

- **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.
- **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.
- **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!**