



Stater Bros. AND
UFCW Locals 135, 324, 770, 1167 and 1428
RATIFICATION HANDOUT

BARGAINING COMMITTEE RECOMMENDS APPROVAL

Wage Increases:

- **Food Clerk, GM/Meat Clerk and Meat Cutter Top Rate:**
 - Total Increase over term of agreement – \$3.45
 - \$1.00 Retroactive to March 3, 2025
 - \$0.30 Effective March 2, 2026
 - \$0.95 Effective August 31, 2026
 - \$1.20 Effective August 2, 2027
 - Top Food Clerk Hourly Rate increases from \$27.00 to \$30.45 by 2027
 - Top GM/Meat Clerk Hourly Rate with less than 8 years increases from \$21.55 to \$25.00 by 2027
 - Top Meat Cutter Hourly Rate Increases from \$28.28 to \$31.73 by 2027
- **GM/Meat Clerk at Top Rate with 8 years or more:**
 - Total Increase over term of agreement – \$4.70
 - \$1.00 Retroactive to March 3, 2025
 - \$.25 Effective November 3, 2025 (longevity increase)
 - \$0.30 Effective March 2, 2026
 - \$0.95 Effective August 31, 2026
 - \$0.50 Effective November 2, 2026 (longevity increase)
 - \$1.20 Effective August 2, 2027
 - \$0.50 Effective November 1, 2027 (longevity increase)
 - Top GM/Meat Clerk with 8 years or more Hourly Rate increases from \$21.55 to \$26.25 by 2027
- **Department Heads (excluding current Service Deli and Bakery Department Heads who currently receive a department head premium of \$2.00 / hour)**
 - 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 – \$3.95
 - Food Department Head Rate increases from \$28.00 to \$31.95 by 2027
 - Meat Manager Hourly Rate increases from \$29.28 to \$33.23 by 2027
 - Increase GMC/Service Seafood Department Head Premium from \$1.00 to \$1.50
 - \$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 – \$5.20 over the life of the agreement
 - GMC/Service Seafood Department Head with more than 8 years Hourly Rate increases from \$22.55 to \$27.75 by 2027
 - Total Increase for GMC/Seafood Department Head with less than 8 years – \$3.95 over life of the agreement
 - GMC/Service Seafood Department Head with less than 8 years Hourly Rate increases from \$22.55 to \$26.50 by 2027
- **Courtesy Clerks**
 - Courtesy Clerks with 9 months or more who are currently earning \$16.80/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