

- **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**
 - **Courtesy Clerks with 9 months or more who are currently earning \$17.08/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 will move into new improved wage progression brackets carrying all their hours with them.
 - **Meat Cutters** – 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.
 - The Company will create a shift filling system for employees to sign up for open shifts at their store or within their jurisdiction.
 - 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.