Labor & Employment Law Daily Wrap Up, LABOR NEWS—UFCW and Stop & Shop reach new deal for premium pay amid pandemic, (Sept. 28, 2020)

Labor & Employment Law Daily Wrap Up

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By WK Editorial Staff

Stop & Shop earlier provided premium pay between March and July.

The United Food and Commercial Workers International Union (UFCW) and Stop & Shop have reached a tentative agreement on pandemic-related premium pay for 56,000 union Stop & Shop associates represented by the UFCW. The union represents about 1.3 million workers in grocery, retail, and other frontline industries.

Retroactive "premium" pay. The UFCW said that under the agreement, workers will get retroactive premium pay in the form of lump sum payments equal to 10 percent of all hours worked between July 5, 2020, and August 22, 2020. The pay recognizes the workers’ ongoing efforts to ensure that communities have access to the food and supplies that they need as the COVID-19 pandemic continues.

The union said that its international and local unions have been negotiating with employers this year to recognize how hard grocery workers are working to provide necessary food and supplies to their communities during the extended pandemic.

More about the agreement. The new deal announced by UFCW and Stop & Shop includes the following:

• 56,000 union Stop & Shop associates represented by UFCW will receive retroactive premium pay for this past summer;
• Retroactive premium pay will be provided to each employee in the form of lump sum payments equal to 10 percent of all hours worked between July 5 and August 22;
• The retroactive premium pay excludes any paid time off accrued during this time period and does not apply to any employees represented by UFCW local unions currently engaged in contract negotiations with the company; and
• Stop & Shop will observe a moment of silence on Labor Day and Workers Memorial Day, starting in 2021, to recognize both the frontline workers lost to COVID-19 and the collective strength that union membership has provided to its associates.

This round of premium pay comes in addition to the initial Stop & Shop premium pay between March and July, as well as two additional weeks of paid leave provided earlier this year if any workers become sick.

"Today, UFCW and Stop & Shop are proud to announce a tentative agreement has been reached on a new premium that recognizes Stop & Shop workers for their incredible efforts," UFCW International President Marc Perrone and Stop & Shop President Gordon Reid said in a joint statement on September 25. "The UFCW wants to acknowledge Stop & Shop for not only recognizing its workers, but for remaining committed to work with UFCW, America’s largest food and retail union, to better the lives of these dedicated workers and their families."

Companies: United Food and Commercial Workers International Union; Stop & Shop

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