



**GELSON'S 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 (or above):**
  - **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 \$26.85 to \$30.55 by 2027**
  - **Top GM/Meat Clerk Hourly Rate with less than 8 years increases from \$21.50 to \$25.20 by 2027**
  - **Top Meat Cutter Hourly Rate Increases from \$28.13 to \$31.83 by 2027**
- **GM/Meat Clerk at Top Rate (or above) 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 \$22.50 to \$27.45 by 2027**
- **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 \$27.85 to \$32.05 by 2027**
    - **Meat Manager Hourly Rate increases from \$29.13 to \$33.33 by 2027**
  - **Increase GMC/Service Seafood Department Head Premium from \$1.10 to \$1.60 (except for GM Department Heads who are already earning more than \$1.50 over the GMC experienced rate)**
    - \$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 \$23.60 to \$29.05 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 \$22.60 to \$26.80 by 2027**