

**STATER BROS. - RATIFICATION VOTE: September 30, 2019**

**ALL SO CAL UFCW Locals Recommend a Vote to Accept the Agreement**

Significant Wage Increases for all Experienced (or above-scale) Employees and Department Heads	<p>Food Clerks and Meat Cutters and above:</p> <ul style="list-style-type: none"> <li>• \$0.50, \$0.55, \$0.50 = \$1.55 over 3 years</li> </ul> <p>GM Clerks and above</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
Wage Progressions	Reduced the progression steps by 1040 hours
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 and GM Clerks with at least twelve (12) years of service will be guaranteed twenty-eight (28) hours per week.
Future of Work	The parties agree to Joint Labor Management Committee to prepare employees for changes related to automation and other technological change.
Scheduling	Allow changes after 5:00 p.m. on Monday to accommodate an employee returning from leave of absence. Such changes have to be made by noon on Thursday.
Clerk Helper Sunday Premium	Clerks Helpers hired after ratification will receive straight-time pay when working on Sunday – No Sunday premium.
Clerk's Helpers working as Clerks	<p>If Clerk's Helpers work as Food Clerks, they will receive a premium of no less than \$2.00 for all hours worked as food clerks (minimum of 1 hour). All hours worked in higher classification will count towards starting rate upon promotion to either a General Merchandise Clerk or Food Clerk. The company may not use this program if there are reductions or layoffs in the store.</p> <p><b>Significant protections to prevent abuse.</b></p>
Pay for unworked holidays	In order to be paid for an unworked holiday, an employee must work his or her full scheduled workday before and after holiday (cannot leave early on those days).
Term of Agreement	Three (3) year term. Contract will expire on March 2, 2022.

**Locals 135, 324, 770, 1167, 1428, 1442 and 8 recommend a "YES" vote**

### Stater Bros. Markets Food Clerks

<u>Food Clerk</u>	<u>1/1/2019</u>	<u>3/1/2019</u>		<u>1/1/2020</u>	<u>3/1/2020</u>		<u>1/1/2021</u>	<u>3/1/2021</u>		<u>1/1/2022</u>
0-520 hours	\$12.60	\$12.60	0-520 hours	\$13.60	\$13.60	Eliminate	Eliminate	Eliminate	Eliminate	Eliminate
521-1040 hours	\$12.70	\$12.70	521-1040 hours	\$13.70	\$13.70	Eliminate	Eliminate	Eliminate	Eliminate	Eliminate
1041-1560 hours	\$12.80	\$12.80	1041-1560 hours	\$13.80	\$13.80	0-520 hours	\$14.60	\$14.60	0-520 hours	\$15.60
1561-2080 hours	\$12.90	\$12.90	1561-2080 hours	\$13.90	\$13.90	521-1040 hours	\$14.70	\$14.70	521-1040 hours	\$15.70
2081-2600 hours	\$13.00	\$13.00	2081-2600 hours	\$14.00	\$14.00	1041-1560 hours	\$14.80	\$14.80	1041-1560 hours	\$15.80
2601-3120 hours	\$13.10	\$13.10	2601-3120 hours	\$14.10	\$14.10	1561-2080 hours	\$14.90	\$14.90	1561-2080 hours	\$15.90
3121-3640 hours	\$13.20	\$13.20	3121-3640 hours	\$14.20	\$14.20	2081-2600 hours	\$15.00	\$15.00	2081-2600 hours	\$16.00
3641-4160 hours	\$13.30	\$13.30	3641-4160 hours	\$14.30	\$14.30	2601-3120 hours	\$15.10	\$15.10	2601-3120 hours	\$16.10
4161-4680 hours	\$13.40	\$13.40	4161-4680 hours	\$14.40	\$14.40	3121-3640 hours	\$15.20	\$15.20	3121-3640 hours	\$16.20
4681-5200 hours	\$13.50	\$13.50	4681-5200 hours	\$14.50	\$14.50	3641-4160 hours	\$15.30	\$15.30	3641-4160 hours	\$16.30
5201-5720 hours	\$13.70	\$13.70	5201-5720 hours	\$14.70	\$14.70	4161-4680 hours	\$15.50	\$15.50	4160-4680 hours	\$16.50
5721-6240 hours	\$14.10	\$14.10	5721-6240 hours	\$15.10	\$15.10	4681-5200 hours	\$16.00	\$16.00	4681-5200 hours	\$17.00
6241-6760 hours	\$14.50	\$14.50	6241-6760 hours	\$15.50	\$15.50	5201-5720 hours	\$16.50	\$16.50	5201-5720 hours	\$17.50
6761-7280 hours	\$15.00	\$15.00	6761-7280 hours	\$16.00	\$16.00	5721-6240 hours	\$17.00	\$17.00	5721-6240 hours	\$18.00
7281-7800 hours	\$15.50	\$15.50	7281-7800 hours	\$16.50	\$16.50	6241-6760 hours	\$17.50	\$17.50	6241-6760 hours	\$18.50
7801-8320 hours	\$16.00	\$16.00	7801-8320 hours	\$17.00	\$17.00	6761-7280 hours	\$18.00	\$18.00	6761-7280 hours	\$19.00
8321-8840 hours	\$16.50	\$16.50	8321-8840 hours	\$17.50	\$17.50	7281-7800 hours	\$18.50	\$18.50	7281-7800 hours	\$19.50
8841-9360 hours	\$17.50	\$17.50	8841-9360 hours	\$18.50	\$18.50	7801-8320 hours	\$19.00	\$19.00	7801-8320 hours	\$20.00
9361-9880 hours	\$18.50	\$18.50	9361-9880 hours	\$19.50	\$19.50	8321-8840 hours	\$19.50	\$19.50	8321-8840 hours	\$20.50
Thereafter	\$20.95	\$21.45	Thereafter	\$21.45	\$22.00	Thereafter	\$22.00	\$22.50	Thereafter	\$22.50
Department Managers	\$21.95	\$22.45		\$22.45	\$23.00		\$23.00	\$23.50		\$23.50

**Stater Bros. Markets GMC/Meat Clerks**

<b>GMC/Meat Clerk</b>	<b>Current</b>	<b>3/1/2019</b>		<b>1/1/2020</b>	<b>3/1/2020</b>		<b>1/1/2021</b>	<b>3/1/2021</b>		<b>1/1/2022</b>
0-520 hours	\$12.40	\$12.40	0-520 hours	\$13.40	\$13.40	Eliminate	Eliminate	Eliminate	Eliminate	Eliminate
521-1040 hours	\$12.50	\$12.50	521-1040 hours	\$13.50	\$13.50	Eliminate	Eliminate	Eliminate	Eliminate	Eliminate
1041-1560 hours	\$12.60	\$12.60	1041-1560 hours	\$13.60	\$13.60	0-520 hours	\$14.40	\$14.40	0-520 hours	\$15.30
1561-2080 hours	\$12.70	\$12.70	1561-2080 hours	\$13.70	\$13.70	521-1040 hours	\$14.50	\$14.50	521-1040 hours	\$15.40
2081-2600 hours	\$12.80	\$12.80	2081-2600 hours	\$13.80	\$13.80	1041-1560 hours	\$14.60	\$14.60	1041-1560 hours	\$15.50
2601-3120 hours	\$12.90	\$12.90	2601-3120 hours	\$13.90	\$13.90	1561-2080 hours	\$14.70	\$14.70	1561-2080 hours	\$15.60
3121-3640 hours	\$13.00	\$13.00	3121-3640 hours	\$14.00	\$14.00	2081-2600 hours	\$14.80	\$14.80	2081-2600 hours	\$15.70
3641-4160 hours	\$13.10	\$13.10	3641-4160 hours	\$14.10	\$14.10	2601-3120 hours	\$14.90	\$14.90	2601-3120 hours	\$15.80
4161-4680 hours	\$13.20	\$13.20	4161-4680 hours	\$14.20	\$14.20	3121-3640 hours	\$15.00	\$15.00	3121-3640 hours	\$15.90
4681-5200 hours	\$13.30	\$13.30	4681-5200 hours	\$14.30	\$14.30	3641-4160 hours	\$15.10	\$15.10	3641-4160 hours	\$16.00
5201-5720 hours	\$13.40	\$13.40	5201-5720 hours	\$14.40	\$14.40	4161-4680 hours	\$15.20	\$15.20	4160-4680 hours	\$16.10
5721-6240 hours	\$13.50	\$13.50	5721-6240 hours	\$14.50	\$14.50	4681-5200 hours	\$15.30	\$15.30	4681-5200 hours	\$16.20
6241-6760 hours	\$13.60	\$13.60	6241-6760 hours	\$14.60	\$14.60	5201-5720 hours	\$15.40	\$15.40	5201-5720 hours	\$16.30
6761-7280 hours	\$13.70	\$13.70	6761-7280 hours	\$14.70	\$14.70	5721-6240 hours	\$15.50	\$15.50	5721-6240 hours	\$16.40
7281-7800 hours	\$13.80	\$13.80	7281-7800 hours	\$14.80	\$14.80	6241-6760 hours	\$15.60	\$15.60	6241-6760 hours	\$16.50
7801-8320 hours	\$13.90	\$13.90	7801-8320 hours	\$14.90	\$14.90	6761-7280 hours	\$15.70	\$15.70	6761-7280 hours	\$16.60
8321-8840 hours	\$14.00	\$14.00	8321-8840 hours	\$15.00	\$15.00	7281-7800 hours	\$15.80	\$15.80	7281-7800 hours	\$16.70
8841-9360 hours	\$14.10	\$14.10	8841-9360 hours	\$15.10	\$15.10	7801-8320 hours	\$15.90	\$15.90	7801-8320 hours	\$16.80
9361-9880 hours	\$14.20	\$14.20	9361-9880 hours	\$15.20	\$15.20	8321-8840 hours	\$16.00	\$16.00	8321-8840 hours	\$16.90
Thereafter	\$15.40	\$15.95	Thereafter	\$15.95	\$16.50	Thereafter	\$16.50	\$17.05	Thereafter	\$17.05
Department Managers	\$16.50	\$17.05		\$17.05	\$17.60		\$17.60	\$18.15		\$18.15

### Stater Bros. Markets Meat Cutters

<b>Meat Cutters</b>							
Meat Cutter- Hired or promoted on or after 9/12/16	Current Rate	3/3/2019	1/1/2020	3/1/2020	1/1/2021	3/7/2021	1/1/2022
First 3 months	15.45	16.45	16.45	17.00	17.00	17.55	17.55
Next 3 months	15.75	16.95	16.95	17.50	17.50	18.05	18.05
Next 6 months	15.85	17.55	17.55	18.10	18.10	18.65	18.65
Next 6 months	16.86	18.75	18.75	19.30	19.30	19.85	19.85
Next 6 months	18.97	20.05	20.05	20.60	20.60	21.15	21.15
Thereafter	22.23	22.73	22.73	23.28	23.28	23.78	23.78
Dept. Managers	23.23	23.73	23.73	24.28	24.28	24.78	24.78

<b>LAC</b>							
Meat Cutter- Hired or promoted on or after 9/12/16	Current Rate	3/3/2019	7/1/2019	3/1/2020	7/1/2020	3/7/2021	*7/1/2021
First 3 months	15.45	16.45	16.45	17.40	17.40	17.95	17.95
Next 3 months	15.75	16.95	16.95	17.90	17.90	18.45	18.45
Next 6 months	15.85	17.55	17.55	18.50	18.50	19.05	19.05
Next 6 months	16.86	18.75	18.75	19.70	19.70	20.25	20.25
Next 6 months	18.97	20.05	20.05	21.00	21.00	21.55	21.55
Thereafter	22.23	22.73	22.73	23.28	23.28	23.78	23.78
Dept. Managers	23.23	23.73	23.73	24.28	24.28	24.78	24.78

\*May be ammended based upon the Consumer Price Index

### Stater Bros. Markets Clerk's Helper

<b>Clerk's Helper</b>							
Current	3/4/2019	1/1/2020	3/2/2020	1/1/2021	3/5/2021	1/1/2022	
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

## Stater Bros. Markets Municipalities

### Food Clerk

Current Hours	Current Rate	3/3/2019	7/1/2019	3/1/2020	7/1/2020	3/7/2021
0-520 hours	13.65	13.65	14.65	14.65	Eliminate	Eliminate
521-1040 hours	13.75	13.75	14.75	14.75	Eliminate	Eliminate
1041-1560 hours	13.85	13.85	14.85	14.85	15.40	15.40
1561-2080 hours	13.95	13.95	14.95	14.95	15.50	15.50
2081-2600 hours	14.05	14.05	15.05	15.05	15.60	15.60
2601-3120 hours	14.15	14.15	15.15	15.15	15.70	15.70
3121-3640 hours	14.25	14.25	15.25	15.25	15.80	15.80
3641-4160 hours	14.35	14.35	15.35	15.35	15.90	15.90
4161-4680 hours	14.45	14.45	15.45	15.45	16.00	16.00
4681-5200 hours	14.55	14.55	15.55	15.55	16.10	16.10
5201-5720 hours	14.65	14.65	15.65	15.65	16.20	16.20
5721-6240 hours	14.75	14.75	15.75	15.75	16.30	16.30
6241-6760 hours	14.85	14.85	15.85	15.85	16.40	16.40
6761-7280 hours	15.00	15.00	15.95	15.95	16.50	16.50
7281-7800 hours	15.50	15.50	16.05	16.05	16.60	16.60
7801-8320 hours	16.00	16.00	16.15	16.15	16.70	16.70
8321-8840 hours	16.50	16.50	16.50	16.50	16.80	16.80
8841-9360 hours	17.50	17.50	17.50	17.50	17.50	17.50
9361-9880 hours	18.50	18.50	18.50	18.50	18.50	18.50
Thereafter	20.95	21.45	21.45	22.00	22.00	22.50
Department Managers	21.95	22.45	22.45	23.00	23.00	23.50

**Stater Bros. Markets Municipalities**

**GMC/Meat Clerk**

Current Hours	Current Rate	3/3/2019	7/1/2019	3/1/2020	7/1/2020	3/7/2021
0-520 hours	13.45	13.45	14.45	14.45	Eliminate	Eliminate
521-1040 hours	13.55	13.55	14.55	14.55	Eliminate	Eliminate
1041-1560 hours	13.65	13.65	14.65	14.65	15.20	15.20
1561-2080 hours	13.75	13.75	14.75	14.75	15.30	15.30
2081-2600 hours	13.85	13.85	14.85	14.85	15.40	15.40
2601-3120 hours	13.95	13.95	14.95	14.95	15.50	15.50
3121-3640 hours	14.05	14.05	15.05	15.05	15.60	15.60
3641-4160 hours	14.15	14.15	15.15	15.15	15.70	15.70
4161-4680 hours	14.25	14.25	15.25	15.25	15.80	15.80
4681-5200 hours	14.35	14.35	15.35	15.35	15.90	15.90
5201-5720 hours	14.45	14.45	15.45	15.45	16.00	16.00
5721-6240 hours	14.55	14.55	15.55	15.55	16.10	16.10
6241-6760 hours	14.65	14.65	15.65	15.65	16.20	16.20
6761-7280 hours	14.75	14.75	15.75	15.75	16.30	16.30
7281-7800 hours	14.85	14.85	15.85	15.85	16.40	16.40
7801-8320 hours	14.95	14.95	15.95	15.95	16.50	16.50
8321-8840 hours	15.05	15.05	16.05	16.05	16.60	16.60
8841-9360 hours	15.15	15.15	16.15	16.15	16.70	16.70
9361-9880 hours	15.25	15.25	16.25	16.25	16.80	16.80
Thereafter	15.40	15.95	16.35	16.90	16.90	17.45
Department Managers	16.50	17.05	17.45	18.00	18.00	18.55