

**Ralphs & Albertsons/Vons - Ratification VOTE: September 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup>, 2019**

**ALL SO CAL UFCW LOCALS RECOMMEND A VOTE TO ACCEPT THE AGREEMENT NEGOTIATED WITH RALPHS/VONS/ALBERTSONS**

Significant Wage Increases for all Experienced Employees and Department Heads	<p>Food Clerks and Meat Cutters:</p> <ul style="list-style-type: none"> <li>• \$0.50, \$0.55, \$0.50 = \$1.55 over 3 years</li> </ul> <p>GM Clerks, E-commerce, Rx Tech, Fuel and Panda:</p> <ul style="list-style-type: none"> <li>• \$0.55 each year = \$1.65 over 3 years (plus any applicable minimum wage increases)</li> </ul> <p>Clerk's Helper:</p> <ul style="list-style-type: none"> <li>• Annual increases equal to increases in minimum wage</li> </ul>
Retro Wages	All increases are fully retroactive to March 3, 2019.
Health and Welfare funding	Secured sufficient funding to maintain benefits for the life of this agreement with a target reserve of 3 months: up to an additional \$0.40 per hour over the life of the Agreement.
H&W Improvements	<ul style="list-style-type: none"> <li>• Up to half of the annual dental and vision benefit may be rolled over to the following year.</li> <li>• Working Spouses must enroll in employer coverage comparable to the level of coverage in the SoCal UFCW Fund (rather than the best coverage offered). <b>If that coverage costs \$200 or more /month, the spouse may decline their employer's coverage and pay \$48/week to buy UFCW family coverage without the impact of the Working Spouse Penalty.</b></li> </ul>
H&W Employee Weekly Contribution (Premium)	<p>Effective January 1, 2020, increase employee contribution (premium) by \$1/week for each coverage level:</p> <p>Individual - \$8/week          Individual + child(ren) - \$11.50/week          Family with or without children - \$16/week</p>
Pension	Secured adequate funding to maintain all pension benefits, including Golden 85: additional \$0.45/hour over the life of the Agreement.
Increased minimum hours	Food Clerks, GM Clerks and Rx Techs with at least fifteen (15) years of service will be guaranteed twenty-eight (28) hours per week.
4 <sup>th</sup> week of vacation	Effective January 1, 2022, add the 4 <sup>th</sup> week of vacation after fifteen (15) years of service for employees hired after March 2004.
Future of Work	The parties agree to Joint Labor Management Committee to prepare employees for changes related to automation and other technological change.
Bereavement Leave	Change Funeral Leave to Bereavement Leave to allow members who lose a close family member to receive up to three (3) days pay while grieving whether they attend a funeral or not.

Scheduling	Allow changes after noon on Monday to accommodate an employee returning from leave of absence. Such changes have to be made by noon on Thursday.
Term of Agreement	Three (3) year term. Contract will expire on March 2, 2022

### **Defeated Employer Proposals**

- No expansion of Courtesy Clerk or GM Clerk duties;
- Protects Head Steward from transfer;
- Protects Pay-Off of Unused Sick Leave;
- Protects Night Premium between 10pm and midnight;
- Defeated cap of back pay and benefits an improperly discharged employee may collect;
- Defeated an additional management exclusion in each store;
- Protects 8-hour guarantee for meat department employees;
- Protects Overtime after Seven (7) Consecutive Days Worked;
- Protects Time-and-a-half for Part-time workers who work a 6<sup>th</sup> day in a workweek;
- Protects Travel Pay for employees who float between stores

**Locals 135, 324, 770, 1167, 1428, 1442 and 8GS  
recommend a “YES” vote**

GM/MEAT CLERK	CURRENT		3/4/2019			1/1/2020	3/2/2020		1/1/2021	3/5/2021			1/1/2022
	FIRST 600	\$12.20	FIRST 600	\$12.20		Eliminate		Eliminate				Eliminate	
	NEXT 600	\$12.30	NEXT 600	\$12.30	FIRST 600	\$13.20	\$13.20	FIRST 600	\$14.20	\$14.20	FIRST 600	\$15.20	
	NEXT 600	\$12.40	NEXT 600	\$12.40	NEXT 600	\$13.30	\$13.30	NEXT 600	\$14.30	\$14.30	NEXT 600	\$15.30	
	NEXT 600	\$12.50	NEXT 600	\$12.50	NEXT 600	\$13.40	\$13.40	NEXT 600	\$14.40	\$14.40	NEXT 600	\$15.40	
	NEXT 600	\$12.60	NEXT 600	\$12.60	NEXT 600	\$13.50	\$13.50	FIRST 600	\$14.50	\$14.50	NEXT 600	\$15.50	
	NEXT 600	\$12.70	NEXT 600	\$12.70	NEXT 600	\$13.60	\$13.60	NEXT 600	\$14.60	\$14.60	NEXT 600	\$15.60	
	NEXT 600	\$12.80	NEXT 600	\$12.80	NEXT 600	\$13.70	\$13.70	NEXT 600	\$14.70	\$14.70	NEXT 600	\$15.70	
	NEXT 600	\$12.90	NEXT 600	\$12.90	NEXT 600	\$13.80	\$13.80	NEXT 600	\$14.80	\$14.80	NEXT 600	\$15.80	
	NEXT 600	\$13.00	NEXT 600	\$13.00	NEXT 600	\$13.90	\$13.90	NEXT 600	\$14.90	\$14.90	NEXT 600	\$15.90	
	NEXT 600	\$13.10	NEXT 600	\$13.10	NEXT 600	\$14.00	\$14.00	NEXT 600	\$15.00	\$15.00	NEXT 600	\$16.00	
	NEXT 600	\$13.20	NEXT 600	\$13.20	NEXT 600	\$14.10	\$14.10	NEXT 600	\$15.10	\$15.10	NEXT 600	\$16.10	
	NEXT 800	\$13.30	NEXT 800	\$13.30	NEXT 800	\$14.20	\$14.20	NEXT 800	\$15.20	\$15.20	NEXT 800	\$16.20	
	NEXT 800	\$13.40	NEXT 800	\$13.40	NEXT 800	\$14.30	\$14.30	NEXT 800	\$15.30	\$15.30	NEXT 800	\$16.30	
	NEXT 800	\$13.50	NEXT 800	\$13.50	NEXT 800	\$14.40	\$14.40	NEXT 800	\$15.40	\$15.40	NEXT 800	\$16.40	
	NEXT 800	\$13.60	NEXT 800	\$13.60	NEXT 800	\$14.50	\$14.50	NEXT 800	\$15.50	\$15.50	NEXT 800	\$16.50	
<b>THEREAFTER</b>	<b>9800</b>	<b>\$15.37</b>	<b>9800</b>	<b>\$15.92</b>		<b>9200</b>	<b>\$15.92</b>	<b>\$16.47</b>	<b>9200</b>	<b>\$16.47</b>	<b>\$17.02</b>	<b>9200</b>	<b>\$17.02</b>
<b>DPT HEAD</b>		<b>\$16.47</b>		<b>\$17.02</b>			<b>\$17.02</b>	<b>\$17.57</b>		<b>\$17.57</b>	<b>\$18.12</b>		<b>\$18.12</b>

FOOD CLERK	CURRENT		3/4/2019			1/1/2020	3/2/2020		1/1/2021	3/5/2021			1/1/2022
	FIRST 1000	\$12.40	FIRST 1000	\$12.40	FIRST 1000	\$13.40	\$13.40	Eliminate			Eliminate		
	NEXT 1000	\$12.50	NEXT 1000	\$12.50	NEXT 1000	\$13.50	\$13.50	FIRST 1000	\$14.40	\$14.40	FIRST 1000	\$15.40	
	NEXT 600	\$12.60	NEXT 600	\$12.60	NEXT 600	\$13.60	\$13.60	NEXT 1000	\$14.50	\$14.50	Next 1000	\$15.50	
	NEXT 600	\$12.70	NEXT 600	\$12.70	NEXT 600	\$13.70	\$13.70	NEXT 600	\$14.60	\$14.60	NEXT 600	\$15.60	
	NEXT 600	\$12.80	NEXT 600	\$12.80	NEXT 600	\$13.80	\$13.80	NEXT 600	\$14.70	\$14.70	NEXT 600	\$15.70	
	NEXT 600	\$12.90	NEXT 600	\$12.90	NEXT 600	\$13.90	\$13.90	NEXT 600	\$14.80	\$14.80	NEXT 600	\$15.80	
	NEXT 600	\$13.00	NEXT 600	\$13.00	NEXT 600	\$14.00	\$14.00	NEXT 600	\$14.90	\$14.90	NEXT 600	\$15.90	
	NEXT 600	\$13.10	NEXT 600	\$13.10	NEXT 600	\$14.10	\$14.10	NEXT 600	\$15.00	\$15.00	NEXT 600	\$16.00	
	NEXT 600	\$13.20	NEXT 600	\$13.20	NEXT 600	\$14.20	\$14.20	NEXT 600	\$15.10	\$15.10	NEXT 600	\$16.10	
	NEXT 600	\$13.70	NEXT 600	\$13.70	NEXT 600	\$14.30	\$14.30	NEXT 600	\$15.20	\$15.20	NEXT 600	\$16.20	
	NEXT 600	\$15.30	NEXT 600	\$15.30	NEXT 600	\$15.30	\$15.30	NEXT 600	\$15.30	\$15.30	NEXT 600	\$16.30	
	NEXT 600	\$16.00	NEXT 600	\$16.00	NEXT 600	\$16.00	\$16.00	NEXT 600	\$16.00	\$16.00	NEXT 600	\$16.40	
	NEXT 600	\$16.50	NEXT 600	\$16.50	NEXT 600	\$16.50	\$16.50	NEXT 600	\$16.50	\$16.50	NEXT 600	\$16.50	
	NEXT 600	\$17.50	NEXT 600	\$17.50	NEXT 600	\$17.50	\$17.50	NEXT 600	\$17.50	\$17.50	NEXT 600	\$17.50	
	NEXT 600	\$18.50	NEXT 600	\$18.50	NEXT 600	\$18.50	\$18.50	NEXT 600	\$18.50	\$18.50	NEXT 600	\$18.50	
	NEXT 600	\$19.50	NEXT 600	\$19.50	NEXT 600	\$19.50	\$19.50	NEXT 600	\$19.50	\$19.50	NEXT 600	\$19.50	
<b>THEREAFTER</b>	<b>10400</b>	<b>\$20.95</b>	<b>10400</b>	<b>\$21.45</b>		<b>10400</b>	<b>\$21.45</b>	<b>\$22.00</b>	<b>9800</b>	<b>\$22.00</b>	<b>\$22.50</b>	<b>9800</b>	<b>\$22.50</b>
<b>DPT HEAD</b>		<b>\$21.95</b>		<b>\$22.45</b>			<b>\$22.45</b>	<b>\$23.00</b>		<b>\$23.00</b>	<b>\$23.50</b>		<b>\$23.50</b>

Minimum Wage Cities/Counties

GM/MEAT CLERK	Current		3/4/2019		7/1/2019		3/2/2020		7/1/2020	3/5/2021			
FIRST 600	\$13.45	FIRST 600	\$13.45	FIRST 600	\$14.45		\$14.45	Eliminate					
NEXT 600	\$13.55	NEXT 600	\$13.55	FIRST 600	\$14.55		\$14.55	FIRST 600	\$15.20	\$15.20			
NEXT 600	\$13.65	NEXT 600	\$13.65	NEXT 600	\$14.65		\$14.65	NEXT 600	\$15.30	\$15.30			
NEXT 600	\$13.75	NEXT 600	\$13.75	NEXT 600	\$14.75		\$14.75	NEXT 600	\$15.40	\$15.40			
NEXT 600	\$13.85	NEXT 600	\$13.85	NEXT 600	\$14.85		\$14.85	NEXT 600	\$15.50	\$15.50			
NEXT 600	\$13.95	NEXT 600	\$13.95	NEXT 600	\$14.95		\$14.95	NEXT 600	\$15.60	\$15.60			
NEXT 600	\$14.05	NEXT 600	\$14.05	NEXT 600	\$15.05		\$15.05	NEXT 600	\$15.70	\$15.70			
NEXT 600	\$14.15	NEXT 600	\$14.15	NEXT 600	\$15.15		\$15.15	NEXT 600	\$15.80	\$15.80			
NEXT 600	\$14.25	NEXT 600	\$14.25	NEXT 600	\$15.25		\$15.25	NEXT 600	\$15.90	\$15.90			
NEXT 600	\$14.35	NEXT 600	\$14.35	NEXT 600	\$15.35		\$15.35	NEXT 600	\$16.00	\$16.00			
NEXT 600	\$14.45	NEXT 600	\$14.45	NEXT 600	\$15.45		\$15.45	NEXT 600	\$16.10	\$16.10			
NEXT 800	\$14.55	NEXT 800	\$14.55	NEXT 800	\$15.55		\$15.55	NEXT 800	\$16.20	\$16.20			
NEXT 800	\$14.65	NEXT 800	\$14.65	NEXT 800	\$15.65		\$15.65	NEXT 800	\$16.30	\$16.30			
NEXT 800	\$14.75	NEXT 800	\$14.75	NEXT 800	\$15.75		\$15.75	NEXT 800	\$16.40	\$16.40			
NEXT 800	\$14.85	NEXT 800	\$14.85	NEXT 800	\$15.85		\$15.85	NEXT 800	\$16.50	\$16.50			
<b>THEREAFTER</b>	<b>9800</b>	<b>\$15.37</b>	<b>9800</b>	<b>\$15.92</b>	<b>9800</b>	<b>\$15.95</b>	<b>\$16.50</b>	<b>9200</b>	<b>\$16.60</b>	<b>\$17.15</b>			
<b>DPT HEAD</b>		<b>\$16.47</b>		<b>\$17.02</b>		<b>\$17.05</b>		<b>\$17.60</b>		<b>\$17.70</b>	<b>\$18.25</b>		

FOOD CLERK	Current		3/4/2019		7/1/2019		3/2/2020		7/1/2020	3/5/2021			
FIRST 1000	\$13.65	FIRST 1000	\$13.65	FIRST 1000	\$14.65		\$14.65	Eliminate					
NEXT 1000	\$13.75	NEXT 1000	\$13.75	NEXT 1000	\$14.75		\$14.75	FIRST 1000	\$15.40	\$15.40			
NEXT 600	\$13.85	NEXT 600	\$13.85	NEXT 600	\$14.85		\$14.85	NEXT 1000	\$15.50	\$15.50			
NEXT 600	\$13.95	NEXT 600	\$13.95	NEXT 600	\$14.95		\$14.95	NEXT 600	\$15.60	\$15.60			
NEXT 600	\$14.05	NEXT 600	\$14.05	NEXT 600	\$15.05		\$15.05	NEXT 600	\$15.70	\$15.70			
NEXT 600	\$14.15	NEXT 600	\$14.15	NEXT 600	\$15.15		\$15.15	NEXT 600	\$15.80	\$15.80			
NEXT 600	\$14.25	NEXT 600	\$14.25	NEXT 600	\$15.25		\$15.25	NEXT 600	\$15.90	\$15.90			
NEXT 600	\$14.35	NEXT 600	\$14.35	NEXT 600	\$15.35		\$15.35	NEXT 600	\$16.00	\$16.00			
NEXT 600	\$14.45	NEXT 600	\$14.45	NEXT 600	\$15.45		\$15.45	NEXT 600	\$16.10	\$16.10			
NEXT 600	\$14.55	NEXT 600	\$14.55	NEXT 600	\$15.55		\$15.55	NEXT 600	\$16.20	\$16.20			
NEXT 600	\$15.30	NEXT 600	\$15.30	NEXT 600	\$15.65		\$15.65	NEXT 600	\$16.30	\$16.30			
NEXT 600	\$16.00	NEXT 600	\$16.00	NEXT 600	\$16.00		\$16.00	NEXT 600	\$16.40	\$16.40			
NEXT 600	\$16.50	NEXT 600	\$16.50	NEXT 600	\$16.50		\$16.50	NEXT 600	\$16.50	\$16.50			
NEXT 600	\$17.50	NEXT 600	\$17.50	NEXT 600	\$17.50		\$17.50	NEXT 600	\$17.50	\$17.50			
NEXT 600	\$18.50	NEXT 600	\$18.50	NEXT 600	\$18.50		\$18.50	NEXT 600	\$18.50	\$18.50			
NEXT 600	\$19.50	NEXT 600	\$19.50	NEXT 600	\$19.50		\$19.50	NEXT 600	\$19.50	\$19.50			
<b>THEREAFTER</b>	<b>10400</b>	<b>\$20.95</b>	<b>10400</b>	<b>\$21.45</b>	<b>10400</b>	<b>\$21.45</b>	<b>\$22.00</b>	<b>9800</b>	<b>\$22.00</b>	<b>\$22.50</b>			
<b>DPT HEAD</b>		<b>\$21.95</b>		<b>\$22.45</b>		<b>\$22.45</b>		<b>\$23.00</b>		<b>\$23.00</b>	<b>\$23.50</b>		

## State and Minimum Wage

<b>Meat Cutter</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>1/1/2020</b>	<b>3/2/2020</b>	<b>1/1/2021</b>	<b>3/5/2021</b>	<b>1/1/2022</b>
	1st 6 months	\$13.34	\$13.34	\$13.34	\$13.34	\$14.20	\$14.20	\$15.20
	Next 6 months	\$14.45	\$14.45	\$14.45	\$14.45	\$14.45	\$14.45	\$15.30
	Next 6 months	\$15.56	\$15.56	\$15.56	\$15.56	\$15.56	\$15.56	\$15.56
	Next 6 months	\$17.78	\$17.78	\$17.78	\$17.78	\$17.78	\$17.78	\$17.78
Thereafter		\$22.23	\$22.73	\$22.73	\$23.28	\$23.28	\$23.78	\$23.78
Department	Manager	\$23.23	\$23.73	\$23.73	\$24.28	\$24.28	\$24.78	\$24.78

<b>Clerk's Helper</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>1/1/2020</b>	<b>3/2/2020</b>	<b>1/1/2021</b>	<b>3/5/2021</b>	<b>1/1/2022</b>
	1st 3 months	\$12.10	\$12.10	\$13.10	\$13.10	\$14.10	\$14.10	\$15.10
	Next 6 months	\$12.20	\$12.20	\$13.20	\$13.20	\$14.20	\$14.20	\$15.20
	After 9 months	\$12.30	\$12.30	\$13.30	\$13.30	\$14.30	\$14.30	\$15.30

<b>Pharmacy Tech</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>1/1/2020</b>	<b>3/2/2020</b>	<b>1/1/2021</b>	<b>3/5/2021</b>	<b>1/1/2022</b>
	1st 26 weeks	\$13.00	\$13.00	\$13.20	\$13.20	\$14.20	\$14.20	\$15.20
	next 26 weeks	\$13.50	\$13.50	\$13.50	\$13.50	\$14.30	\$14.30	\$15.30
	next 26 weeks	\$14.00	\$14.00	\$14.00	\$14.00	\$14.40	\$14.40	\$15.40
	next 26 weeks	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$15.50
Thereafter		\$18.20	\$18.75	\$18.75	\$19.30	\$19.30	\$19.85	\$19.85

<b>Appendix F</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>1/1/2020</b>	<b>3/2/2020</b>	<b>1/1/2021</b>	<b>3/5/2021</b>	<b>1/1/2022</b>
	First 800 hours	\$12.20	\$12.20	\$13.20	\$13.20	\$14.20	\$14.20	\$15.20
	Next 800 hours	\$12.30	\$12.30	\$13.30	\$13.30	\$14.30	\$14.30	\$15.30
	Next 1000 hours	\$12.40	\$12.40	\$13.40	\$13.40	\$14.40	\$14.40	\$15.40
Thereafter		\$12.50	\$13.05	\$13.50	\$14.05	\$14.50	\$15.00	\$15.55

**LA City, LA County, Pasadena, Santa Monica, and Malibu**

<b>Meat Cutter</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>7/1/2019</b>	<b>3/2/2020</b>	<b>7/1/2020</b>	<b>3/5/2021</b>
	1st 6 months	\$13.45	\$13.45	\$14.45	\$14.45	\$ 15.20	\$ 15.20
	Next 6 months	\$14.45	\$14.45	\$14.55	\$14.55	\$ 15.30	\$ 15.30
	Next 6 months	\$15.56	\$15.56	\$15.56	\$15.56	\$ 15.56	\$ 15.56
	Next 6 months	\$17.78	\$17.78	\$17.78	\$17.78	\$ 17.78	\$ 17.78
Thereafter		\$22.23	\$22.73	\$22.73	\$ 23.28	\$ 23.28	\$ 23.78
Department	Manager	\$23.23	\$23.73	\$23.73	\$ 24.28	\$ 24.28	\$ 24.78

<b>Clerk's Helper</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>7/1/119</b>	<b>3/2/2020</b>	<b>7/1/2020</b>	<b>3/5/2021</b>
	1st 3 months	\$13.35	\$13.35	\$14.35	\$14.35	\$15.10	\$15.10
	Next 6 months	\$13.45	\$13.45	\$14.45	\$14.45	\$15.20	\$15.20
	After 9 months	\$13.55	\$13.55	\$14.55	\$14.55	\$15.30	\$15.30

<b>Pharmacy Tech</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>7/1/2019</b>	<b>3/2/2020</b>	<b>7/1/2020</b>	<b>3/5/2021</b>
	1st 26 weeks	\$13.45	\$13.45	\$14.45	\$14.45	\$15.20	\$15.20
	next 26 weeks	\$13.55	\$13.55	\$14.55	\$14.55	\$15.30	\$15.30
	next 26 weeks	\$14.00	\$14.00	\$14.65	\$14.65	\$15.40	\$15.40
	next 26 weeks	\$14.50	\$14.50	\$14.75	\$14.75	\$15.50	\$15.50
Thereafter		\$18.20	\$18.75	\$18.75	\$19.30	\$19.30	\$19.85

<b>Appendix F</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>7/1/2019</b>	<b>3/2/2020</b>	<b>7/1/2020</b>	<b>3/5/2021</b>
	First 800 hours	\$13.45	\$13.45	\$14.45	\$14.45	\$15.20	\$15.20
	Next 800 hours	\$13.55	\$13.55	\$14.55	\$14.55	\$15.30	\$15.30
	Next 1000 hours	\$13.65	\$13.65	\$14.65	\$14.65	\$15.40	\$15.40
Thereafter		\$13.75	\$14.30	\$14.75	\$15.30	\$15.50	\$16.05