

**FOOD 4 LESS/FOODS CO. AND
UFCW Locals 8GS, 135, 324, 770, 1167, 1428 and 1442**

RATIFICATION HANDOUT

JULY 2024

BARGAINING COMMITTEE RECOMMENDS YES VOTE

- **Significant Wage Increases:** All job classifications and progressions will see significant wage increases
 - **APC, Warehouse, Fuel and Meat Cutter Top Rate:**
 - 7/15/24 - \$1.50, 6/9/25 - \$1.00, 6/8/26 - \$1.00
 - **Total Increase over term of agreement- \$3.50**
 - **Meat/Service Clerk Top Rate:**
 - 7/15/24 - \$1.75, 6/9/25 - \$1.25, 6/8/26 - \$2.33
 - **Total Increase over term of agreement - \$5.33**
 - Meat/Service Clerks become APCs on 6/8/26 when their rate of pay matches APC
 - **POS Coordinator, Service Deli Lead and General/Non-Foods Head Clerk:**
 - **New \$0.75/hour premium** above APC or Warehouse rate
 - **Total Increase over term of agreement - \$4.25**
 - **Ratification Bonus:** \$500 for employees classified as full-time and part-time employees who averaged at least 36 hours per week over the last 12 months; \$300 for part-time employees; \$150 for Utility Clerks to be paid within 45 days of ratification
 - **Updated Minimum Wage Side Letter:** Increase start rate to \$0.30 above minimum wage with \$0.25 increases between each step
 - Effective 11/4/2024
 - Also applies to UCs resulting in an additional increase of \$0.65 over minimum wage for Utility Clerks at the top rate
 - **Reduce time to top rate in APC and Meat/Service progressions** from 9000 hours to 7600 hours by eliminating the last 2 brackets upon ratification
 - All Tiers above 2nd step move up one bracket
 - **Employees in the last 3 brackets move to top rate - Approximate \$7/hour increase**
- **Other Improvements:**
 - **Part-time Hourly Guarantee** - For APC, Warehouse and Meat/Service/Fuel Clerks, 22 hours/week for the first 5 years; 20 hours for Utility Clerks; 24 hours for Meat Cutters; All employees, except UCs, are entitled to 28 hours/week after 5 years.
 - **Pay for Unused Personal Holidays** - January pay out each year for personal holidays unused in the previous year (for employees hired prior to October 4, 2004)
 - **Additional Bereavement Leave:** 2 additional days of unpaid Bereavement Leave
 - **Reduced use of Combo program** will further restrict the time UCs may work in other classifications without a promotion from 20% to 15% of total UC hours
 - **Schedule Posting moved from Friday to noon on Tuesday** giving additional notice of schedule
 - **Prior Industry Experience** Credit for New Hires

A sushi company may prepare sushi on premises.

Increase the allowed amount of SKUs from 75% to 85% of Ralphs' SKUs.

Note: This is an aggregate pooled vote with Locals 135, 324, 770, 1167, 1428, 1442, and 8GS

BARGAINING COMMITTEE RECOMMENDS YES VOTE