

ARTICLE 18. Health and Welfare

18.1 The Employer will continue to offer the Medical plans (including Dental, Vision and all Ancillary Benefits) offered to employees of the bargaining unit based on the current premium cost structure. The Employer shall also pay any future increases to the plans over the lifetime of this Agreement. The benefit levels currently in effect shall not be reduced for the life of this Agreement.

18.2 ~~Effective July 1, 2016, based on June 2016 hours~~ **March 1, 2021, based on February 2021 hours**, the Employer shall provide all employees covered under this Agreement an amount up to one hundred and seventy three dollars and thirty-three cents (\$173.33) per month to offset the employees monthly premium costs for any and all plans selected.

(T/A Housekeeping – 1/27/21)

ARTICLE 19. Pensions

~~19.1 Basic Contribution Rate: Effective March 1, 2015, based on February 2015 hours, the Employer shall pay to the Western Conference of Teamsters Pension Trust for all employees covered by this Collective Bargaining Agreement the total sum of Three Dollars (\$3.00) per compensable hour, except as set forth in Section 19.4 for probationary employees.~~

~~19.2 Basic Contribution Rate: Effective March 1, 2016, based on February 2016, hours, the Employer shall pay to the Western Conference of Teamsters Pension Trust for all employees covered by this Collective Bargaining Agreement the total sum of Three Dollars and Sixty Cents (\$3.60) per compensable hour, except as set forth in Section 19.4 for probationary employees.~~

~~19.2.1 Basic Contribution Rate: Effective March 1, 2017, based on February 2017, hours, the Employer shall pay to the Western Conference of Teamsters Pension Trust for all employees covered by this Collective Bargaining Agreement the total sum of Three Dollars and Seventy Eight Cents (\$3.78) per compensable hour, except as set forth in Section 19.4 for probationary employees.~~

~~19.2.2 Basic Contribution Rate and PEER/84 Contribution – Effective March 1, 2018, based on February 2018 hours, the Employer shall pay to the Western Conference of Teamsters Pension Trust for all employees covered by this Collective Bargaining Agreement the total sum of Four Dollars and Three Cents (\$4.03) per compensable hour, except as set forth in Section 19.5 for probationary employees, allocated between a basic contribution rate and PEER/84 contribution as follows:~~

~~A. A basic contribution rate of Three Dollars and Seventy Eight Cents (\$3.78) per compensable hour, and~~

~~B. A PEER/84 contribution of Twenty-Five Cents (\$.25) per compensable hour.~~

~~19.2.3 Basic Contribution Rate and PEER/84 Contribution - Effective March 1, 2019, based on February 2019 hours, the Employer shall pay to the Western Conference of Teamsters Pension Trust for all employees covered by this Collective Bargaining Agreement the total sum of Four Dollars and Eighteen Cents (\$4.18) per compensable hour, except as set forth in Section 19.5 for probationary employees, allocated between a basic contribution rate and PEER/84 contribution as follows:~~

~~A. A basic contribution rate of Three Dollars and Ninety-Three Cents (\$3.93) per compensable hour, and~~

~~B. A PEER/84 contribution of Twenty-Five Cents (\$.25) per compensable hour.~~

~~19.2.4 Basic Contribution Rate and PEER/84 Contribution - Effective March 1, 2020, based on February 2020 hours, the Employer shall pay to the Western Conference of Teamsters Pension Trust for all employees covered by this Collective Bargaining Agreement the total sum of Four Dollars and Thirty-Three Cents (\$4.33) per compensable hour, except as set forth in Section 19.5 for probationary employees, allocated between a basic contribution rate and PEER/84 contribution as follows:~~

~~A. A basic contribution rate of Four Dollars and Seven Cents (\$4.07) per compensable hour, and~~

~~B. A PEER/84 contribution of Twenty-Six Cents (\$.26) per compensable hour.~~

19.2 Basic Contribution Rate and PEER/84 Contribution - Effective March 1, 2021, based on February 2021 hours, the Employer shall pay to the Western Conference of Teamsters Pension Trust for all employees covered by this Collective Bargaining Agreement the total sum of Four Dollars and Sixty-Three Cents (\$4.63) per compensable hour, except as set forth in Section 19.5 for probationary employees, allocated between a basic contribution rate and PEER/84 contribution as follows:

A. A basic contribution rate of Four Dollars and Thirty-Five Cents (\$4.35) per compensable hour, and

B. A PEER/84 contribution of Twenty-Eight Cents (\$.28) per compensable hour.

(T/A – 1/27/21)

19.2.1 Basic Contribution Rate and PEER/84 Contribution - Effective March 1, 2022, based on February 2022 hours, the Employer shall pay to the Western Conference of Teamsters Pension Trust for all employees covered by this Collective Bargaining Agreement the total sum of Four Dollars and Ninety-Three Cents (\$4.93) per compensable hour, except as set forth in Section 19.5 for probationary employees, allocated between a basic contribution rate and PEER/84 contribution as follows:

A. A basic contribution rate of Four Dollars and Sixty-Three Cents (\$4.63) per compensable hour, and

B. A PEER/84 contribution of Thirty Cents (\$.30) per compensable hour.

(T/A – 1/27/21)

19.3 PEER Contributions: Effective March 1, 2018 it is understood that the PEER contributions will not be taken into consideration for benefit accrual purposes under the Pension Plan. The PEER rate must always be six and one-half percent (6.5%) of the basic pension rate (rounded to the nearest cent) and may not be decreased or discontinued (unless directed by the Pension Trust).

These pension contributions are to be used for a pension program for all such employees under rules and regulations permissible under governing State and Federal laws.

~~19.4 Probationary Employees: For employees serving a probationary period and hired on or after April 1, 2013, the Employer will pay an hourly contribution rate of ten cents (\$.10) during the probationary period, but in no case for a period longer than the first ninety (90) calendar days from initial date of hire. If and when this period is completed, the full standard contribution rate shall apply. Contributions shall be calculated on the same basis as described in this Article.~~

(TA- Housekeeping: 1/27/21)

19.5 Probationary **and Casual** Employees: For employees serving a probationary period and hired on or after March 1, 2018 **casual employees in their first ninety (90) days of employment**, the Employer will pay an hourly contribution rate of ten cents (\$.10), including one cent (\$.01) for PEER/84 during the probationary period, but in no case for a period longer than the first ninety (90) calendar days from initial date of hire. If and when this period is completed, the full standard contribution rate shall apply. Contributions shall be calculated on the same basis as described in this Article.

19.6 Teamsters Supplemental Income 401(K): The Employer agrees to participate in the Supplemental Income 401(K) Plan on a pre-tax basis, a plan intended to conform to the requirements of Internal Revenue Code Section 401(k) for certain tax exempt, employee contributory plans. The Employer's obligations to the Plan created by this Agreement are limited to:

1. The timely execution of the Plan's Subscriber Agreement;
2. The timely payment of that portion of their wages employees elect to pay into the Plan; and
3. The payment of the Plan's administrative fee of \$1.00 per month for each employee who elects to participate in the Plan.

APPENDIX A

MINIMUM WAGE RATES

WAREHOUSE	Current	3/1/16	3/1/17	3/1/18	9/1/18	3/1/19	9/1/19	3/1/20	9/1/20
2 yrs or more of seniority (100%)	\$21.00	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.15	\$25.80
	GWI	(\$1.00)	(\$0.50)	(\$0.50)	(\$0.50)	(\$0.50)	(\$0.50)	(\$0.65)	(\$0.65)
1 yr but less than 2 yrs of seniority (90%)		\$19.80	\$20.25	\$20.70	\$21.15	\$21.60	\$22.05	\$22.64	\$23.22
1040 hrs but less than 1 yr of seniority (80%)		\$17.60	\$18.00	\$18.40	\$18.80	\$19.20	\$19.60	\$20.12	\$20.64
Start: Less than 1040 hrs of seniority (70%)		\$15.40	\$15.75	\$16.10	\$16.45	\$16.80	\$17.15	\$17.61	\$18.06
Hestler*	Paid Same as Driver								
Hot Trucks	Paid Same as Warehouse								
Driver Trainer	Driver Trainers shall at all times receive \$1.00/hr above an employee's applicable rate based on years of service plus any other applicable premium								
Leads	Leads shall at all times receive \$1.00/hr above an employee's applicable rate based on years of service plus any other applicable premium								
JANITORIAL	Paid Same as Warehouse								
MECHANIC*	\$25.00	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.15	\$29.80
SPOKANE*	\$21.50	\$22.70	\$23.40	\$24.00	\$24.60	\$25.20	\$25.80	\$26.55	\$27.30
		(\$1.20)	(\$0.70)	(\$0.60)	(\$0.60)	(\$0.60)	(\$0.60)	(\$0.75)	(\$0.75)

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DELIVERY	Current	3/1/16	3/1/17	3/1/18	9/1/18	3/1/19	9/1/19	3/1/20	9/1/20
2-yr-s-or-more-of seniority (100%)	\$23.50 GWI	\$24.50 (\$1.00)	\$25.00 (\$0.50)	\$25.50 (\$0.50)	\$26.00 (\$0.50)	\$26.50 (\$0.50)	\$27.00 (\$0.50)	\$27.65 (\$0.65)	\$28.30 (\$0.65)
1-yr-but-less-than 2-yr-s-of seniority (90%)		\$22.05	\$22.50	\$22.95	\$23.40	\$23.85	\$24.30	\$24.89	\$25.47
1040-hrs-but-less-than 1-yr-of seniority (80%)		\$19.60	\$20.00	\$20.40	\$20.80	\$21.20	\$21.60	\$22.12	\$22.64
Start: Less than 1040-hrs-of seniority (70%)		\$17.15	\$17.50	\$17.85	\$18.20	\$18.55	\$18.90	\$19.36	\$19.81

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WAREHOUSE / HOT TRUCKS JANITORIAL	Current	3/1/21	3/1/22	9/1/22
2 yrs or more of seniority (100%)	\$25.80	\$26.80 (\$1.00)	\$27.45 (\$.65)	\$28.10 (\$.65)
1 yr but less than 2 yrs of seniority (90%)	\$23.22	\$24.12	\$24.71	\$25.29
1040 hrs but less than 1 yr of seniority (80%)	\$20.64	\$21.44	\$21.96	\$22.48
Start: Less than 1040 hrs of seniority (70%)	\$18.06	\$18.76	\$19.22	\$19.67
DELIVERY / HOSTLER				
2 yrs or more of seniority (100%)	\$28.30	\$29.30 (\$1.00)	\$29.95 (\$.65)	\$30.60 (\$.65)
1 yr but less than 2 yrs of seniority (90%)	\$25.47	\$26.37	\$26.96	\$27.54

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1040 hrs but less than 1 yr of seniority (80%)	\$22.64	\$23.44	\$23.96	\$24.48
Start: Less than 1040 hrs of seniority (70%)	\$19.81	\$20.51	\$20.97	\$21.42
MECHANIC				
2 yrs or more of seniority (100%)	\$29.80	\$30.80 (\$1.00)	\$31.45 (\$.65)	\$32.10 (\$.65)
1 yr but less than 2 yrs of seniority (90%)	\$26.82	\$27.72	\$28.31	\$28.89
1040 hrs but less than 1 yr of seniority (80%)	\$23.84	\$24.64	\$25.16	\$25.68
Start: Less than 1040 hrs of seniority (70%)	\$20.86	\$21.56	\$22.02	\$22.47
SPOKANE DELIVERY				
2 yrs or more of seniority (100%)	\$27.30	\$28.55 (\$1.25)	\$29.20 (\$.65)	\$29.85 (\$.65)
1 yr but less than 2 yrs of seniority (90%)	\$24.57	\$25.70	\$26.28	\$26.87
1040 hrs but less than 1 yr of seniority (80%)	\$21.84	\$22.84	\$23.36	\$23.88
Start: Less than 1040 hrs of seniority (70%)	\$19.11	\$19.99	\$20.44	\$20.90

~~*Mechanics and Spokane drivers will also be covered by the same progression as outlined herein.~~
(T/A – Housekeeping 1/27/21)

Driver Trainers shall at all times receive \$1.00/hr above an employee's applicable rate based on years of service plus any other applicable premium.

Leads shall at all times receive \$1.00/hr above an employee's applicable rate based on years of service plus any other applicable premium.

1. **NIGHT DIFFERENTIAL:** Employees assigned to a start time between 5:00 p.m. and 12:00 a.m. shall receive an additional ~~Thirty-Five Cents (\$.35)~~ **Fifty Cents (\$.50)** per hour in addition to the wage scales above. **Effective March 1, 2022 Employees assigned to a start time between 5:00 p.m. and 12:00 a.m. shall receive an additional Twenty-Five Cents (\$.25) per hour for a total of Seventy-Five Cents (\$.75) per hour in addition to the wage scales above. In the event Columbia Distributing 2021 negotiations results in an increase greater than the amounts listed herein the same shall be applied to this Night Shift Differential.**

(T/A – 1/27/21)

2. LEADPERSONS:

- A. Leadperson employees will be paid One Dollar (\$1.00) per hour over their contractual rate.
- B. The Employer will post all Leadperson positions and will consider seniority along with qualifications, ability, leadership skills and other relevant criteria, but the Employer retains the sole discretion to appoint Leadpersons, and also to demote Leadpersons if they are not adequately performing the duties of the position. If a Leadperson is demoted, he or she will thereafter receive the rate of pay for the position he or she has been moved into.

3. OVER-SCALE EMPLOYEES: Employees, who, as of March 1, 2016, are being paid at a higher wage rate than set forth above, shall be "red-circled" at the higher wage rate and shall receive the same General Wage Increase each year as outlined in Appendix A.

~~4. Employees in progression on the date of ratification will continue to advance based on the old progression of \$1 every six months of employment. However, the progression amounts will be based on the new top scale as follows:~~

- ~~First six months - \$4 below top scale~~
- ~~Second six months - \$3 below top scale~~
- ~~Third six months - \$2 below top scale~~
- ~~Fourth six months - \$1 below top scale.~~

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