

- The Union and the Company will meet to discuss the effectiveness of the shift filling system and staffing levels that account for unexpected customer traffic and absences. The parties will work together in good faith to identify and correct issues that lead to absenteeism, long check-out lines, insufficient staff to stock shelves and department hours.
- **New Self-Check Out Restrictions**
 - From 8am to 7pm, at least one full service check out lane will be open and available for use by customers. During all other hours, a full service lane will be open upon the request of a customer.
 - A dedicated employee must be assigned to monitor a self check out bank when it is open for use by customers. This employee may be assigned to perform incidental work in the general vicinity of that self check out bank or operate a full service check stand at the request of a customer if there are no more than 1 customer at the self check stands. If multiple self check out banks are operating in different areas of the store, there will be at least one employee assigned to each bank.
 - Traditional self checks will have signage limiting orders to about 15 items.
- **Additional Protections around Combo program**
 - All time worked in a higher classification must be recorded either on the regular clock system or on forms available within each department. Prior to being assigned to work in a higher classification, employees will be trained about the rules for recording their time.
 - Checker activity reports will be made available to assist in the enforcement of Article 6(J) regulating the combo program.
 - New courtesy clerk / combo premium to compensate courtesy clerks for work in a higher classification and encourage them to record their time worked in the 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.
- **Bargaining Unit** – New language to protect against subcontracting of union work.
- **New Personal Holiday for Employees hired after March 2004**
 - Effective January 1, 2027, employees hired after March 2004, who have been with the company for more than 5 years will be entitled to one (1) personal holiday per year.
- **Additional Leave of Absence Protections** – Employees returning from a leave of absence and not placed on the schedule the week following the release will be credited with sufficient hours for that week to maintain healthcare benefits.
- **Operational Changes** – New language added for Employer support of Unions obtaining state funding grants to train employees for future jobs in bakery, service deli, and meat departments. This is in anticipation of AI replacing other jobs in the stores in the future.
- **Immigration Protection**
 - Employers will not allow DHS or ICE agents to access non-work areas of stores without a warrant.
 - Employers will not waive 3-day notice requirement for I-9 audits
 - Employees will be allowed to make a lawful change to their name or social security number and the Employer will make a leave of absence available to deal with immigration related issues.
- **Rx Tech Prior Industry Experience and Training Program**
 - Prior experience will be granted to new hires from Rite Aid, CVS, Kaiser and other unionized food store pharmacies.
 - Employer support of Unions to obtain state funding grants to train employees for open pharmacy technician positions.
- **Term of Agreement: 3 Years: March 3, 2025 - March 5, 2028**
- **NO TAKE-AWAYS – The bargaining committee refused to agree to any take-away proposals!**