

# UFCW CALIFORNIA EAZE FACT SHEET

*This is the Company's "Last, Best, and Final Offer". Bargaining Committee members are not making a recommendation on a "yes" or "no" vote*

*If the majority of UFCW Members across California vote YES, the following changes will apply immediately.*

*If the majority of members vote NO a couple of possibilities could apply:*

*-If a super majority (66.67% or more) vote No, then an economic strike could occur, and your bargaining committee would request the Employer go back to the table without a guarantee of any retroactive pay.*

*-If a simple majority (50% +1) vote No, a strike would not have been authorized per the UFCW International Constitution, and the parties would return to the bargaining table as in the case of a super majority "No" vote.*

<b>Driver Staff</b>			
<i>Total Tenure (months)</i>	January 1, 2025	January 1, 2026	January 1, 2027
0-5	Base + \$0.25	Base + \$0.25	Base + \$0.25
6-11	Base + \$0.75	Base + \$0.75	Base + \$0.75
12-23	Base + \$1.00	Base + \$1.00	Base + \$1.00
24-35	Base + \$1.75	Base + \$1.75	Base + \$1.75
36+	Base + \$2.50	Base + \$2.50	Base + \$2.50
<b>Fulfillment and Retail Staff</b>			
<i>Total Tenure (months)</i>	January 1, 2025	January 1, 2026	January 1, 2027
0-5	Base + \$1.75	Base + \$1.75	Base + \$1.75
6-11	Base + \$2.25	Base + \$2.25	Base + \$2.25
12-23	Base + \$2.50	Base + \$2.50	Base + \$2.50
24-35	Base + \$3.25	Base + \$3.25	Base + \$3.25
36+	Base + \$4.00	Base + \$4.00	Base + \$4.00

The "Base" rate is equal to the highest of the local, state or federal minimum wage in effect where the Eaze location operates.

## Key Contract Highlights for Union Members

1. **Term of Agreement:** January 1, 2025 to January 31, 2028.
2. **Wage Table & Back Pay**
  - a. Employees will receive retroactive pay at the above rates from January 1, 2025 up to the ratification date.
  - b. Upon Ratification Wages will increase between **3% to 20%** depending on your job classification and total tenure.
3. **Mileage Reimbursement:** Upon ratification, for 2025, the mileage rate will increase \$0.45 per mile from current \$0.40 mile.
  - a. The \$0.45/mile reimbursement is also retroactive to January 1, 2025.

- b. Starting in 2026, the rate will adjust based on the IRS Business Mileage Rate.
    - i. For Example: If the IRS rate increases by 5% from 2025 to 2026, the employee mileage rate will also increase by 5%.
- 4. **Employment Classification:** Full-Time, Part-Time, and Flex status will be determined by hours worked, not hours scheduled.
- 5. **Successorship Clause:** Contract includes a successorship clause, ensuring that the terms remain in place even if the company is sold or ownership changes.
- 6. **Probationary Period Exception for January 2025 Former Eaze Stach Hires:** Former Eaze-Stachs Employees hired in January 2025 will not be required to serve a probationary period.
- 7. **Employee Discount.** The \$25/month benefit will rollover up to a cap of \$150 and will be credited by the 15<sup>th</sup> day of the month after it was earned.
- 8. **Protections for New Job Classifications**
  - o If the company creates new job classifications, they must negotiate job responsibilities and wages with the union.
  - o If an agreement is not reached, the matter will go to arbitration.
- 9. **Wage cap eliminated**
  - a. The last offer from EAZE Stachs LLC included a maximum hourly rate that capped wages at \$21 per hour for retail and delivery employees and \$22 per hour for inventory employees. This cap limited pay increases once employees reached the maximum, especially as minimum wages increase over the term of the prior agreement.
- 10. **Employees retain total Tenure from job offer as their seniority, which includes all prior time worked at Eaze Stachs LLC**
  - a. Members will receive credit for their prior experience at Eaze Stachs LLC consistent with their hiring letter, which helps ensure their seniority is respected for wages and other contractual obligations.
- 11. **Vacation accrual rates and caps reached at 3 years**
  - a. Previous contract with Stachs LLC increased vacation accruals at 5 years of employment and increased the total carryover cap to 240 hours. This agreement caps those accruals at the 37 months+ rate of .058 hour per hour worked with a carryover cap of 120 hours.
- 12. **Health Insurance**
  - a. Guarantees company continues to provide up to \$300 per month to health insurance benefits for Employees, however, doesn't link that amount to a specific policy plan.

**Summary of other terms in Agreement below (you should have received a copy of the full agreement from your union)**

- The agreement includes a safety committee, joint labor-management meetings, shop steward rights, union visitation, and on-the-clock union orientation. It guarantees a two-week schedule posting, just cause and progressive discipline, a grievance procedure, and paid bereavement leave. Employees can take union leave, personal leave (up to 30 days), and accrue up to 100 hours of sick leave. There are nine paid holidays plus two floating holidays at 1.5x pay. Cell phone reimbursements are \$75 for full-time drivers, \$35 for part-time drivers, and \$10 for Flex employees, along with other benefits.