

**Super A Foods**  
**and**  
**UFCW Locals 324, 770 and 1167**  
**RATIFICATION HANDOUT**

**BARGAINING COMMITTEE RECOMMENDS APPROVAL**

**Wages:**

- **Food Clerk, GM/Meat Clerk, Meat Cutter and Courtesy Clerk Top Rate:**
  - **Total Increase over term of agreement – \$2.70**
  - \$1.00 effective the first pay period that begins at least 30 days after ratification
  - \$0.70 Effective March 2, 2026
  - \$1.00 Effective March 1, 2027
  - **Top Food Clerk Hourly Rate increases from \$24.70 to \$27.40 by 2027**
  - **Top GM/Meat Clerk Hourly Rate increases from \$20.75 to \$23.45 by 2027**
  - **Top Meat Cutter Hourly Rate Increases from \$24.93 to \$27.63 by 2027**
- **Meat Clerks at Top Rate who are responsible for the barbecue for most of the time that it is open will receive an extra \$0.50 increase**
  - **Total Increase over term of agreement – \$3.20**
  - \$1.50 effective the first pay period that begins at least 30 days after ratification
  - \$0.70 Effective March 2, 2026
  - \$1.00 Effective March 1, 2027
  - **Meat Clerks who barbecue increase from \$20.75 to \$23.95 by 2027**
- **Department Heads**
  - **Food Clerk, GM, Meat, Bakery and Service Deli Department Head will receive an extra \$0.50 increase**
    - **Total Increase for Department Heads – \$3.20**
    - **Food Department Head Rate increases from \$25.70 to \$28.90 by 2027**
    - **GM, Meat, Bakery and Service Deli Department Head Rate increases from \$21.75 to \$24.95 by 2027**
- **Apprentice Meat Cutters – \$2.00 increase to progression steps**
- **Grocery Managers** who fill in for an absent store manager for more than six (6) consecutive days will receive an extra \$3.00 per hour during weeks when they have this responsibility.
- **Sunday Pay – effective the first pay period that begins at least 30 days after ratification, eliminate Sunday pay. Sunday scheduling will be done by request or reverse seniority.**

**Benefits:**

- **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:**

- **Bargaining Unit** – New language to protect against subcontracting of union work.
- **Immigration Protection**
  - Super A will instruct employees to inform DHS or ICE agents that they cannot access non-public areas of stores without a judicial warrant.
  - Super A 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 Super A will make a leave of absence available to deal with immigration related issues.
- **Term of Agreement: 3 Years: March 3, 2025 - March 5, 2028**