave of absence for a period of up to ninety (90) calendar days and return the employee to work. No employee actively seeking work authorization will be terminated while on such leave.
41. The Union proposes when and if ICE notifies the Employer that certain employees do not appear to be authorized to continue their employment, the Employer will notify such employees and provide them with two (2) weeks to present other documents, including those listed on the form I-9, to establish their work authorization. The employer shall not change the employee's work status before such two (2) week period has passed.
42. The Union proposes the Employer agrees to translate all employment-related documents, including disciplinary notices, policies, handbooks, procedures, notices, important Beekeeper posts, and a copy of the union contract, into the language spoken at home of its employees using a mutually acceptable translator. The Employer agrees to pay for a mutually acceptable translator to translate during all meetings that employees whose language spoken at home is not English are required to attend.
43. The Union proposes the Employer is committed to supporting every member of the bargaining unit, including foreign nationals, by ensuring that they have access to comprehensive immigration support and protection from deportation. The Employer will contact every new bargaining unit employee who is a foreign national within two (2) weeks of their start date to inquire about their current work authorization and immigration status. In collaboration with the employee, the Employer will design a tailored plan to

extend their work authorization, renew their visa, or apply for new immigration status as necessary.

44. The Union proposes to expand the language on Union onboarding: “The Union will be notified of new employees and allowed a reasonable time, not to exceed 20 minutes to engage new members.”

45. The Union proposes to add “co-worker” to the 3-day categories of bereavement and move all 1-day categories into 3-day.