

Albertsons, Vons, Pavilions and Ralphs Negotiation Update

Union Proposals (What we are fighting for):

- Wage Increases that reflect your work and Company profits
 - Experienced Food Clerks and Meat Cutters - \$5.00 over 3 years
 - Experienced GM Clerks - \$8.00 over 3 years
 - Pharmacy Technicians - \$9.00 over 3 years + \$2.00/hour for vaccinators
 - Clerk's Helpers - \$3.70 over 3 years
- Shorter Progressions to top Wage – max of 5400 hours – to decrease turnover
- Higher weekly guarantee of hours for Part-time employees to help part-time workers make ends meet and to increase staffing in the stores
- Worker-led Safety Committees in each store
- More promotional opportunity for clerks' helpers who work in as clerks (checking, service deli, e-commerce, bakery, etc.) by eliminating the ability of the Companies to use Clerk's Helpers to work in a higher classification without a promotion;
- Increase in Dental and Vision Benefits and shorter wait times to move to higher level of benefits
- Childcare fund
- Elimination of remaining unfair 2 tier provisions in contract
- All E commerce and Fuel Station employees reclassified as GM

Company Proposals

- Wage Increases –
 - \$0.60/hour each year for Experienced Food Clerks and Meat Cutters
 - \$0.80 first year, \$0.60 for year 2 and 3 for Experienced GM Clerks
 - No increase proposed for Clerk's Helper
 - No increase proposed for Pharmacy Techs
- Safety Committee – no changes to current company practices
- Medical Benefits – no increase in Employer contribution for 3 years
- Consecutive Days Worked – Eliminate the current premium for working more than 7 consecutive days in two weeks
- Sixth Day Premium of Part-time employees – Eliminate
- Increase number of hours that Clerk's Helpers can work as Clerks without a promotion
- No restriction on GM Clerks working as Food Clerks
- Increase work that a Clerk's Helper can perform (Ralphs only)
- No change in two tier provisions