

**Memorandum of Agreement between Associated Administrators, LLC
and United Food and Commercial Workers Union Local 400**

November 25, 2024

This Memorandum of Agreement is by and between Associated Administrators, LLC (the "Employer") and United Food and Commercial Workers Union Local 400 (the "Union"). The items listed below outline tentative agreements reached by both parties during contract negotiations, subject to the ratification of the Union membership. Upon the Union and the Employer entering a successor CBA, such CBA shall supersede and replace this MOA.

The new CBA shall reflect the following changes. Except as expressly modified herein, the parties agree to extend all provisions of the current CBA, as previously extended. The parties agree as follows:

Article 7.1 Holidays

The following days shall be recognized as legal holidays:

New Year's Eve	Labor Day
New Year's Day	Columbus Day
Martin Luther King's Birthday	Thanksgiving Day
President's Day	Friday after Thanksgiving Day
Easter Monday	Christmas Eve Day
Memorial Day	Christmas Day
Independence Day	Day after Christmas, when Christmas falls on Thursday

Add: Juneteenth

Add: Veterans Day

*Effective January 1, 2026 the Day after Christmas, when Christmas falls on Thursday will no longer be recognized as a holiday in accordance with Article 7.1.

In the event, that an above-mentioned holiday falls on a Sunday, the following Monday shall be observed as the recognized holiday. If a holiday falls on a Saturday, the preceding Friday or following Monday will be observed or the Employer may grant an additional day's pay at straight time rate in lieu of time off. Effective October 1, 2001, employees shall be entitled to personal holidays in each calendar year as follows, which may be used however the employee chooses.

<u>Continuous Service with Employer</u>	<u>Number of Days</u>
After Three (3) Months	Three (3)
After Four (4) Months	One additional day for a total of four (4)
After Five (5) Months	One additional day for a total of five (5)
After Six (6) Months	Four (4) Additional Days for a Total of Nine (9)

Employees hired on or before ratification, with at least six (6) months of consecutive service will receive an additional personal holiday for a total of ten (10) per year.

Schedule “A” Wages

Employees actively employed and with at least six (6) months of service as of the effective date of the wage increase shall receive Across-the-Board increases as follows:

Effective November 3, 2024	\$.60 per hour *See Also Attached Seniority Market Adj Agreement
Effective November 2, 2025	\$.65 per hour
Effective November 1, 2026	\$.65 per hour
Effective October 31, 2027	\$.65 per hour

- **The first-year wage adjustment shall be applied retroactively but only for those employees who are actively employed on the date of the ratification of the successor agreement.**

As a supplement to the above across-the-board increases, the Company will execute a memorandum of agreement (outside of the successor labor agreement), providing that all employees hired before October 30, 2020 will, in addition to the across-the-board increases reflected in that successor agreement, receive a one-time seniority market pay supplement of \$.40 per hour.

Newly hired employees shall receive ~~thirteen dollars (\$13.00)~~ **no less than eighteen dollars (\$18.00)** per hour minimum starting rate. Each year that the State of Maryland or any County where AA LLC has employees, raises the minimum wage, and that minimum wage is applicable to AA LLC under the law, the contract will be re-opened to discuss wage increases, only.

In addition to the above alignment, the parties will, at the request of the Union, meet twice per year (or more often as mutually agreed) to discuss pay alignment issues as may hereafter arise within the bargaining unit with the good-faith intention of addressing the resolution of such issues (via parity increases, etc.) if mutually considered appropriate.

Article 28 – Duration of Agreement

This Agreement shall remain in full force and effect from **October 30, 2024 to October 31, 2028** and shall thereafter, be continued for annual periods unless written notice by registered mail is given by one party to the other party at least sixty (60) days prior to said date or any subsequent anniversary date thereafter. In the event of such notice, negotiations shall commence promptly following receipt thereof for the extension or renewal of this Agreement.

19.7 Health and Welfare

Plan/ Benefit	Cost Per Participant Per Month	
FELRA Plan X Full Time Individual	\$918.75	\$1425.83
FELRA Plan X Full Time Family	\$918.75	\$1425.83
FELRA Plan X Full Time Husband/Wife	\$918.75	\$1425.83
FELRA Plan X Full Time Parent/Child	\$918.75	\$1425.83
FELRA Plan X Part Time Individual	\$544.00	\$974.83
FELRA Plan X Part Time Family	\$1316.00	\$1742.58
FELRA Plan XX Full Time Individual	\$334.00	\$873.14
FELRA Plan XX Full Time Family	\$334.00	\$873.14
FELRA Plan XX Full time Husband/Wife	\$334.00	\$873.14
FELRA Plan XX Full Time Parent/Child	\$334.00	\$873.14
FELRA Plan XX Part Time	\$128.00	\$376.89

MOB reserve target moved from three (3) months to two (2) months effective upon ratification. MOB rate increases capped at 8% in any given year. If the actual cost to maintain benefits is less than the maximum allowed in any year, then the remaining percentage shall be carried over to the following years during the term of this agreement.

MOB sunset moved to end of new term.

The Fund administrative manager or consultant (whichever recommends MOB contribution rates) shall monitor the reserve monthly and shall immediately calculate and propose MOB contribution rates designed to have a two month reserve each month, if the reserve is, or is projected to be, below two months.

~~Weekly unit employee contributions increase by one dollar (\$1.00) for each group on the first of the month following the anniversary of the new contract effective date each year beginning November 1, 2021.~~

Increase Ambulance coverage from \$25.00 to \$200.00 per claim, effective November 20, 2020.

Article 20 Pension

20.1 The Employer will remain a participating Employer in the UFCW and Participating Employers Pension Fund ('Fund'). The Employer agrees that it is bound by, and assents to, the terms of the Agreement and Declaration of Trust of the Fund, rules adopted by the Board of Trustees in administering the Fund in accordance with the Trust, and actions of the Trustees in administering the Fund in accordance with the Trust. For employees hired prior to November 1, 2005, the Employer's monthly contribution shall be as required to provide employees a full-time retirement benefit level of twenty-four dollars (\$24.00).

For employees hired on or after November 1, 2005, the Employer's monthly contribution shall be as required to provide employees a full-time retirement benefit level of seven dollars and thirteen cents (\$7.13). Contributions shall be made for each new employee beginning with the first full month following the completion of twelve (12) months of continuous employment with the Employer. AA LLC has committed to pay the rates as follows, determined by the Board of Directors under the 2019 Rehab Plan (RP).

During the four-year term of this agreement, the total fixed contributions to the UFCW Unions & Participating Employers Pension Fund will be \$1.51 per year.

11/1/2020	—	\$1.26
11/1/2021	—	\$1.34
11/1/2022	—	\$1.43
11/1/2023	—	\$1.51

SENIORITY MARKET ADJUSTMENT AGREEMENT

This Agreement is made by and between Associated Administrators, Inc. (“Company”) and United Food and Commercial Workers Union, Local 400 (“Union”).

1. Effective at midnight on October 29, 2024, the parties agree that the wage rates of employees in the bargaining unit who were hired before October 30, 2020 and who are actively employed on the date of the ratification of the parties’ successor collective bargaining agreement (i.e., the agreement in effect after the collective bargaining agreement dated October 30, 2020), will be adjusted, by and through an increase of \$.40 per hour, as a one-time market adjustment.
2. Notwithstanding this seniority market adjustment, the parties further agree that the above employees will remain entitled to also receive any wage rate increases reflected in the parties’ successor collective bargaining agreement.
3. The parties further agree that this Agreement (and the seniority market adjustment addressed herein) is contingent upon (a) the Union Bargaining Committee’s full recommendation of the Company’s final offer regarding the terms of the successor collective bargaining agreement, (b) the bargaining unit’s ratification of that successor collective bargaining agreement on or before Friday, December 20, 2024; and (c) the parties’ execution of that successor collective bargaining agreement.

ASSOCIATED ADMINISTRATORS, INC

UFCW UNION, LOCAL 400

By: Melissa O'Shea

By: John R Lee

Title: SVP, Human Resources

Title: Director of Collective Bargaining



**UFCW Local
400**
a **VOICE** for working America

Mark P. Federici
President

Christopher Hoffmann
Secretary-Treasurer

8400 Corporate Drive, Suite 200, Landover, MD 20785 301-459-3400
www.UFCW400.org www.twitter.com/UFCW400 www.facebook.com/UFCW400