GROCERY WORKERS RISING

Albertsons/Vons/Ralphs &
UFCW Locals 135, 324, 770, 1167, 1428 and 1442
RATIFICATION HANDOUT
BARGAINING COMMITTEE RECOMMENDS APPROVAL

Term: 3 years (March 3, 2025 – March 5, 2028)

Wage Increases: Food Clerk, GM/Meat Clerk and Meat Cutter at Top Rate

$1.00 Retroactive to March 3, 2025 **$0.70** Effective November 3, 2025 **$0.50** Effective March 2, 2026 **$0.50** Effective September 1, 2026 **$0.50** Effective March 1, 2027 **$0.50** Effective September 1, 2027	**Total Increase over term of agreement – $3.70** **Top Food Clerk Hourly Rate increases from $26.75 to $30.45 by the end of 2027** **Top GM/Meat Clerk Hourly Rate with less than 8 years increases from $21.27 to $24.97 by the end of 2027** **Top Meat Cutter Hourly Rate Increases from $28.03 to $31.73 by the end of 2027**

GM/Meat Clerk at Top Rate with 8 years or more:

$1.00 Retroactive to March 3, 2025 Effective November 3, 2025 (Longevity increase of additional **$0.50**) **$0.50** Effective March 2, 2026 **$0.50** Effective September 1, 2026 Effective November 2, 2026 (longevity increase of additional **$0.50**) **$0.50** Effective March 1, 2027 **$0.50** Effective September 1, 2027 Effective November 1, 2027 (longevity increase of additional **$0.25**)	**Total Increase over term of agreement – $4.95** **Top GM/Meat Clerk with 8 years or more Hourly Rate increases from $22.27 to $27.22 by the end of 2027**

Pharmacy Technicians Top Rate Increases: **$1.50** effective March 3, 2025 **$1.00** effective March 2, 2026 **$1.00** effective March 1, 2027 **Progression Step Increases**: Significant increases from $2.50 to $3.00 in the Progression steps (See wage chart for details)	**Total Increase over the term of the agreement – $3.50** – With money front loaded **Top Rx Technician Hourly Rate increases from $24.10 to $27.60 by 2027**

Certified Technician/Immunizer Premium: Pharmacy Technicians who are national board certified and are able and willing to vaccinate will be increased by an additional $2.25 for all hours worked (whether or not they actually perform any vaccinations).	**Certified Technician/Immunizer Premium – $2.25/hour**
Department Heads Premium: **$0.25** Effective December 1, 2025 **$0.25** Effective November 2, 2026	**Increase Food Clerk Department Head and Meat Manager Premiums from 1.00 to $1.50** **Total Increase for Food Department Heads and Meat Managers – $4.20** • **The Food Department Head rate increases from $27.75 to $31.95 by 2027** • **The Meat Manager Hourly Rate increases from $29.03 to $33.23 by 2027**
GMC/Service Seafood Department Heads: **$0.25** Effective December 1, 2025 **$0.25** Effective November 2, 2026	**Increase GMC/Service Seafood Department Head Premium from $1.10 to $1.60** **Total Increase for GMC/Service Seafood Department Heads with 8 years or more – $5.45 over the life of the agreement** • **Top Rate GMC/Service Seafood Department Head with more than 8 years Hourly Rate increases from $23.37 to $28.82 by 2027** **Total Increase for GMC/Seafood Department Head with less than 8 years $4.20** • **GMC/Service Seafood Department Head with less than 8 years Hourly Rate increases from $22.37 to $26.57 by the end of 2027**
Key Carrier Designated to Open or Close the Store Increase the Person-in-charge Premium in Article 6, Section 3 **from $1 per day** to **$0.50 per hour** effective November 3, 2025, for all hours worked on any date when designated to open or close the store.	
Courtesy Clerks Premium: **New Premium for Courtesy Clerks Who Work in a higher classification** • Courtesy Clerks with 0-9 months of service will receive a premium of at least **$0.25** per hour for work performed in a higher classification. • Courtesy Clerks with more than 9 months of service will receive a premium of at least **$0.50** per hour for work performed in a higher classification. **Courtesy Clerks with 9 months or more who are currently earning $16.80/hour, will receive an extra $0.10 per hour until the CA minimum wage goes up on January 1, 2026**	
Progression Step Improvements	

Food/GM/Meat Clerks

- Everyone currently in progressions moves up one bracket upon ratification
- **Employees in the final bracket move to top rate upon ratification**

Meat Cutters and Pharmacy Technicians – significant increases to progression steps (See wage chart for details)

Retirement Benefits

- **Create a supplemental pension plan to provide employees with an additional amount upon retirement. The Employer will contribute $0.25/hour for all hours worked beginning March 2026.**
- **No cuts to benefits in the existing pension plan. Employers will continue to contribute $2.85/hour on all hours worked to maintain the benefits in the existing plan.**
- Modify the hours a retiree can work in the industry without a suspension of benefits to **80 hours** in a 4-week month, **100 hours** in a 5-week month.

Health Care Benefits

- Eligibility for new hires (except Clerks Helpers) after 3 months
- Eliminate Silver Plan. Everyone starts in Gold Plan with the option to add a spouse after 24 months, better prescription copays and adult orthodontia.
- Allow change in dental plans for any reason outside of open enrollment once in five years
- Foster children requirements simplified
- Move self-injectables to pharmacy benefit (currently only available through major medical)
- Conduct a dependent audit to ensure all covered dependents are eligible for benefits
- **Employers will contribute a sufficient amount (no less than $0.20/hour up to an additional $0.30/hour) to fund medical benefits. Total employer contribution for health benefits will reach at least $4.98 by the end of this agreement.**

Other Improvements:

New Staffing Language

- The Company agrees to maintain reasonable staffing levels that ensure efficient operation of the store, the health and safety of employees, and the quality of customer service.
- When scheduled employees call out, management will make reasonable efforts to call in qualified employees in that classification to fill those shifts.
- Within 4 months of ratification, the Company will create a shift filling system for employees to sign up for open shifts at their store or within their jurisdiction.
- The Union and the Company will meet to discuss the effectiveness of the shift filling system and staffing levels that account for unexpected customer traffic and absences. The parties will work together in good faith to identify and correct issues that lead to absenteeism, long check-out lines, insufficient staff to stock shelves and department hours.

New Self-Check Out Restrictions

- From 8am to 7pm, at least one full-service checkout lane will be open and available for use by customers. During all other hours, a full-service lane will be open upon the request of a customer.
- A dedicated employee must be assigned to monitor a self-checkout bank when it is open for use by customers. This employee may be assigned to perform incidental work in the general vicinity of that self-checkout bank or operate a full-service check stand at the request of a customer if there are no more than 1 customer at the self-checkout. If multiple self-checkout banks are operating in different areas of the store, there will be at least one employee assigned to each bank.

- Traditional self-checkout will have signage limiting orders to about 15 items.

Additional Protections around Combo program

- All time worked in a higher classification must be recorded either on the regular clock system or on forms available within each department. Prior to being assigned to work in a higher classification, employees will be trained about the rules for recording their time.
- Checker activity reports will be made available to assist in the enforcement of Article 6(J) regulating the combo program.
- New courtesy clerk /combo premium to compensate courtesy clerks for work in a higher classification and encourage them to record their time worked in the higher classification.
- Courtesy Clerks with 0-9 months of service will receive a premium of at least $0.25 per hour for work performed in a higher classification.
- Courtesy Clerks with more than 9 months of service will receive a premium of at least $0.50 per hour for work performed in a higher classification.

Bargaining Unit – New language to protect against subcontracting of union work.

New Personal Holiday for Employees hired after March 2004

- Effective January 1, 2027, employees hired after March 2004, who have been with the company for more than 5 years will be entitled to one (1) personal holiday per year.

Additional Leave of Absence Protections – Employees returning from a leave of absence and not placed on the schedule the week following the release will be credited with sufficient hours for that week to maintain healthcare benefits.

Operational Changes – New language added for Employer support of Unions obtaining state funding grants to train employees for future jobs in bakery, service deli, and meat departments. This is in anticipation of AI replacing other jobs in the stores in the future.

Worker Rights Protection

- Employers will not waive 3-day notice requirement for I-9 audits
- Employees will be allowed to make a lawful change to their name or social security number and the Employer will make a leave of absence available to deal with immigration related issues.
- Employers will not allow DHS or ICE agents to access non-work areas of stores without a warrant.

Rx Tech Prior Industry Experience and Training Program

- Prior experience will be granted to new hires from Rite Aid, CVS, Kaiser and other unionized food store pharmacies.
- Employer support of Unions to obtain state funding grants to train employees for open pharmacy technician positions.

NO TAKE-AWAYS!

Bargaining Committee Recommends "YES" Vote

Appendix A

Meat Cutter	Months	Current	3/3/2025	11/3/2025		3/2/2026	9/1/2026		3/1/2027	9/1/2027		
	1st 6 months	$ 16.90	$ 22.00	$ 22.00		$ 22.00	$ 22.00		$ 22.00	$ 22.00		
	Next 6 months	$ 17.15	$ 23.00	$ 23.00		$ 23.00	$ 23.00		$ 23.00	$ 23.00		
	Next 6 months	$ 17.40	$ 24.00	$ 24.00		$ 24.00	$ 24.00		$ 24.00	$ 24.00		
	Next 6 months	$ 18.25	$ 25.00	$ 25.00		$ 25.00	$ 25.00		$ 25.00	$ 25.00		
Thereafter		$ 28.03	$ 29.03	$ 29.73		$ 30.23	$ 30.73		$ 31.23	$ 31.73		

Meat Cutter	Months	Current	3/3/2025	11/3/2025	12/1/2025	3/2/2026	9/1/2026	11/2/2026	3/1/2027	9/1/2027		
Department Head		$ 29.03	$ 30.03	$ 30.73	$ 30.98	$ 31.48	$ 31.98	$ 32.23	$ 32.73	$ 33.23		

Food Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025		3/2/2026	9/1/2026		3/1/2027	9/1/2027		
	900	$ 16.90	$ 16.90	$ 16.90		$ 16.90	$ 16.90		$ 16.90	$ 16.90		
	900	$ 17.15	$ 17.15	$ 17.15		$ 17.15	$ 17.15		$ 17.15	$ 17.15		
	900	$ 17.40	$ 17.40	$ 17.40		$ 17.40	$ 17.40		$ 17.40	$ 17.40		
	900	$ 17.65	$ 17.65	$ 17.65		$ 17.65	$ 17.65		$ 17.65	$ 17.65		
	900	$ 17.90	$ 17.90	$ 17.90		$ 17.90	$ 17.90		$ 17.90	$ 17.90		
	900	$ 18.15	$ 18.15	$ 18.15		$ 18.15	$ 18.15		$ 18.15	$ 18.15		
	900	$ 18.50	$ 18.50	$ 18.50		$ 18.50	$ 18.50		$ 18.50	$ 18.50		
	900	$ 19.50	$ 19.50	$ 19.50		$ 19.50	$ 19.50		$ 19.50	$ 19.50		
	900	$ 20.50	$ 20.50	$ 20.50		$ 20.50	$ 20.50		$ 20.50	$ 20.50		
	300	$ 21.00	$ 21.00	$ 21.00		$ 21.00	$ 21.00		$ 21.00	$ 21.00		
Thereafter	8400	$ 26.75	$ 27.75	$ 28.45		$ 28.95	$ 29.45		$ 29.95	$ 30.45		

Food Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025	12/1/2025	3/2/2026	9/1/2026	11/2/2026	3/1/2027	9/1/2027		
Department Head		$ 27.75	$ 28.75	29.45	$ 29.70	$ 30.20	$ 30.70	$ 30.95	$ 31.45	$ 31.95		

GM/Meat Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025		3/2/2026	9/1/2026		3/1/2027	9/1/2027		
	900	$ 16.70	$ 16.70	$ 16.70		$ 16.70	$ 16.70		$ 16.70	$ 16.70		
	900	$ 16.95	$ 16.95	$ 16.95		$ 16.95	$ 16.95		$ 16.95	$ 16.95		
	900	$ 17.20	$ 17.20	$ 17.20		$ 17.20	$ 17.20		$ 17.20	$ 17.20		
	900	$ 17.45	$ 17.45	$ 17.45		$ 17.45	$ 17.45		$ 17.45	$ 17.45		
	900	$ 17.70	$ 17.70	$ 17.70		$ 17.70	$ 17.70		$ 17.70	$ 17.70		
	900	$ 17.95	$ 17.95	$ 17.95		$ 17.95	$ 17.95		$ 17.95	$ 17.95		
	900	$ 18.20	$ 18.20	$ 18.20		$ 18.20	$ 18.20		$ 18.20	$ 18.20		
	900	$ 18.45	$ 18.45	$ 18.45		$ 18.45	$ 18.45		$ 18.45	$ 18.45		
	600	$ 18.70	$ 18.70	$ 18.70		$ 18.70	$ 18.70		$ 18.70	$ 18.70		
Thereafter	7800	$ 21.27	$ 22.27	22.97		$ 23.47	$ 23.97		$ 24.47	$ 24.97		

GM/Meat Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025	12/1/2025	3/2/2026	9/1/2026	11/2/2026	3/1/2027	9/1/2027		
Department Head		$22.37	$ 23.37	24.07	$ 24.32	$ 24.82	$ 25.32	$ 25.57	$ 26.07	$ 26.57		

GM/Meat Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025		3/2/2026	9/1/2026	11/2/2026	3/1/2027	9/1/2027	11/1/2027	
Longevity		$22.27	$ 23.27	24.47		$ 24.97	$ 25.47	$ 25.97	$ 26.47	$ 26.97	$ 27.22	

GM/Meat Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025	12/1/2025	3/2/2026	9/1/2026	11/2/2026	3/1/2027	9/1/2027	11/1/2027	
Department Head w/Longevity		$23.37	$ 24.37	25.57	$ 25.82	$ 26.32	$ 26.82	$ 27.57	$ 28.07	$ 28.57	$ 28.82	

Clerk's Helpers	Months	Current Rates	3/3/2025	3/2/2026		3/1/2027						
	1st 3 Months	$ 16.60	$ 16.60	$ 16.60		$ 16.60						
	Next 6 Months	$ 16.70	$ 16.70	$ 16.70		$ 16.70						
	After 9 months	$ 16.80	$ 16.80	$ 16.80		$ 16.80	From one week following ratification to January 1, 2026, this rate will be $16.90					

Pharmacy Technician	Weeks	Current Rates	3/3/2025	3/2/2026		3/1/2027						
	1st 26 weeks	$ 17.40	$ 19.95	$ 19.95		$ 19.95						
	Next 26 weeks	$ 18.25	$ 20.95	$ 20.95		$ 20.95						
	Next 26 weeks	$ 19.10	$ 21.95	$ 21.95		$ 21.95						
	Next 26 weeks	$ 19.95	$ 22.95	$ 22.95		$ 22.95						
Thereafter		$ 24.10	$ 25.60	$ 26.60		$ 27.60						

*A premium of $2.25 per hour shall be provided to Nationally Board-Certified Pharmacy Technicians who are authorized and willing to perform vaccination services at the store. Continued eligibility for this premium is contingent upon the technician's willingness to participate in immunization services. If a technician chooses not to perform immunizations, the premium may be discontinued at the Company's discretion.