

- **Increase GMC/Service Seafood Department Head Premium from \$1.10 to \$1.60**
 - \$0.25 Effective December 1, 2025
 - \$0.25 Effective November 2, 2026
 - **Total Increase for GMC/Service Seafood Department Heads with 8 years or more – \$5.45 over the life of the agreement**
 - **GMC/Service Seafood Department Head with more than 8 years Hourly Rate increases from \$23.37 to \$28.82 by 2027**
 - **Total Increase for GMC/Seafood Department Head with less than 8 years – \$4.20 over life of the agreement**
 - **GMC/Service Seafood Department Head with less than 8 years Hourly Rate increases from \$22.37 to \$26.57 by 2027**
- **Key Carriers That Open or Close the Store**
 - Increase the Person-in-charge Premium in Article 6, Section 3 from \$1 per day to \$0.50 per hour effective November 3, 2025 for all hours worked on any date when open or close the store.
- **Courtesy Clerks**
 - **New Premium for Courtesy Clerks Who Work in a higher classification**
 - Courtesy Clerks with 0-9 months of service will receive a premium of at least \$0.25 per hour for work performed in a higher classification.
 - Courtesy Clerks with more than 9 months of service will receive a premium of at least \$0.50 per hour for work performed in a higher classification.
 - **Courtesy Clerks with 9 months or more who are currently earning \$16.80/hour, will receive an extra \$0.10 per hour until the CA minimum wage goes up on January 1, 2026**
- **Progression Step Improvements**
 - **Food/GM/Meat Clerks**
 - Everyone currently in progressions moves up one bracket upon ratification
 - **Employees in the final bracket move to top rate upon ratification**
 - **Meat Cutters and Pharmacy Technicians – significant increases to progression steps (See wage chart for details).**
- **Retirement Benefits**
 - **Create a supplemental pension plan to provide employees with an additional amount upon retirement. The Employer will contribute \$0.25/hour for all hours worked beginning March 2026.**
 - **No cuts to benefits in the existing pension plan. Employers will continue to contribute \$2.85/hour on all hours worked to maintain the benefits in the existing plan.**
 - Modify the hours a retiree can work in the industry without a suspension of benefits to 80 hours in a 4 week month, 100 hours in a 5 week month.
- **Health Care Benefits**
 - Eligibility for new hires (except Clerks Helpers) after 3 months
 - Eliminate Silver Plan. Everyone starts in Gold Plan with the option to add a spouse after 24 months, better prescription copays and adult orthodontia.
 - Allow change in dental plans for any reason outside of open enrollment once in five years
 - Foster children requirements simplified
 - Move self-injectables to pharmacy benefit (currently only available through major medical)
 - Conduct a dependent audit to ensure all covered dependents are eligible for benefits
 - **Employers will contribute a sufficient amount (no less than \$0.20/hour up to an additional \$0.30/hour) to fund medical benefits. Total employer contribution for health benefits will reach at least \$4.98 by the end of this agreement.**

Other Improvements:

- **New Staffing Language**
 - The Company agrees to maintain reasonable staffing levels that ensure efficient operation of the store, the health and safety of employees, and the quality of customer service.
 - When scheduled employees call out, management will make reasonable efforts to call in qualified employees in that classification to fill those shifts.
 - Within 4 months of ratification, the Company will create a shift filling system for employees to sign up for open shifts at their store or within their jurisdiction.