



Ralphs/Vons/Albertsons AND
UFCW Locals 135, 324, 770, 1167, 1428 and 1442
RATIFICATION HANDOUT

BARGAINING COMMITTEE RECOMMENDS APPROVAL

Wage Increases:

- **Food Clerk, GM/Meat Clerk and Meat Cutter Top Rate:**
 - **Total Increase over term of agreement – \$3.70**
 - \$1.00 Retroactive to March 3, 2025
 - \$0.70 Effective November 3, 2025
 - \$0.50 Effective March 2, 2026
 - \$0.50 Effective September 1, 2026
 - \$0.50 Effective March 1, 2027
 - \$0.50 Effective September 1, 2027
 - **Top Food Clerk Hourly Rate increases from \$26.75 to \$30.45 by 2027**
 - **Top GM/Meat Clerk Hourly Rate with less than 8 years increases from \$21.27 to \$24.97 by 2027**
 - **Top Meat Cutter Hourly Rate Increases from \$28.03 to \$31.73 by 2027**
- **GM/Meat Clerk at Top Rate with 8 years or more:**
 - **Total Increase over term of agreement – \$4.95**
 - \$1.00 Retroactive to March 3, 2025
 - \$1.20 Effective November 3, 2025 (includes longevity increase of \$0.50)
 - \$0.50 Effective March 2, 2026
 - \$0.50 Effective September 1, 2026
 - \$0.50 Effective November 2, 2026 (longevity increase)
 - \$0.50 Effective March 1, 2027
 - \$0.50 Effective September 1, 2027
 - \$0.25 Effective November 1, 2027 (longevity increase)
 - **Top GM/Meat Clerk with 8 years or more Hourly Rate increases from \$22.27 to \$27.22 by 2027**
- **Pharmacy Technicians**
 - **Top Rate Increases:**
 - **Total Increase over the term of the agreement – \$3.50 – with money front loaded**
 - \$1.50 Retroactive to March 3, 2025
 - \$1.00 effective March 2, 2026
 - \$1.00 effective March 1, 2027
 - **Top Rx Technician Hourly Rate increases from \$24.10 to \$27.60 by 2027**
 - **Progression Step Increases:**
 - Significant increases from \$2.50 to \$3.00 in the Progression steps (See wage chart for details).
 - **Certified Technician/Immunizer Premium – \$2.25/hour for all hours**
 - Pharmacy Technicians who are national board certified and are able and willing to vaccinate will be increased by an additional \$2.25 for all hours worked (whether or not they actually perform any vaccinations).
- **Department Heads**
 - **Increase Food Clerk Department Head and Meat Manager Premiums from \$1.00 to \$1.50**
 - \$0.25 Effective December 1, 2025
 - \$0.25 Effective November 2, 2026
 - **Total Increase for Food Department Heads and Meat Managers – \$4.20**
 - **Food Department Head Rate increases from \$27.75 to \$31.95 by 2027**
 - **Meat Manager Hourly Rate increases from \$29.03 to \$33.23 by 2027**