

Fully Recommended Settlement
Southern California Retail Food, Meat, Bakery, Candy and General
Merchandise Agreements
Albertsons, Vons and Ralphs
and
UFCW Union Locals 135, 324, 770, 1167, 1428, 1442, and 8GS
July 2, 2025

The parties have met and reached an agreement that the Unions and the Union bargaining committees are fully recommending for ratification. The proposed changes to the labor agreement are set forth below (any item not mentioned shall remain unchanged). The So. California UFCW locals will continue as a single unit for all covered employees within the geographical jurisdiction of UFCW Locals 135, 324, 770, 1428, 1442, 1167 and 8GS. All ULPs filed by Local Unions in connection with the 2025 negotiations to be withdrawn after ratification

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

Wages:

Thereafter Food Clerk, GM Clerk, and Meat Cutter Wage Rate Increases as Follows:

March 3, 2025:	<u>+\$1.00</u>
November 3, 2025:	<u>+\$0.70</u>
March 2, 2026:	<u>+\$0.50</u>
September 1, 2026:	<u>+\$0.50</u>
March 1, 2027:	<u>+\$0.50</u>
September 1, 2027:	<u>+\$0.50</u>

Apprentice Rates, Including Courtesy Clerks: Renew current Minimum Wage Letter of Agreement.

Longevity Bonus: Increase the current GM Clerk longevity bonus amount as follows:

November 3, 2025:	<u>+\$0.50</u>
November 2, 2026:	<u>+\$0.50</u>
November 1, 2027:	<u>+\$0.25</u>

Ratification Move: Upon ratification, all employees currently in progressions will be moved to the next highest step, and their hours will reset to the starting hours for their destination step.

Top Step Clerks Helper Increase:

One week following ratification, Clerks Helpers at the top step working in stores under the California Minimum Wage (\$16.80) will receive a \$.10 increase. This increase will only temporarily modify the Minimum Wage Letter of Agreement, which will resume in full force and effect on 1/1/26.

Premiums: Increase Department Head Rates as follows:

December 1, 2025:	<u>+\$0.25</u>
November 2, 2026:	<u>+\$0.25</u>

Thereafter Pharmacy Technician Journeyperson Increases:

March 3, 2025:	<u>+\$1.50</u>
March 2, 2026:	<u>+\$1.00</u>
March 1, 2027:	<u>+\$1.00</u>

Pharmacy Technician Journeyperson and Progression Increases as Follows:

Weeks	March 3, 2025	March 2, 2026	March 1, 2027
1 st 26 weeks	\$19.95	\$19.95	\$19.95
Next 26 weeks	\$20.95	\$20.95	\$20.95
Next 26 weeks	\$21.95	\$21.95	\$21.95
Next 26 weeks	\$22.95	\$22.95	\$22.95
Thereafter	\$25.60	\$26.60	\$27.60

*Effective upon ratification 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 perform immunization services. If a technician chooses not to perform immunizations, the premium may be discontinued at the Company's discretion.

Meat Cutter Wage Progression Increases as Follows:

Months	March 3, 2025	March 2, 2026	March 1, 2027
1 st 6 months	\$22.00	\$22.00	\$22.00
Next 6 months	\$23.00	\$23.00	\$23.00
Next 6 months	\$24.00	\$24.00	\$24.00
Next 6 months	\$25.00	\$25.00	\$25.00

ARTICLE 1 – Recognition Of The Union – Section A, Bargaining Unit Subsections 1-4

1. The Employer recognizes the Union as the sole collective bargaining agent with respect to work, rates of pay, hours, and terms and conditions of employment for the appropriate bargaining unit composed of all employees, except as limited below in section 1.B who perform work within food

markets, discount stores, drug stores, ~~and shoe stores~~ presently operated and hereafter established, owned or operated by the Employer within the territorial jurisdiction of the Local Union.

2. All work or services not specifically excluded by this Agreement is hereby recognized as bargaining unit work, **and bargaining unit work shall not be subcontracted except as provided herein.** ~~-including work employing skills or functions similar to those that are being or have been used or performed by bargaining unit employees, or work that would replace the work historically performed by such employees.~~

3. Delete and renumber remaining paragraphs

4. In the event that the Employer establishes a new department or creates new **bargaining unit** work in any of the stores or establishments operated by the Employer which are covered by this Agreement, for which wages are not specifically provided in this Agreement, it is agreed that, should the parties be unable to reach agreement upon wages for such work, the parties shall then submit the matter to arbitration in accordance with Article 12 of this Agreement, notwithstanding in this situation any provisions to the contrary contained therein, and shall be bound by the terms of the arbitration award.

ARTICLE 2 – EMPLOYMENT PROCEDURES

2(B) NOTICE OF NEW HIRES. The Employer agrees to notify the Union, in writing, within fourteen (14) days from the date of first employment of any employee subject to this Agreement, of the name of such employee, mailing address, store number, Social Security number, **phone number (if provided)**, the position for which employed, the date of first employment and the rate of pay at which the person is employed. The Employer will include terminations and changes in job classification in its new hire report.

2(D) ENFORCEMENT - Amend this section so that all “letters” referred to in this section may be sent via text and/or email to employees and via email to employer designated email address(es), including but not limited to the following:

Introductory Letter
Delinquency Notice
Termination Notice

ARTICLE 6 - WAGES

6(J)(6) (NEW) Courtesy Clerks with zero (0) to nine (9) months of service will receive a minimum differential of \$0.25 per hour for work performed pursuant to this Article. Courtesy Clerks with greater than nine (9) months of service will receive a minimum differential of \$0.50 per hour for work performed pursuant to this Article.

6(J)(7) (NEW) Employees shall record all time worked in a higher classification. Subject to the technology currently in use at the employer, employees must record their time either on their phone or other system similar to current clock in and out procedures for the store or on proper forms made available within each department.

6(J)(8) (NEW) Reports that track checker activity will be made available to review.

6(J)(9) (NEW) Prior to an employee being assigned to work in a higher classification, they will receive appropriate training, including signed acknowledgement that they understand the rules for recording their time.

PREMIUMS

6(B)(3) Person In Charge/Grocery. An experienced clerk who is not a Department Head and who is designated by the Employer to open or close the store to the public shall be paid a premium of ~~one dollar (\$1.00) per day~~ **\$0.50 per hour** for any day in which they perform that duty.

ARTICLE 7 – HOLIDAYS

7(I)(1)(A) ~~For Holidays occurring on or after 1/1/2023,~~ After an employee has completed their probationary period, they will be entitled to the Christmas holiday. After an employee has worked six (6) months under the terms and conditions of this Agreement, they will be entitled to the Thanksgiving holiday. After completing one (1) year of employment under this Agreement, the employee shall be entitled to 4th of July, Labor Day, New Year's Day and Memorial Day.

7(I)(1)(G) (NEW) Effective January 1, 2027, employees, hired after March 2004 and who have been with the Company for more than five (5) years will receive one (1) personal holiday.

ARTICLE 9 – LEAVES OF ABSENCE

Article 9 (A) – Add **An employee who provides a full release to return from leave of absence by 12:00 P.M. on Thursday, and who is not offered sufficient hours the following week, will be credited, if necessary, with up to 40 hours for a full-time employee or up to 24/28 hours for a part-time employee (whichever is applicable) by the trust fund for health and welfare purposes.**

ARTICLE 9 – LEAVES OF ABSENCE - UNION BUSINESS

9(B)(3) Union Business. An employee in good standing with the Employer, whose acceptance of employment with the Union takes them from their employment with the Employer, shall, upon written request to the Employer by the Union, receive a leave of absence for the period of his service with the Union, of not less than thirty (30) days nor more than one (1) year. A Union's request for such a leave of absence, and for the return of an employee to work at the conclusion of such a leave, shall each be served upon the involved Employer, in writing, a minimum of two (2) calendar weeks immediately preceding the date of the proposed commencement of the requested leave and the proposed return to work, respectively. Not more than one (1) employee shall be given such a leave from the same store during the same period of time, nor shall more than ~~three (3)~~ **twelve (12)** employees in the company be on such a leave at one time. An eligible employee shall not be granted more than ~~one (1)~~ **two (2)** such leaves of absence during the term of this Agreement, nor shall such a leave of absence be granted to an employee who, at the time of his request for such leave of absence, is on a leave of absence from the Employer for any other reason. Upon his return, they shall be reemployed at work similar to that in which they are engaged immediately prior to his leave of absence in accordance with Article

9, Section D. During the period of the authorized leave of absence, the Union shall be obligated to make Trust Fund contributions on behalf of the involved employee.

ARTICLE 15 – TRUST FUNDS – Bargaining Note or Side Letter

After ratification of this Agreement (March 3, 2025 – March 5, 2028), implement the following modifications:

Eliminate Silver Plan

Eliminate the Silver Plan and substitute the Gold Plan in its place with eligibility after 3 months with all other rules remaining the same.

6-month initial open enrollment window

Individuals have 6 months from the day on which they obtain eligibility to enroll. Failure to enroll within that timeframe will result in denial of enrollment until the next open enrollment.

Example, an employee meets their eligibility requirement on October 10. They have until the following April 10 to enroll.

Allow a 1 in 5 change for dental plans outside of Open Enrollment

Allow individuals to change their dental plan outside Open Enrollment, for any reason, one time within a five-year period.

Foster Care Eligibility

Change to the rules for Dependent Eligibility related to foster children.

Dependents eligible for the Fund's health care coverage are;

- 1) A foster child under age 26, who is placed with you by a government agency or court order.
- 2) An unmarried foster child whose status established by a Natural Parents' Certification is less than 19 years of age or is a full-time student in an accredited educational institution, age 19-24 is totally dependent upon you for support and maintenance and resides with you on a permanent basis.

Once eligibility is established, annual future verification will be established by the following methods:

- 1) A Natural Parent Signature; or
- 2) An annual declaration under penalty of perjury that all information provided for coverage is true as represented.

All other requirements, including but not limited to annual federal tax returns showing the child is covered as a dependent and student certification, will continue to apply.

Bargaining Committee Health and Welfare

For employees on the Union Bargaining Committee during the 2025 negotiations, if the parties reach a settlement without a labor dispute, each of these employees will be credited for up to eight (8) hours per day for each negotiation session attended for health and welfare eligibility. It shall be the obligation of the union to provide the information to credit these hours.

Move Self-Injectable medication to the Pharmacy Plan

Currently self-injectable medication is blocked/excluded under the pharmacy benefit through the PBM (CVS). Effective July 1, 2025, CVS will remove the exclusion under the pharmacy benefit and add a block/exclusion to the applicable medical benefit.

MAPD for All Non-Kaiser Medicare Retirees

Effective January 1, 2026, move non-Kaiser Medicare retirees to a single Anthem MAPD plan that most closely mirrors the Anthem Medicare Preferred PPO (25P).

Utilize the Dependent Audit language in the current CBA

No later than September 1, 2025, start a dependent audit as set forth in the current Collective Bargaining Agreement. If a participant's dependent is disqualified solely for failure to respond timely, the dependent will be added immediately upon receipt of documentation with retroactive coverage for up to four months. The trustees will work out a reasonable methodology for the audit with the goal of only disqualifying those not eligible. An audit committee will be established for the purposes of hearing appeals related strictly to the audit.

15(A)(5) Employer Contributions. The Employer agrees to the following hourly contribution increase to the Current Plan A and New Hire Plan contribution rate of \$4.788 to the Benefit Fund:

15(A)(5)(i) July 2025 hours payable in August 2025: \$0.10 increase

15(A)(5)(ii) (NEW) March 2026 hours payable in April 2026: \$0.10 increase

15(A)(5)(iii) (NEW) March 2027 hours payable in April 2027: up to \$0.10 if necessary, based on the co-consultants' joint recommendation of the rate needed to ensure a reserve of three (3) months on March 1, 2028.

15(B) - Make suspension rules more lenient - increase allowable hours to 80 hours worked in a 4-week month and 100 hours worked in 5-week month and eliminate non-worked hours (ie. vacation, holidays, jury duty etc.) from the allowable hours calculation.

15(C)-Southern California Variable Annuity Plan (VAPP) (add new section and renumber current C-I

15(C) (NEW) In addition to the current Employer contribution of \$2.85 per hour to the Legacy Pension Plan, effective with hours worked on March 2, 2026, the Employers will contribute an additional \$.25 per hour to a newly created Southern California Variable Annuity Pension Plan.

15(C) (NEW) The Plan will be administered by the Southern California UFCW & Food Employers Trust Fund.

15(C) (NEW) The Plan will be designed by plan professionals with input and final approval from the trustees. This will include, but not be limited to, such things as hurdle rate, participation of new employers, etc.

15(C) (NEW) The goal is to have the Plan operational by January 1, 2027, and begin to pay benefits as soon as administratively practical. Trustees and plan professionals will meet on a monthly basis (virtual meetings acceptable) to develop and implement the plan.

15(C) (NEW) Contributions will be in the amount of \$0.25 cents per hour for all hours worked. All other terms and conditions regarding contributions will be the same as the existing Legacy plan.

15(C) (NEW) Employees will receive vesting credits for all years worked.

15(C) (NEW) The Plan will be open to all current Southern California UFCW Grocery employers, including union and trust fund staff.

ARTICLE 18 – OPERATIONAL CHANGES

18(C) (New Section) In anticipation of implementation of AI technology by the Employer, the Union will obtain grant money to establish a program to train workers who are or may be affected by technological change caused by AI. This program will focus on teaching new skills to fill future openings in bakery, service deli and meat departments. Admission to the program will be based on seniority. The Company shall have the right to deny admission based on the applicant's overall work record. The Unions' workforce coordinators will provide dedicated resources to support the participants. When a candidate successfully completes the training program and if applicable, obtains necessary certifications or licensing, the Employer will offer the candidate employment in an open position at the appropriate wage rate under the CBA.

APPENDIX E – PHARMACY TECHNICIANS

I. (NEW) Pharmacy Technicians will be given credit for prior experience acquired at Southern California UFCW organized stores or medical facilities including Albertsons, Ralphs, Vons, Rite Aid, CVS and Kaiser.

J. (NEW) Pharmacy Technician Training Program – Add May 14, 2025, signed side letter.

NEW ARTICLE 21 -- IMMIGRATION

The parties have a mutual interest in issues of immigration, citizenship, and work authorization as they impact bargaining unit members.

Protection of Rights During Workplace Immigration Enforcement:

1. Unless required by law, the Employer will not allow agents of DHS or ICE to access any non-public area of the worksite without a warrant; provided, however, that no employee will be expected or permitted to physically block or stop someone entering.
2. Unless required by law, the Employer will not generally waive the current 3-day period to produce I-9 related documents in response to a Notice of Inspection, as may be modified from time to time.

Corrections to Records: Pursuant to California Labor Code section 1024.6, an employee may notify the Employer of a lawful change in name or Social Security number and the Employer will modify its records to reflect such changes, without prejudice to seniority or any other term or condition of employment.

Ongoing Communication Regarding Immigration Issues: The Employer will keep the Union updated if there is any change in the Employer's policy or protocol relating to immigration issues.

Expiration of Documents and Leave of Absence: Employees who need a leave to deal with immigration issues will have access to the current leave benefits under the CBA and/or the Employer's policies. As each employee's situation/case has facts specific to that employee, each case will be handled based on the underlying situation/facts.

Notwithstanding any provision of this Section, the Employer will comply with all applicable laws. The Employer will cooperate with the Union to provide employees with access to Citizenship Assistance through the UFCW Union Citizenship Access Network (UCAN) program.

NEW ARTICLE 22 -- STAFFING

General Staffing.

Pursuant to the terms of this Agreement, the Employer agrees that staffing decisions will be made in good faith and consistent with the considerations set forth herein. The Employer agrees to maintain reasonable staffing levels at all times to ensure the efficient operation of the store, the health and safety of employees, and the quality of customer service. Staffing decisions shall take into account the store's operational needs, customer volume, and other factors affecting store performance, including but not limited to peak hours, seasonal fluctuations, and special promotions.

Shift Filling.

The parties recognize that staffing needs may vary due to unforeseen circumstances, such as employee absences, emergencies, or changes in business conditions. When scheduled employees call out, management will make reasonable efforts to call in qualified employees in that classification to fill those shifts.

Additionally, within four (4) months of ratification, the Employer will create a shift filling system for all stores covered by the CBA where employees can sign up for unfilled shifts and/or open shifts created by absences at their store or within the jurisdiction. The parties understand the need for flexibility and the system may be modified to achieve the goal of adequately staffing the stores. The new shift filling system can be manual, electronic (as part of a scheduling application) or other. Qualified employees can sign up for open shifts on a first come first serve basis. Solutions to any concerns with the shift filling system will be reviewed by the parties as necessary, but at least two times a year.

Consultation and Communication.

Prior to meeting, the union will request information needed to have meaningful discussion. If any information requested is considered confidential, the parties agree to sign an NDA. In addition, the Employer agrees to discuss concerns regarding staffing levels at individual stores with the Union. Further, the parties will meet at least two times a year to discuss the effectiveness of the shift filling system as well as staffing levels that account for unexpected customer traffic and inevitable absences. At such meetings, the parties will review and discuss staffing concerns and work together in good faith to identify and correct issues that lead to absenteeism, long check-out lines, and insufficient staff to stock shelves, and department hours.

NEW ARTICLE 23 - SELF-CHECKOUT

The Employer may have at its discretion multi-unit self-checkout check stands in its stores. During the hours of 8:00 am – 7:00 pm, if any self-checkout lane is available for use by customers, the Employer will schedule at least one (1) full-service checkout lane to be open and available for use by customers. For all other hours a full-service check stand will be available upon customer request. A dedicated employee must be assigned to monitor a self-checkout bank when it is open for use for customers. This employee may be assigned to perform incidental work in the general vicinity of that self-check out bank or operate a full-service check stand to respond to a customer's request when no more than one customer is using that self-check out bank.

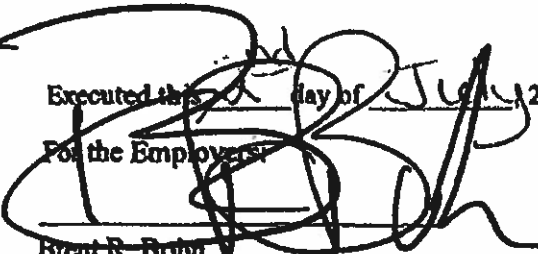
All stores with traditional self-check will have signage that states that self-check should be limited to orders of about fifteen (15) items.

If multiple self-check banks are operating in different areas of the store, there will be at least one employee assigned to each bank.

In the event the State or any municipality passes legislation impacting a store covered by this Agreement, this Article will be null and void within that jurisdiction unless the law allows for a CBA exemption from the law.

Executed this 20 day of July 2025.

For the Employer:


Brent R. Bohn

Albertson's LLC and the Vons Companies
Group Vice President, Labor Relations


Monique Deguiajones

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For the Union:


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