

**UFCW UNIONS AND PARTICIPATING EMPLOYERS
PENSION FUND**

BOARD OF TRUSTEES MEETING

NOVEMBER 13, 2014

**United Food and Commercial Workers Unions
and Participating Employers
Pension Fund**

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Sparks, Maryland 21152-9451
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A G E N D A

NOVEMBER 13, 2014

9:00 A.M.

- I. CALL TO ORDER**
 - A. APPOINTMENT OF NEW TRUSTEES**
- II. MINUTES (pg. 1 – 9)**
 - A. REGULAR MEETING – AUGUST 14, 2014**
- III. FINANCIAL REPORT**
 - A. PNC BANK**
 - B. INVESTMENT PERFORMANCE SERVICES**
 - C. AUDITOR'S REPORT**
- IV. ACTUARY'S REPORT**
 - A. MORTALITY ASSUMPTIONS**
 - B. 2014 REHABILITATION PLAN**
- V. ATTORNEY'S REPORT**
- VI. ADMINISTRATIVE MANAGER'S REPORT - 2Q14 (pg. 10 – 24)**
- VII. INVOICES (pg. 25 – 27)**
- VIII. OTHER FUND BUSINESS (pg. 28 – 32)**
 - A. MISCELLANEOUS CORRESPONDENCE**
 - B. KROGER MOA – RICHMOND/TIDEWATER**
 - C. ALLEGANY COUNTY MOA**
- IX. NEXT MEETING DATE AND LOCATION**
- X. ADJOURNMENT**

MINUTES

**United Food and Commercial Workers Unions
and Participating Employers
Pension Fund**

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**MINUTES OF THE MEETING OF THE
BOARD OF TRUSTEES OF THE
UFCW UNIONS AND PARTICIPATING EMPLOYERS
PENSION FUND
AUGUST 14, 2014 IN
HANOVER, MARYLAND**

The following Trustees were present:

UNION TRUSTEES

J. Chorpenning
M. Federici
J. Slivosky
C. Wiszynski

EMPLOYER TRUSTEES

D. Gwin - Chairperson
S. Habermehl
S. Loeffler

Also present were:

H. Burton – Morgan, Lewis, & Bockius LLP
M. Christle - Kroger
L. Duvall – Associated Administrators, LLC
M. Eubank – UFCW Local 27
M. Harris – UFCW Local 400
M. Herwig – PNC Bank
T. Hipkins – UFCW Local 27
J. Iannellio – Associated Administrators, LLC
W. Jensen – Associated Administrators, LLC
C. Mietlicki – Cheiron
J. Mink – Investment Performance Services
B. Slevin – Slevin & Hart, P.C.

I. CALL TO ORDER

A quorum being present, the meeting was called to order.

II. RESIGNATION/APPOINTMENT OF TRUSTEE

Mr. Jensen reported that he had received correspondence from Duane Whitney resigning his position as a Trustee effective July 18, 2014. He further noted that he had received correspondence from SuperValu appointing William Seehafer as Mr. Whitney's

replacement effective the same date. The Trustees welcomed Mr. Seehafer back to the Board. Mr. Slevin discussed the procedures under the Trust.

On Motion made and seconded the Trustees voted unanimous approval of the following resolution:

RESOLVED to accept Mr. Whitney's resignation with less than thirty days advance notice.

The Employer Trustees agreed to the appointment of Mr. Seehafer as a Trustee.

III. MINUTES

The Trustees reviewed the minutes of the last regular meetings held on December 12, 2013 and March 21, 2014 and the appeals committee minutes of April 24, 2014, which had been previously circulated.

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED that the minutes of the regular meetings held on December 12, 2013 and March 21, 2014 and the appeals committee meeting held on April 24, 2014 were approved as presented.

IV. FINANCIAL REPORT

A. PNC Bank

The Trustees welcomed Mr. Michael Herwig of PNC Bank to the meeting. He presented the Summary of Activity Report for the period January 1, 2014 through June 30, 2014. Such report indicated a beginning balance of \$100,686,776, receipts of \$4,408,460, expenses of \$5,483,048, and investment return of \$5,047,272, producing a balance of \$104,659,460 as of June 30, 2014.

B. Investment Performance Services

The Trustees welcomed Ms. Jennifer Mink of IPS to the meeting. She presented the investment performance report as of June 30, 2014. Such report indicated a market value of assets of \$104,659,460 as of June 30, 2014. The portfolio had a 3.7% return in the second quarter 2014 and the year-to-date performance of 5.3%. Ms. Mink reviewed the asset allocation and performance of each of the individual managers.

The Trustees thanked Ms. Mink for her report and she was excused from the meeting.

V. ACTUARY'S REPORT

The Trustees welcomed Mr. Chris Mietlicki of Cheiron to the meeting. Mr. Mietlicki noted that the January 1, 2014 valuation was in process.

A. Fresh and Green Benefit Multiplier

Mr. Mietlicki reviewed options available for the benefit multiplier for the Fresh and Green employees. He noted that the employer had closed after paying contributions of \$80 per full time employee and \$40 per part time employees.

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED to approve the benefit multiplier for \$27.80 for each year of full time service and \$13.19 for each year of part time service for the Fresh and Green's employees.

B. Rehabilitation Plan

Mr. Seehafer requested an update on the status of the Rehabilitation Plan. Mr. Mietlicki noted that the Fund was not making scheduled progress at the present time, based on the contribution rates that had been negotiated in accord with the 2010 Rehabilitation Plan. After discussion, the Trustees appointed a Rehabilitation Plan committee consisting of Mr. Seehafer, Mr. Habermehl, Mr. Federici and Mr. Murphy. The Trustees described the scenarios they wanted modeled by Cheiron. The Committee was authorized to make recommendations to the full Board of Trustees on amendments to the Rehabilitation Plan and Schedules after reviewing recommendations from the Actuary.

A conference call for the Committee members was scheduled for September 11, 2014 at 2:00 p.m. with reports being available to all the Trustees.

C. Delmarva

Trustee Murphy said that Delmarva UFCW Fund office would be ceasing participation as of October 1, 2014. Its withdrawal liability may be de minimus.

The Trustees thanked Mr. Mietlicki for his report and he was excused from the meeting.

VI. ATTORNEY'S REPORT

A. Appeals Committee – Named Fiduciaries

Mr. Slevin discussed the status of the appeals committee.

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED to designate the appeals committee as named fiduciary for the purpose of deciding benefit appeals.

B. Same Sex Marriage Act

Mr. Slevin discussed the new guidance on implementation of the Windsor case. The Board agreed to take no further action.

C. Potential Transfer of Kroger Assets and Liabilities to the Consolidated UFCW Fund

Mr. Slevin discussed Kroger's potential withdrawal from this Fund and the possible transfer of assets and liabilities to the UFCW Consolidated Fund.

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED to provide advance notice to the Pension Benefit Guaranty Corp of the potential transfer of assets and liabilities on the understanding that the Board is not authorizing the transfer at this time. It was further RESOLVED to waive Slevin & Hart's conflict of interest in discussions with this Fund and the UFCW Consolidated Fund, on the understanding that Morgan, Lewis & Bockius will be relied on by the Board to represent this Fund in such matters.

Mr. Slevin outlined a number of issues related to the potential transfer of assets and liabilities to the UFCW Consolidated Plan. The same committee appointed regarding the Rehabilitation Plan will review this matter and make a recommendation to the Board of Trustees.

D. Statute of Limitations

Mr. Slevin discussed the Heimshoff Supreme Court case. The Board agreed to make no change in the Plan Statute of Limitations.

E. Cycle D Plan Restatement Filing

Mr. Slevin discussed filing with the Internal Revenue Service ("IRS") for a determination of tax qualification. After discussion,

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED to appoint a committee of Chairman and Secretary authorized to approve the tax determination filing with the IRS.

F. PNC Agreement

Mr. Slevin discussed the PNC Agreement.

G. Chartwell Amendment

Mr. Slevin reviewed the Chartwell Amendment. After discussion,

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED to approve the proposed amendment aggregating assets with the FELRA and UFCW Pension Fund for fee purposes in the Chartwell contract.

H. Syms Withdrawal Liability

Mr. Slevin reported that Syms had paid \$536,000, the entire amount of the withdrawal liability due to the Fund.

I. A.M. Briggs

Mr. Slevin reported that A.M. Briggs had paid part of its withdrawal liability in a lump sum. It requested that the Fund consider such payment as payment in full of its withdrawal liability and Chairman and Secretary rejected A.M. Briggs' request. The company had submitted a request for review.

J. WEPCO Withdrawal

Mr. Slevin discussed the offer of a settlement of withdrawal liability from WEPCO.

K. Entrust Amendment

Mr. Slevin discussed the amended updated offering memorandum for the Entrust investment.

L. Magraders

Mr. Slevin reported on the status of the Fund's claim against Magraders for collection of withdrawal liability.

M. Benefit Reduction Notice

Mr. Slevin reported on the drafting of notices to participants of Bestway, Delmarva and Eddies St. Paul and Mr. Jensen advised that they had been sent.

N. Bestway

Mr. Slevin advised of issues relating to Bestway's collective bargaining agreement and participation. The Trustees requested a report on the payroll audit status of Bestway – Piney Branch.

O. Giant Withdrawal Liability

Mr. Slevin reported on the status of the Giant withdrawal liability calculations and outstanding credit request.

P. Non-Discrimination Testing

Mr. Slevin discussed non-discrimination testing and Mr. Jensen advised that the Fund office had sent out the non-discrimination forms to the Participating Employers and Unions.

VII. ADMINISTRATIVE MANAGER'S REPORT

Mr. Jensen reviewed the Administrative Manager's report for the First Quarter 2014. Such report indicated total income of \$1,770,677, total expenses of \$2,758,232, producing a net deficit of \$987,565. Mr. Jensen said that contributions were remitted on behalf of 6,251 plan participants.

Mr. Jensen reviewed the list of pension applications.

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED that the pension applications contained in the administrative manager's first quarter 2014 report were approved for payment.

VIII. INVOICES

Mr. Jensen presented a list of invoices dated August 14, 2014. He noted there were no additions, deletions or changes to the list.

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED that the list of invoices dated August 14, 2014 was approved for payment.

IX. OTHER FUND BUSINESS

A. UFCW Local 400 – Erroneous Contributions

Mr. Jensen reported that contributions had been made in error to the FELRA and UFCW Pension Fund on behalf of a Local 400 employee, resulting in contributions due to this Fund from the FELRA Fund in the amount of \$1,942.27 and a resulting credit against future contributions to UFCW Local 400 of \$2,116.09 after the FELRA and UFCW Pension Fund transfers the mistaken contributions to this Fund. Mr. Jensen said that the FELRA and UFCW Pension Fund had already approved such transfer.

On Motion made and seconded, the Trustees voted approval of the following resolution:

RESOLVED to approve the transfer and credit due to Local 400.

The Trustees from UFCW Local 400 abstained from voting on the motion.

B. Credit Request – UFCW Local 400

Mr. Jensen reported that UFCW Local 400 had submitted a list of mistaken contributions made to this Fund that should have been made on behalf of their employees to the

UFCW National Pension Fund totaling \$49,991.14. Local 400 is requesting a credit against future contributions for such mistaken contributions.

On Motion made and seconded, the Trustees voted approval of the following resolution:

RESOLVED to approve the credit against future contributions to Local 400.

The Trustees from UFCW Local 400 abstained from voting on the motion.

C. Miscellaneous Correspondence

1. ConvergEx Rebate

Mr. Jensen reported that the Fund had received a rebate from ConvergEx for the Fund's commission recapture service in the amount of \$331.86 for the Second Quarter 2014.

2. Department of Labor Request

Mr. Jensen said that he had responded to the Department of Labor request for information concerning the benefit entitlement of a former plan participant.

3. Annual Funding Notice

Mr. Jensen reported that he had sent copies of the Annual Funding Notice to the CEO of Commodore Corporation at his request.

4. Payroll Audits

a. G & G Eddies

Mr. Jensen reported that a payroll audit had been conducted at G & G Eddies and that a deficiency of \$446.60 had been revealed. Payment had been made by G & G Eddies on May 3, 2014.

b. UFCW Local 400

Mr. Jensen reported that a payroll audit had been conducted at UFCW Local 400 and that no irreconcilable discrepancies had been revealed for the period January 2010 – February 2012.

c. WEPCO

Mr. Jensen reported that the Fund had received \$168.08 as a result of a payroll audit of WEPCO for the period January 2010 – February 2012.

d. Kel-Co

Mr. Jensen reported that a payroll audit had been conducted at Kel-Co for the period January 2010 – February 2012 and that a discrepancy of \$28.16 had been revealed. Payment had been made by Kel-Co on April 29, 2014.

X. NEXT MEETING DATE AND LOCATION

The Trustees noted that the next meeting was scheduled for November 13, 2014 at the Hotel at Arundel Preserve.

XI. ADJOURNMENT

There being no further business to come before the Trustees, the meeting was adjourned.

Respectfully submitted,

George Murphy, Jr., Secretary

ADMINISTRATIVE MANAGER'S REPORT

UFCW UNIONS AND PARTICIPATING

EMPLOYERS PENSION FUND

SECOND QUARTER 2014

ADMINISTRATIVE MANAGER'S REPORT

**SECOND QUARTER 2014
CONTRIBUTIONS**

COMPANY	RATE	PARTICIPANTS	HOURS	CONTRIBUTIONS
ALLEGANY COUNTY	0.18	85	26,951	\$4,851
ASSOCIATED ADMINISTRATORS	.99	74	32,379	32,055
ASSOCIATED ADMINISTRATORS	.64	76	32,967	21,099
BESTWAY PINEY BRANCH-400	.605	1	520	315
COMMODORE HOMES ¹	.84	55	17,386	14,604
DELMARVA 27	1.20	1	520	624
EDDIES ST. PAUL 27	.73	3	1,176	858
EDDIES ST. PAUL 27	.53	3	1,418	752
KROGER TIDEWATER	.20	1,816	712,764	142,553
KROGER	.40	61	22,218	8,887
LION'S MANOR	.25	66	33,122	8,280
METRO/BASICS 27	.69	449	176,954	122,098
METRO/BASICS 27	.77	64	31,783	24,473
METRO/BASICS 27	.94	194	88,610	83,293
METRO/BASICS 27	1.42	124	59,038	83,834
SHOPPERS 27	.94	38	18,386	17,283
SHOPPERS 400	.64	730	242,981	155,508
SHOPPERS 400	.79	1,659	740,015	584,614
UFCW LOCAL 27	1.21	43	22,525	27,255
UFCW LOCAL 400	1.08	50	26,241	28,340
UFCW LOCAL 400 TEMPS	1.08	4	1,808	1,953
BOAR'S HEAD PROVISIONS JARRAT	36.00	383	0	41,328
BOAR'S HEAD PROVISIONS PETERSBURG	35.02	237	0	24,934
METROPOLITAN POULTRY ²	211.56	35	0	22,214
TOTAL		6,251	2,289,762	\$1,452,005

AVERAGE MONTHLY HOURS 122.10

¹CLOSED 5/18/14

²RATE INCREASE AS OF 4/1/14

**SECOND QUARTER 2014
EXPENSES**

BENEFIT EXPENSES

CATEGORY	AMOUNT	AVG. HOURLY COST	PERCENTAGE
PENSION BENEFITS	\$2,346,024	\$1.025	83.70%

SUBTOTAL	\$2,346,024	\$1.025	83.7%
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OPERATING EXPENSES

CATEGORY	AMOUNT	AVG. HOURLY COST	PERCENTAGE
ADMINISTRATION ¹	\$172,548	\$0.075	6.20%
MISCELLANEOUS	284,295	0.124	10.14%

SUBTOTAL	\$456,843	\$0.199	16.3%
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TOTAL EXPENSES	\$2,802,867	\$1.224	100.00%
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MISCELLANEOUS

CATEGORY	AMOUNT	AVG. HOURLY COST	PERCENTAGE
ACCOUNTING	\$10,838	\$0.005	0.387%
ACCURINT	166	0.000	0.006%
ACTUARIAL & CONSULTING	16,822	0.007	0.600%
AM. STABLE VALUE	19,238	0.008	0.686%
BONDING & INSURANCE	27,544	0.012	0.983%
IPS	18,750	0.008	0.669%
JOHNSTON INTERNATIONAL	31,770	0.014	1.133%
LEGAL	59,577	0.026	2.126%
LOOMIS SAYLES	31,193	0.014	1.113%
MEETING	1,319	0.001	0.047%
PNC	1,061	0.000	0.038%
POSTAGE	12,859	0.006	0.459%
PRINTING	488	0.000	0.017%
SEGALL BRYANT & HAMILL	3,039	0.001	0.108%
TELEPHONE	187	0.000	0.007%
WEDGE CAPITAL	14,754	0.006	0.526%
WELLINGTON TRUST	24,344	0.011	0.869%
WESTFIELD CAPITAL	10,346	0.005	0.369%

SUBTOTAL	\$284,295	\$0.124	10.14%
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RETIREES	2,666
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AVG. MTH. PAYOUT	\$293.33
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¹RATE CHANGE AS OF 6/1/14

**SECOND QUARTER 2014
QUARTERLY RECAP**

	FIRST 2014	SECOND 2014	THIRD 2014	FOURTH 2014	TOTAL
CONTRIBUTIONS	\$1,478,337	\$1,452,005	\$0	\$0	\$2,930,342
WITHDRAWAL LIABILITY ¹	26,641	1,358,368	0	0	1,385,009
MISCELLANEOUS ²	1,655	3,450	0	0	5,105
INTEREST & DIVIDENDS	264,034	244,395	0	0	508,429

TOTAL INCOME	\$1,770,667	\$3,058,218	\$0	\$0	\$4,828,885
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BENEFIT EXPENSES					
PENSION BENEFITS	\$2,331,960	\$2,346,024	\$0	\$0	\$4,677,984

OPERATING EXPENSES					
ADMINISTRATION	\$168,399	\$172,548	\$0	\$0	\$340,947
MISCELLANEOUS	257,873	284,295	0	0	542,168
SUBTOTAL	\$426,272	\$456,843	\$0	\$0	\$883,115

TOTAL EXPENSES	\$2,758,232	\$2,802,867	\$0	\$0	\$5,561,099
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TOTAL INCOME	\$1,770,667	\$3,058,218	\$0	\$0	\$4,828,885
TOTAL EXPENSE	\$2,758,232	\$2,802,867	\$0	\$0	\$5,561,099
SURPLUS (DEFICIT)	(\$987,565)	\$255,351	\$0	\$0	(\$732,214)

TOTAL PARTICIPANTS	6,251	6,251			6,251
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¹WITHDRAWAL LIABILITY PAYMENTS RECEIVED AS OF 6/30/14

²LITIGATION SETTLEMENT - \$3,450.00

**2013
QUARTERLY RECAP**

	FIRST 2013	SECOND 2013	THIRD 2013	FOURTH 2013	TOTAL
CONTRIBUTIONS	\$1,294,571	\$1,594,897	\$1,535,873	\$1,526,710	\$5,952,051
MISCELLANEOUS ¹	184	6,151	2,403	2,169	10,907
INTEREST & DIVIDENDS	240,285	263,686	263,186	235,903	1,003,060

TOTAL INCOME	\$1,535,040	\$1,864,734	\$1,801,462	\$1,764,782	\$6,966,018
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BENEFIT EXPENSES

PENSION BENEFITS	\$2,332,199	\$2,319,446	\$2,388,833	\$2,381,008	\$9,421,486
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OPERATING EXPENSES

ADMINISTRATION	\$161,337	\$164,675	\$178,371	\$166,227	\$670,610
MISCELLANEOUS	427,971	251,665	321,258	249,652	1,250,546
SUBTOTAL	\$589,308	\$416,340	\$499,629	\$415,879	\$1,921,156

TOTAL EXPENSES	\$2,921,507	\$2,735,786	\$2,888,462	\$2,796,887	\$11,342,642
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TOTAL INCOME	\$1,535,040	\$1,864,734	\$1,801,462	\$1,764,782	\$6,966,018
TOTAL EXPENSE	\$2,921,507	\$2,735,786	\$2,888,462	\$2,796,887	\$11,342,642
SURPLUS (DEFICIT)	(\$1,386,467)	(\$871,052)	(\$1,087,000)	(\$1,032,105)	(\$4,376,624)

TOTAL PARTICIPANTS	6,755	6,225	6,331	6,473	6,446
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¹ LITIGATION SETTLEMENTS - \$1,169.00

WITHDRAWAL LIABILITY CALCULATION PAYMENT - \$1,000.00

SECOND QUARTER 2014
DELINQUENCIES

NONE

UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND
APPLICATIONS SUBMITTED FOR APPROVAL
SECOND QUARTER 2014

STATUS	NAME	AGE	EMPLOYER	LOCAL	EFEC DATE	TYPE	RECIP	FULL TIME YEARS	PART TIME YEARS	J&S	PENSION AMOUNT
PT	BESS, STANLEY	62	METRO/BASICS	27	12/01/13	EN			10.25	50	52.64
PT	CRAWFORD, JOHN	65	SHOPPERS	27	05/01/09	VNR	Y		4.00	100	31.59
FT	DIMOCK-BROWN, WENDY	64	SHOPPERS	400	01/01/14	EN		15.00			391.95
PT	DOGGETT, NEVILLE	65	SHOPPERS	400	04/01/14	V			12.50	50	148.42
FT	DREIS, GERALD	65	ROLAND FOODS	400	02/01/13	VNR		6.50			144.63
FT	GRIFFIN, DARLEEN	66	AALLC	27	04/01/14	N		12.75			306.00
FT	HYMES, DONNA	67	ALLEGANY COUNTY HRDC	27	01/01/14	N		13.25		100	75.56
FT	LEWANDOWSKI, MARGARET	65	AALLC	27	04/01/14	V		8.00			192.00
PT	MCLAUGHLIN, CHERYL	65	SHOPPERS	400	01/01/14	VNR			6.25		81.63
FT	MOLLA APRIL - BENEFICIARY	42	SAFEMWAY FOOD BARN	400	01/01/14	G					112.21
FT	NELSON, JAMES	60	AUTH SAUSAGE	400	03/01/14	V		7.00			266.00
PT	SNODDERLY, LYNN	65	METRO/BASICS	27	03/01/14	EN			21.00		233.52
FT	TOWNSLEY, MAY	76	AALLC	27	04/01/14	N		22.25	6.25		544.13
PT	WARD, ALICE	76	GIANT	27	01/01/14	NR		10.50			59.01
PT	WATANABE, FERNANDO	65	SHOPPERS	400	11/01/13	VNR		2.75	4.25		108.45
FT	CRUMRINE, KELLY - BENEFICIARY	43	SHOPPERS,MAGRUDERS	400	01/01/14	G					573.89
FT	DELAUNDER, PENELOPE	70	THE LIONS CENTER	27	04/01/14	N		20.00			142.60
FT	FORD, SALIHA	68	GIANT	400	04/01/14	V		7.00			140.91
PT	FOX, CAROLYN	65	METRO/BASICS	27	03/01/14	V			8.00		88.96
PT	HILLIS, LEONORA	65	SHOPPERS	400	02/01/14	V			9.25		120.81
FT	KESNER, RICHARD	65	ASPLUNDH TREE, GILBERT CO	27	05/01/14	V		11.75			76.10
FT	MERCHANT, HERBERT	65	ASPLUNDH TREE, GILBERT CO, DAWY TREE	27	03/01/14	V		12.25			185.62
PT	MESCE, BARBARA	65	SHOPPERS	400	05/01/14	V		1.00	11.50	50	138.15
FT	MILLER, JANICE	65	FESTIVAL FOODS	27	03/01/12	VNR		10.75	2.75	66 2/3	313.74
FT	MURRAY, CHARLES	73	SHOPPERS	400	05/01/14	NA		19.50		66 2/3	568.79
PT	PICKERAL, PATRICIA	51	SHOPPERS	400	09/01/13	D	Y		8.00		104.48
FT	PRICE, BRIAN - BENEFICIARY	24	COMMODORE HOMES	400	02/01/14	G					535.67
PT	RABB-THOMAS, JAKI	60	METRO/BASICS	27	05/01/14	V			18.75	50	193.84
FT	SIMMONS, PHYLLIS	71	KROGER	400	01/01/14	NR		8.75			146.56
PT	SQUIREWELL, JOE	76	SHOPPERS	400	01/01/14	NR			17.75		231.82
PT	STANLEY, GARY - BENEFICIARY	62	SHOPPERS	27	01/01/14	PX					87.18
PT	WOOD, GLORIA	64	SHOPPERS	400	12/01/13	VNR			9.00		117.54
FT	BERRY, NAOMI - BENEFICIARY	67	JW TREUTH	27	11/01/13	J					132.46
PT	BERRY, TONI	60	SHOPPERS	400	04/01/14	V	Y		7.00		31.50
PT	BIGGER, RITA	65	METRO/BASICS, SHOPPERS	400	06/01/14	V		5.75	7.50		167.89
FT	BOLDEN, BYRON	60	MAGRUDERS	400	04/01/13	V		26.00			731.38
FT	CASH, ROBERT	65	CANADA DRY	27	03/01/14	VNR		15.50			257.77

PROPRIETARY INFORMATION: THIS REPORT BELONGS TO UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND.

**UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND
APPLICATIONS SUBMITTED FOR APPROVAL
SECOND QUARTER 2014**

STATUS	NAME	AGE	EMPLOYER	LOCAL	EFEC DATE	TYPE	RECIP	FULL TIME YEARS	PART TIME YEARS	J&S	PENSION AMOUNT
FT	HOLMES, LAWRENCE	66	MEMCO	400	06/01/14	VNA		11.50			129.38
FT	LEE, VENUS	55	WHITE PACKING	400	04/01/14	X		17.50			166.97
FT	MILLER, NANCY	61	KELCO FCU	27	04/01/14	EN		15.75			740.25
FT	NGUYEN, NHI	71	SYMS	400	04/01/13	NR		5.50	3.25		143.42
FT	NUTE, JOYCE	74	DELMARVA	27	04/01/14	NR		13.75			646.25
FT	PARKS, CAROLYN	71	KROGER	400	04/01/13	VNR		6.75			113.06
PT	PLUMMER, LINDA	66	MAGRUDERS	400	02/01/13	NR			15.25		214.42
PT	ROSS, DANIEL - BENEFICIARY	60	METRO/BASICS	27	02/01/14	G					66.04
FT	SIPES, MICHAEL	60	METRO/BASICS	27	02/01/12	X	Y	8.75			204.58
	REINSTATED - RETURNED RIF										
	TOND, DIXIE										31.74
	WALKER, ALFRED										85.20

**UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND
PENSION ADJUSTMENTS
SECOND QUARTER 2014**

FT/ PT	NAME	CHANGE	LOCAL	OLD AMOUNT	NEW AMOUNT
PT	GUEVERA, FELICIANO	GUARANTEED PAY EXPIRED	27	(147.34)	0.00
PT	OCKER, RAYMOND	GUARANTEED PAY EXPIRED	400	0.00	0.00
FT	MOORE, DANIEL	70 1/2 ADJUSTMENT	400	(112.77)	118.40

UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND			
SECOND QUARTER 2014			
PENSION ROLL			
		PENSIONERS	MONTHLY PAYROLL
Pension Roll As Of	03/01/14	2633	\$755,756.70
Deletes/Deceased	06/01/14	(20)	(\$3,733.68)
Death Benefit Drops	06/01/14	(10)	(\$1,400.08)
Pensions to be Approved On	06/01/14	46	\$10,259.77
Pension Reinstatements	06/01/14		\$116.94
Death Benefit Adds	06/01/14	19	\$3,950.99
Death Benefit Changes	06/01/14		(\$1,187.95)
Adjustments	06/01/14	1	(\$141.71)
Pension Roll As Of	06/01/14	2669	\$763,620.98
TOTAL PENSIONERS			
SECOND QUARTER 2014			
Deferred Vested	06/01/14	568	\$89,286.93
Disability	06/01/14	103	\$41,168.42
Early	06/01/14	232	\$82,307.60
Early Deferred Vested	06/01/14	223	\$50,269.81
Early Non-Reduced	06/01/14	596	\$252,882.90
Guaranteed Pay	06/01/14	15	\$5,189.03
Normal	06/01/14	661	\$199,255.68
Post Retirement J & S	06/01/14	152	\$25,619.01
Pre Retirement J & S	06/01/14	69	\$8,927.56
QDRO	06/01/14	7	\$1,225.35
Seventy 1/2	06/01/14	1	\$118.40
Death Benefit Annuity	06/01/14	42	\$7,370.29
TOTAL		2669	\$763,620.98

PROPRIETARY INFORMATION: THIS REPORT BELONGS TO UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND.

**UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND
DELETES
SECOND QUARTER 2014**

NAME	REASON	BENEFIT AMOUNT	TYPE OF PENSION
LUCIANO, BONNIE	DECEASED 02/20/14	(102.82)	X
PHILLIPS, RUTH	DECEASED 02/23/14	(114.28)	J
SLIDER, FANNY	DECEASED 02/23/14	(151.77)	N
SURFUS, VALORA	DECEASED 02/06/14	(54.70)	J
WALLER, ROBERT	DECEASED 02/19/14	(63.55)	N
ALEXANDER, THOMAS	DECEASED 01/21/14	(398.30)	E
BENNY, JOHN	DECEASED 03/16/14	(147.72)	N
BOLT, JAMES	DECEASED 02/28/14	(70.90)	NR
BRYCE, SUZANNE	DECEASED 03/10/14	(113.01)	P
LOTZ, MARGARET	DECEASED 03/10/14	(76.22)	J
MILLER, MARIE ROSE	DECEASED 03/30/14	(66.37)	V
MOSER, BRENDA	DECEASED 01/31/14	(321.13)	E
MOSS, KENNETH	DECEASED 02/16/14	(100.76)	N
SALYER, BILLY	DECEASED 03/28/14	(66.50)	VNR
WATTS, JEAN	DECEASED 01/31/14	(44.96)	N
COHEN, JEAN	DECEASED 04/08/14	(99.65)	V
CORIONI, EUGENE	DECEASED 04/15/14	(97.38)	N
HEISER, LINDA	DECEASED 03/27/14	(759.50)	N
JOSHI, VIJAY	DECEASED 03/30/14	(805.73)	V
PETERS, RICHARD	DECEASED 04/23/14	(78.43)	EN

**UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND
DEATH BENEFITS - TEMPORARY ANNUITY
SECOND QUARTER 2014**

RETIREE STATUS	BENEFICIARY NAME	BENEFICIARY AGE	EMPLOYER OF RETIREE	LOCAL	EFEC DATE	PENSION AMOUNT
FT	HINDS, CLAUDETTE	61	FARM FRESH	27	04/01/14	14.52
PT	LEAGER, PATRICIA	47	SAFEGWAY FOOD BARN	27	04/01/14	67.44
FT	MIOLLA, APRIL DB	42	SAFEGWAY FOOD BARN	400	04/01/14	112.21
FT	OCKER, RAYMOND	76	SHOPPERS	400	04/01/14	274.26
FT	ABEL, MICHAEL	56	CASABLANCA	400	05/01/14	330.97
FT	BERNARD, MARY	33	FIRST PEOPLES FCU	27	05/01/14	524.05
FT	CRUMRINE, KELLY	43	SHOPPERS, MAGRUDERS	400	05/01/14	573.89
FT	FISHMAN, MARK	57	SHOPPERS	400	05/01/14	88.16
FT	GRIMM, ELWOOD	68	FARM FRESH	27	05/01/14	14.52
FT	GRIMM, LARRY	59	FARM FRESH	27	05/01/14	14.52
FT	PRICE, BRIAN	24	COMMODORE HOMES	27	05/01/14	535.67
FT	ROSS, DANIEL	60	METRO/BASICS	27	05/01/14	66.04
FT	WILHELM, PATRICIA	54	SHOPPERS	400	05/01/14	191.28
FT	ABEL, MARION	56	CASABLANCA	400	6/1/2014	330.97
FT	BERRY, NAOMI	67	JW TREUTH	27	6/1/2014	222.50
FT	FORTINO, STACEY	45	FARLEY FOODS	27	6/1/2014	438.22
FT	SLIDER, DANIEL	67	CHESSIE FCU	27	6/1/2014	50.59
FT	SLIDER, EARL	68	CHESSIE FCU	27	6/1/2014	50.59
FT	SLIDER, ROBERT	57	CHESSIE FCU	27	6/1/2014	50.59

PROPRIETARY INFORMATION: THIS REPORT BELONGS TO UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND.

**UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND
DEATH BENEFIT CHANGES
SECOND QUARTER 2014**

RETIREE STATUS	BENEFICIARY NAME	LOCAL	OLD AMOUNT	NEW AMOUNT	EFFECTIVE DATE
PT	GOING, CAROL	27	(42.04)	28.60	04/01/14
FT	GRIEST, JANICE	27	(621.25)	15.00	04/01/14
PT	BUNCOMBE, MILDRED	400	(92.87)	14.08	05/01/14
PT	DAVIS, BARBARA	400	(166.85)	165.20	05/01/14
FT	DORER, PATRICIA	400	(392.21)	146.74	05/01/14
PT	MCMASTERS, TIMOTHY	27	(66.70)	16.30	05/01/14
FT	ROBERTSON, INGEBURG	400	(372.36)	265.84	05/01/14
PT	TURNER, PAMELA	27	(66.70)	16.30	05/01/14
FT	ELDER, AUDREY	400	(64.35)	54.70	06/01/14
PT	MYERS, DOROTHY	27	(62.87)	53.99	06/01/14
FT	SELL, ROBERT	27	(503.30)	486.80	06/01/14

UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND DEATH BENEFIT DROPS SECOND QUARTER 2014			
RETIREE STATUS	BENEFICIARY NAME	BENEFIT AMOUNT	EFFECTIVE DATE
FT	KRASNER, BARRY	(135.52)	04/01/14
FT	WILHELM, MARGARET	(596.50)	04/01/14
PT	GOING, CAROL	(28.60)	05/01/14
FT	GRIEST, JANICE	(15.00)	05/01/14
PT	BUNCOMBE, MILDRED	(14.08)	06/01/14
PT	DAVIS, BARBARA	(165.20)	06/01/14
FT	DORER, PATRICIA	(146.74)	06/01/14
PT	MCMASTERS, TIMOTHY	(16.30)	06/01/14
FT	ROBERTSON, INGEBURG	(265.84)	06/01/14
PT	TURNER, PAMELA	(16.30)	06/01/14

UFCW UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND LUMP SUM CASH OUT SECOND QUARTER 2014	
NAME	GROSS
NO LUMP SUM CASH OUTS FOR APRIL	
COURTNEY, MOREASE	725.14
COATES, MARGARET	4,833.60
LOWERS, LOGAN	3,684.25
REED, BERKELEY	4,656.65

INVOICES

UFCW UNIONS & PARTICIPATING EMPLOYERS
PENSION FUND

INVOICES

NOVEMBER 13, 2014

1. **ASSOCIATED ADMINISTRATORS, LLC**

08/14/14	Meeting Expenses – Regular Meeting – August 14, 2014	\$ 1,198.65
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2. **BOND BEEBE**

08/06/14	Second progress billing for services rendered in connection with the audit of financial statements for the year ended 12/31/13	\$ 20,000.00
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3. **CHEIRON**

09/19/14	Non-Retainer Services rendered through August 2014	\$ 26,540.50
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09/19/14	Retainer Services rendered – June – September 2014	\$ 12,400.00
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4. **CHARTWELL INVESTMENT PARTNERS**

07/15/14	Investment Management Fee – April 1, 2014 through June 30, 2014	\$ 3,137.81
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5. **INTERNATIONAL FOUNDATION OF EMPLOYEE BENEFIT PLANS**

08/15/14	C. Wiszynski - Registration Fee – Hotel Deposit for attendance at the IFEBP 60 th Annual Conference in Boston, Massachusetts 10-12-14 – 10-15-14	\$ 2,475.00
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09/16/14	2015 Renewal Fee	\$ 945.00
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6. **INVESTMENT PERFORMANCE SERVICES**

09/04/14	Investment Consultant Fee – Third Quarter 2014	\$ 18,750.00
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7. LOOMIS SAYLES

10/08/14	Investment Management Fee – July 1, 2014 – September 30, 2014 – Acct: CT000392	\$ 20,514.73
10/08/14	Investment Management Fee – July 1, 2014 – September 30, 2014 - Acct: CT00099	\$ 10,601.10

8. MORGAN, LEWIS & BOCKIUS

08/31/14	Professional Services rendered for the period ended July 31, 2014	\$ 858.00
09/25/14	Professional Services rendered for the period ended August 31, 2014	\$ 8,976.00

9. SEGAL CONSULTING

09/18/14	Retainer Services provided for the period July1, 2014 – July 31, 2014	\$ 21,333.32
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10. SEGALL BRYANT & HAMILL

07/23/14	For investment management services rendered during the Second Quarter 2014	\$ 2,579.66
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11. SLEVIN & HART, P.C.

07/17/14	Professional Services rendered through June 30, 2014	\$ 15,053.89
08/21/14	Professional Services rendered through July 31, 2014	\$ 14,989.47
09/11/14	Professional Services rendered through August 31, 2014	\$ 32,353.40

12. TRUSTEE EXPENSE REIMBURSEMENTS

10/03/14	D. Gwin – Reimbursement of meeting expenses incurred at the August 14, 2014 Board of Trustees Meetings	\$ 84.19
08/22/14	S. Loeffler – Reimbursement of meeting expenses incurred at the August 14, 2014 Board of Trustees meeting	\$ 436.25

09/12/14	W. Seehafer – Reimbursement of meeting expenses incurred at the August 14, 2014 Board of Trustees meeting	\$ 229.86
08/22/14	J. Slivosky – Reimbursement of meeting expenses incurred at the August 14, 2014 Board of Trustees meeting	\$ 438.85
10/03/14	S. Habermehl – Reimbursement of meeting expenses incurred at the August 14, 2014 Board of Trustees Meeting	\$ 566.99

13. WEDGE CAPITAL MGMT.

07/22/14	Investment Management services rendered for the Second Quarter 2014	\$ 14,954.23
10/17/14	Investment Management services rendered for the Third Quarter 2014	\$ 14,880.98

14. WELLINGTON TRUST COMPANY

07/21/14	Investment Management services rendered for the Second Quarter 2014	\$ 23,633.91
10/16/14	Investment Management services rendered for the Third Quarter 2014	\$ 20,987.38

OTHER FUND BUSINESS

**Tentative Agreement
By And Between
UFCW Local 400 and
Mid-Atlantic Division of Kroger Limited Partnership I
Kroger Richmond/Hampton Roads**

The following constitutes the Tentative Agreement which encompasses the following modifications to the labor agreement by and between the parties which expired by its term on August 2, 2014.

This Tentative Agreement is subject to ratification by the bargaining unit.

The previous agreement with the following changes:

ARTICLE 4.1.

VOLUNTARY DUES CHECKOFF

1. Once each period, the Employer will notify the Union in ~~writing~~ **electronic format (preferably EXCEL)** of all employees hired or terminated, reinstated or transferred, into this bargaining unit within the previous period indicating the name, home address, store, social security number and job classification. Once each period, the Employer will provide the Union, **in electronic format**, a list of employees who have been terminated.

ARTICLE 6.

DISPUTE PROCEDURE - NEW LANGUAGE

1. Should any differences, disputes, or complaints arise over the interpretation or application of the contents of this Agreement, there shall be an earnest effort on the part of both parties to settle such promptly through the following steps:

Step 1. By conference at the grievant's store between the employee and the Shop Steward or Union Representative and the Store Manager.

Step 2. By conference at the grievant's store unless mutually agreed to meet elsewhere, between the Union Representative and the District Manager, or if mutually agreed between the parties, a District Operations Coordinator or District Human Resources Coordinator. The parties agree to make reasonable arrangements within five (5) working days of the completion of Step 1 for a Step 2 conference to be held. If Step 2 does not settle

ARTICLE 13.

LEAVE OF ABSENCE - NEW LANGUAGE

6. A maximum of three (3) days leave of absence with pay shall be granted in the event of a death in the immediate family of an employee, but in no case will he receive more than the basic weekly pay. Immediate family is parent, step-parent, brother, sister, wife, husband, domestic partner, child, step-child, mother-in-law, father-in-law, grandmother, grandfather, grandchild, or any other relative residing with the employee. The three (3) days of funeral leave shall begin with, be centered around or shall end with the actual day of the funeral and/or memorial service.

ARTICLE 15.

UNION COOPERATION

1. The Union agrees to cooperate with the Employer and the Employer agrees to cooperate with the Union in maintaining and improving safe working conditions and practices, in improving the cleanliness and good housekeeping of the stores, and in caring for equipment and machinery. The Employer agrees to encourage participation and include at least one (1) store level union steward on the **Safety 360 team**.

ARTICLE 17.

SHOP STEWARDS

4. In the interest of promoting cooperative relations, Store Management **or his/her designee** will introduce each new employee in the store to a Union Shop Steward within **two (2) weeks** after the new employee reports to work. At the time of introduction, Store Management will provide the Shop Steward an opportunity on the clock to meet privately with the new employee. In this brief meeting, the Shop Steward shall give the new employee information about the Union and shall explain its operations; the Shop Stewards may answer any questions the new employee asks; shall request the new employee to join the Union and may make arrangements for the new employee to become a member.

ARTICLE 18.

PENSION

Until such time as a lawful withdrawal is otherwise executed, the Employer will remain a participating Employer in the UFCW Unions 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.

The Employer will contribute to the Fund in the amounts described below on behalf of eligible employees, excluding Courtesy Clerks/Baggers, who have completed one (1) year of service.

Subject to the agreement of the Fund's Board of Trustees, effective December 31, 2014 the parties agree that The Kroger Co. Limited Partnership I ("Kroger") shall cease to have any obligation to contribute to and shall completely withdraw from the Fund in accordance with the Letter of Understanding ("LOU") executed by the parties and dated _____. Such LOU will provide for (1) the complete withdrawal of Kroger from the Fund, (2) the satisfaction of Kroger's withdrawal liability via the transfer of Kroger related Fund liabilities to the UFCW Consolidated Pension Fund (the "Consolidated Fund"), and (3) a provision that except as required by law, the applicable provisions of the 2011 memorandum of understanding between Kroger and certain UFCW local unions (including Local 400), will govern pension benefits and Kroger's funding obligation with regard to the future service accruals of employees covered by this agreement and participating in the Consolidated Fund.

If the Trustees of the Fund do not agree to have Kroger satisfy its withdrawal liability to the Fund via a transfer of Fund assets and Kroger-related Fund liabilities from the Fund to the Consolidated Fund, or the Consolidated Fund does not agree to such transfer, Kroger shall remain as a participating employer in the Fund (and not withdraw). In such event, the Employer will increase the contribution specified in Section 18.2 as follows:

Effective January 1, 2015, three (3) cents to a total of twenty-three (23) cents per eligible hour;

Effective January 1, 2016, five (5) cents to a total of twenty-eight (28) cents per eligible hour;

Effective January 1, 2017, four (4) cents to a total of thirty-two (32) cents per eligible hour;

Effective January 1, 2018, six (6) cents to a total of thirty-eight (38) cents per eligible hour; with the following limitation applicable to the contribution increases effective January 1, 2015, 2016 and 2017: Such increase may not exceed as a function of percent, the maximum percentage contribution increase in any employer's contribution rate as adopted by Board of Trustees of the Fund in connection with the 2014 Rehabilitation Plan. (Example: If the greatest percentage increase in any schedule requires an increase in any employer's current contribution rate of 5% for 2015, Kroger's contribution effective January 1, 2015 would be reduced to twenty-one (21) cents.)



**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
UFCW LOCAL 27
AND
ALLEGANY COUNTY HRDC**

SEPTMEBER 26, 2014

**1. Article 8 – Seniority/Substitutions
Section 8.2**

Seniority shall not begin until the completion of 900 hours of work (union eligibility). After an employee has worked 900 hours his/her length of service will be computed from the date he/she was first employed. ~~The 900 hours is computed from days in which the substitute worked at least four hours.~~

**2. Article 9 – Furloughs & Call Backs
Section 9.1**

Limited full-time and part time employees are routinely employed in some programs less than 12 months a year. These employees are furloughed at the end of that program's year and then called back at the beginning of the next program year. Callbacks will be handled as follows:
The Employer will send a letter by certified mail, receipt requested, to the employee's last reported address specifying the date to return to work. It is the responsibility of furloughed employees to keep the Employer advised as to their current mailing address. The employee will not be entitled to re-employment if s/he fails to take delivery of such notice within seven days of the original date of attempted delivery. In addition, the employee will not be entitled to re-employment if he/she does not mail by certified mail, return receipt requested, USPS mail, or hand deliver to HRDC within 48 hours after receipt of Employer's letter, his/her intention to return to work. Such laid off employee accepting the offer of re-employment must report to work when requested to do so. Any additional time must be approved by the Employer; and in any event, the additional time cannot be more than two (2) weeks.

**3. Article 10 – Hours of Work
Section 10.2 - Office and Program Hours**

The general office hours for the main office shall be from ~~8:30 a.m. to 4:30 p.m.~~ 8:00am to 4:00 pm, Monday through Friday. The Employer, with good and sufficient reason, may designate the starting time of each employee's workday and establish daily hours according to scheduling requirements. Program hours shall be established by the Employer to meet program requirements, but regularly scheduled hours shall not exceed eight (8) hours per day or forty (40) hours per week. Notwithstanding the above, the Homeless Services Program shall operate on a Continuous Operations basis B see Section 1.2.

9. Article 29 - Pension
Section 29.5

HRDC agrees to go to Option 2 of the Current Benefit Schedule as outlined in the 2010 Rehabilitation Plan and contribute in accordance with that schedule for the life of this Contract. This option will maintain the current benefit accruals for eligible employees. ~~Under the 2010 Rehabilitation Plan, contributions will increase to a total of \$.13 for the first year of this Contract, \$.16 for the second year of this Contract, and \$.18 for the third year of this Contract.~~ The Employer agrees to make scheduled contributions to the Pension Fund as prescribed in the 2010 Rehabilitation Plan provided by the Board of Trustees.

10. New Article- Voluntary Benefits

The company has agreed to permit payroll deductions for voluntary benefits that the Union may choose to offer bargaining unit employees. Beginning January 1, 2015, the Company is willing to provide such payroll deductions for such voluntary benefits. (Voluntary Benefits are defined as those that are paid for exclusively by the employee).

11. Article 30 – Termination Clause
Section 30.1

This Agreement shall remain in effect from October 1, 2014 ~~2014~~ through September 30, 2014-2015, provided that either party may, upon giving the other party notice in writing at least sixty (60) days prior to September 30, 2013 of its intent to modify this agreement solely as it pertains to Article 12 – Section 12.1 Annual Increment, Article 12 – Section 12.3 Salary Ceilings, If such notice is not given as above, the Agreement shall be automatically renewed without change for the remainder of the contract period.

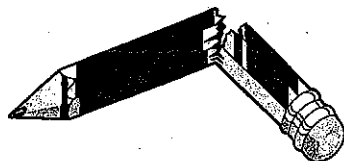
12. Article 30 – Termination Clause
Section 30.2

As to the terms of this contract, either party desiring to terminate this Agreement after its 2014-2015 date of expiration or to then negotiate changes in this Agreement, shall give notice to the other party in writing at least sixty (60) days prior to the final expiration date. If such notice is not given as above, the Agreement shall be automatically renewed without change for a period of one (1) year.

13. Side Letter: Health & Welfare Opt-Out

UFCW Local 27 and HRDC have agreed to allow Health & Welfare eligible employees to opt-out of the Employer's H&W Plan, so long as they are compliant with the following terms and conditions:

Any employee may waive medical coverage, otherwise required under Section 24 of this CBA, upon appropriate proof of alternative coverage. Neither the Employer nor the employee shall be required to make contributions to the Tri-State Health and Welfare Fund (and any successors thereto) on behalf of any employee that waives coverage under Section 24. Employees who elect to waive participation in the Tri-State Health & Welfare Plans (and any successor thereto) may not elect to participate in such Plans until the first of the month following twelve (12) months from the date of their waiver election. In the event of a "life or family status change", which results in a loss of medical coverage under another's health insurance due to divorce, death, termination of employment of the person under whom the employee was actually insured



MEETING NOTES

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.