UFCW PHARMACISTS
Patients deserve more. So do we.

Ralphs and Albertsons (Vons, and Pavilions) have engaged in **UNFAIR LABOR PRACTICES** in an attempt to weaken workers' ability to achieve a fair contract at the bargaining table. These unfair labor practices threaten every worker's job, putting our rights in danger and weakening your ability to get the contract you deserve.

THIS IS THE CURRENT STATE OF NEGOTIATIONS AS OF 7.1.26

UFCW PROPOSALS	COMPANY PROPOSALS	COMMENTS
WAGES		
Increase top rate for Staff Pharmacists March 2026 – $5.00* March 2027 – $4.95 Total $9.95 over a 2-year Agreement *Includes Retro	**Increase top rate for Staff Pharmacists** Upon Ratification – $1.75* March 2027 – $1.50 March 2028 - $1.75 Total $5.00 over a 3-year Agreement *Does not include Retro	The companies' offer is far below the wage needed to keep pace with inflation. Pharmacists deserve a wage that reflects our increasing workload and the record profits our hard work has created for them.
Increase Department Head Premium from $1.00/hour to $4.50 per hour	**Increase Department Head Premium from $1.00/hour to $1.50 per hour**	PICs deserve a higher premium to compensate them for all the extra responsibilities and for putting their license on the line.
Premium for Clinical Services $2.00 per hour premium for pharmacists in locations with specialty service programs	**REJECTED**	Grocery Pharmacists perform a multitude of additional services and deserve to be compensated for all the extra work they do.
PENSION		
Pay an additional hourly pension contribution of $0.75 per hour into a supplementary pension plan to boost our pension payout at retirement	Employer has proposed an additional contribution of $0.164 per hour into the supplementary pension plan	We all deserve to retire in dignity. Our current pension is insufficient to provide for our needs during retirement. The Companies' offer is insufficient to provide an adequate supplement to our current pension.
STAFFING		
Put language from the current staffing law about preventing fatigue, distraction and unsafe conditions into the contract so that we can enforce the law through our contract rather than having to take every dispute to the Board of Pharmacy.	**REJECTED**	This language is already in the law. Why are these companies refusing to put the language in our contract?
LUNCH BREAK		
Keep current language that allows pharmacists to choose to take a 1-hour lunch	Only allow pharmacists to take one 30-minute lunch period	While many pharmacists choose to take a 30-minute lunch period, some prefer to have a longer lunch so they can fully recover and perform optimally when they return to work. This is especially true for 12-hour pharmacists.
FLOATER PROTECTIONS		
Provide an extra hour of pay when a pharmacist's work location is changed with less than 24 hours notice and the change requires more than 5 miles of additional driving	**REJECTED**	Floaters deserve some predictability in their schedules. They should be compensated for having to drive long distances without adequate notice.
ADDITIONAL BENEFIT IMPROVEMENTS		
5th week of vacation at 20 years for those hired after 2004	**REJECTED**	We work hard. We deserve a contract that secures an adequate work/life balance.

(rev 7/06/2026)