

## Trust Fund - Ratification Vote

## **UFCW Local 324 Recommends a Vote to Accept the Agreement**

## Negotiated with the Trust Fund

**December 19, 2025**

Term of Agreement	3-year contract – January 1, 2026 through December 31, 2028.																																					
Wage Rates	<u>Yearly Annual Increases:</u>																																					
	<table><tr><td>Effective</td><td>Groups 1,2,3</td><td>Groups 4,5,6</td><td>Group 7</td></tr><tr><td>1/1/2026</td><td>\$0.50</td><td>\$0.50</td><td>\$35.00</td></tr><tr><td>7/1/2026</td><td>\$0.50</td><td>\$0.50</td><td>\$0.00</td></tr><tr><td>1/1/2027</td><td>\$0.50</td><td>\$0.50</td><td>\$0.50</td></tr><tr><td>7/1/2027</td><td>\$0.50</td><td>\$0.50</td><td>\$0.50</td></tr><tr><td>1/1/2028</td><td>\$0.60</td><td>\$0.80</td><td>\$0.80</td></tr><tr><td>7/1/2028</td><td>\$0.65</td><td>\$0.80</td><td>\$0.80</td></tr></table>								Effective	Groups 1,2,3	Groups 4,5,6	Group 7	1/1/2026	\$0.50	\$0.50	\$35.00	7/1/2026	\$0.50	\$0.50	\$0.00	1/1/2027	\$0.50	\$0.50	\$0.50	7/1/2027	\$0.50	\$0.50	\$0.50	1/1/2028	\$0.60	\$0.80	\$0.80	7/1/2028	\$0.65	\$0.80	\$0.80		
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	<u>Pay Scale:</u>																																					
		2025	1/1/2026	7/1/2026	1/1/2027	7/1/2027	1/1/2028	7/1/2028																														
	Job Class I	\$24.05	\$24.55	\$25.05	\$25.55	\$26.05	\$26.65	\$27.30																														
	Job Class II	\$26.80	\$27.30	\$27.80	\$28.30	\$28.80	\$29.40	\$30.05																														
	Job Class III	\$28.95	\$29.45	\$29.95	\$30.45	\$30.95	\$31.55	\$32.20																														
	Job Class IV	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.80	\$33.60																														
	Job Class V	\$30.75	\$31.25	\$31.75	\$32.25	\$32.75	\$33.55	\$34.35																														
Job Class VI	\$31.75	\$32.25	\$32.75	\$33.25	\$33.75	\$34.55	\$35.35																															
Job Class VII	N/A	\$35.00	\$35.00	\$35.50	\$36.00	\$36.80	\$37.60																															
*Eliminate “1 <sup>st</sup> 52 weeks” progression from CBA.																																						
Promotion in Job Classification	<table><tr><td>Current Title</td><td>New Title</td><td>Job Class Increase</td></tr><tr><td>Death Benefit Clerk</td><td>Eligibility Specialist I</td><td>Level 3 to Level 4</td></tr><tr><td>Pension Clerk</td><td>Pension Representative</td><td>Level 3 to Level 4</td></tr><tr><td>Pension Analyst</td><td>Pension Specialist I</td><td>Level 4 to Level 5</td></tr><tr><td>Senior Pension Analyst</td><td>Pension Specialist II</td><td>Level 5 to Level 6</td></tr><tr><td>Retiree Enrollment Clerk</td><td>Eligibility Specialist II</td><td>Level 4 to Level 5</td></tr><tr><td>Auditor/ARA Analyst</td><td>Auditor</td><td>Level 5 to Level 6</td></tr><tr><td>Trainer</td><td>Auditor</td><td>Level 5 to Level 6</td></tr><tr><td>General Accountant</td><td>Accounting Specialist</td><td>Level 5 to Level 7</td></tr><tr><td>Accounting Specialist</td><td>Accounting Specialist</td><td>Level 6 to Level 7</td></tr></table>								Current Title	New Title	Job Class Increase	Death Benefit Clerk	Eligibility Specialist I	Level 3 to Level 4	Pension Clerk	Pension Representative	Level 3 to Level 4	Pension Analyst	Pension Specialist I	Level 4 to Level 5	Senior Pension Analyst	Pension Specialist II	Level 5 to Level 6	Retiree Enrollment Clerk	Eligibility Specialist II	Level 4 to Level 5	Auditor/ARA Analyst	Auditor	Level 5 to Level 6	Trainer	Auditor	Level 5 to Level 6	General Accountant	Accounting Specialist	Level 5 to Level 7	Accounting Specialist	Accounting Specialist	Level 6 to Level 7
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Delete Old Job Classifications	Data Entry Clerk, Mail Room/Imaging Lead, Document Processing/Imaging Lead, Audit Recovery General Clerk, Audit Recovery Adjuster, & Orthodontic Claims Adjuster.																																					
Add New Job Classification	IT Support Specialist																																					

<b>Rename Job Classifications</b>	<table><tr><th colspan="2">RENAME JOB CLASSIFICATION</th></tr><tr><td>Administrative Clerk</td><td>&gt; Clerk II</td></tr><tr><td colspan="2">Audit Recovery Appeals Department Head &gt; Team Lead</td></tr><tr><td>Auditor/ARA Analyst</td><td>&gt; Auditor</td></tr><tr><td>Claims General Clerk</td><td>&gt; Clerk II</td></tr><tr><td>COBRA Clerk</td><td>&gt; Eligibility Specialist I</td></tr><tr><td>Death Benefit Clerk</td><td>&gt; Eligibility Specialist I</td></tr><tr><td>Dental Claims Adjuster</td><td>&gt; Claims Examiner I</td></tr><tr><td>Dental Claims Adjuster</td><td>&gt; Customer Service Representative</td></tr><tr><td>Eligibility Clerk</td><td>&gt; Eligibility Specialist I</td></tr><tr><td colspan="2">Eligibility Department Head &gt; Team Lead</td></tr><tr><td>Eligibility General Clerk</td><td>&gt; Clerk II</td></tr><tr><td>Enrollment Clerk</td><td>&gt; Eligibility Specialist I</td></tr><tr><td>General Accountant</td><td>&gt; Accounting Specialist</td></tr><tr><td>Medical Claims Adjuster</td><td>&gt; Claims Examiner I</td></tr><tr><td>Medical Claims Adjuster</td><td>&gt; Customer Service Representative</td></tr><tr><td colspan="2">Medical Claims Department Head &gt; Team Lead</td></tr><tr><td>Medical Senior Adjuster</td><td>&gt; Claims Examiner II</td></tr><tr><td>MR/Doc. Proc./Imaging Clerk</td><td>&gt; Clerk I</td></tr><tr><td>Network Help Desk</td><td>&gt; IT Support Technician</td></tr><tr><td>Pension Analyst</td><td>&gt; Pension Specialist I</td></tr><tr><td>Pension Clerk</td><td>&gt; Pension Representative</td></tr><tr><td colspan="2">Provider Processing /Imaging Dept. Head &gt; Team Lead</td></tr><tr><td>Retiree Enrollment Clerk</td><td>&gt; Eligibility Specialist II</td></tr><tr><td colspan="2">Senior Lead - Claims &gt; Team Lead</td></tr><tr><td>Senior Pension Analyst</td><td>&gt; Pension Specialist II</td></tr><tr><td colspan="2">Trainer &gt; Auditor</td></tr><tr><td colspan="2">*The Employer agrees to provide the proper training and support for any employees assigned new job duties.</td></tr></table>	RENAME JOB CLASSIFICATION		Administrative Clerk	> Clerk II	Audit Recovery Appeals Department Head > Team Lead		Auditor/ARA Analyst	> Auditor	Claims General Clerk	> Clerk II	COBRA Clerk	> Eligibility Specialist I	Death Benefit Clerk	> Eligibility Specialist I	Dental Claims Adjuster	> Claims Examiner I	Dental Claims Adjuster	> Customer Service Representative	Eligibility Clerk	> Eligibility Specialist I	Eligibility Department Head > Team Lead		Eligibility General Clerk	> Clerk II	Enrollment Clerk	> Eligibility Specialist I	General Accountant	> Accounting Specialist	Medical Claims Adjuster	> Claims Examiner I	Medical Claims Adjuster	> Customer Service Representative	Medical Claims Department Head > Team Lead		Medical Senior Adjuster	> Claims Examiner II	MR/Doc. Proc./Imaging Clerk	> Clerk I	Network Help Desk	> IT Support Technician	Pension Analyst	> Pension Specialist I	Pension Clerk	> Pension Representative	Provider Processing /Imaging Dept. Head > Team Lead		Retiree Enrollment Clerk	> Eligibility Specialist II	Senior Lead - Claims > Team Lead		Senior Pension Analyst	> Pension Specialist II	Trainer > Auditor		*The Employer agrees to provide the proper training and support for any employees assigned new job duties.	
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<b>Updated Job Classification and Group Levels</b>	<table><tr><td>Group I</td><td>Clerk I</td></tr><tr><td>Group II</td><td>Clerk II, Receptionist, <b>Administrative Clerk</b>, <b>Communications Coordinator</b></td></tr><tr><td>Group III</td><td><b>Administrative Clerk</b></td></tr><tr><td>Group IV</td><td>Claims Examiner I, Computer Operator, Customer Service Representative, Eligibility Specialist I, Pension Representative, Senior Accounting Clerk, Senior Contributions Clerk</td></tr><tr><td>Group V</td><td>Appeals Coordinator, Claims Examiner II, <b>Communications Coordinator</b>, Eligibility Specialist II, IT Support Technician, Payroll Accountant, Pension Specialist I</td></tr><tr><td>Group VI</td><td>Auditor, IT Support Specialist, Pension Specialist II, Trainer</td></tr><tr><td>Group VII</td><td>Accounting Specialist</td></tr></table> <p>1. Current employees in Administrative Clerk (1) and Communications Coordinator (1) positions are <b>red circled</b> and will continue to receive all pay and bonuses at their current classification grouping.</p> <p>2. New hires or employees hired into the Administrative Clerk and Communications Coordinator positions after January 1, 2026, will be classified into the new group level.</p>	Group I	Clerk I	Group II	Clerk II, Receptionist, <b>Administrative Clerk</b> , <b>Communications Coordinator</b>	Group III	<b>Administrative Clerk</b>	Group IV	Claims Examiner I, Computer Operator, Customer Service Representative, Eligibility Specialist I, Pension Representative, Senior Accounting Clerk, Senior Contributions Clerk	Group V	Appeals Coordinator, Claims Examiner II, <b>Communications Coordinator</b> , Eligibility Specialist II, IT Support Technician, Payroll Accountant, Pension Specialist I	Group VI	Auditor, IT Support Specialist, Pension Specialist II, Trainer	Group VII	Accounting Specialist																																										
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<b>Bilingual Pay</b>	<p>An employee in a position requiring bilingual capability in both English and either Spanish, Tagalog, Vietnamese, or other languages designated by the Employer will be paid <b>one dollar (\$1.00) per hour</b> over the contractual straight time hourly wage rate in accordance with the criteria set forth below:</p> <ul style="list-style-type: none"><li>• The employee must be certified by an external testing service selected by the Employer and the results verified by the Director of Human Resources, as having satisfactorily demonstrated conversational fluency in both English and the second language for any position requiring bilingual capacity.</li><li>• Positions where the Employer or Department Director has determined that bilingual proficiency is essential to carry out duties and responsibilities of a critical and/or emergency nature without ready access to backup assistance, or positions where bilingual public contact is a central, essential, or integral element of the work being performed, shall be designated as Bilingual Assignments.</li><li>• The number of such Bilingual Assignments shall be no larger than the requirements of the department as determined by the Employer or Department Director. All assignments to positions outlined in this Article shall be made at the discretion of the Employer or Department Director.</li><li>• An employee who fails a bilingual exam may retake the required certification exam within three (3) months, and then annually thereafter.</li><li>• Employees who, before the effective date of this agreement, were using a designated second language, essential to carry out duties and responsibilities of their role, and where bilingual public contact is an integral element of the work, shall have first right to qualify for Bilingual Assignments designated by the Employer.</li></ul>
<b>Team Lead Pay</b>	<p>Team Leads will receive a pay rate of <b>two dollars (\$2.00) per hour</b> over the contractual straight time hourly wage rate of the employees they lead, but not less than the Group IV contract rate.</p>
<b>Training Premium</b>	<p>Employees who are not Team Leads and who are formally assigned by the Employer to conduct training will receive a <b>premium of \$0.75 per hour</b> for the actual hours spent performing such assigned training.</p>
<b>Retirement</b>	<p>Create a supplemental pension plan (Southern California Variable Annuity Pension Plan or VAPP) to provide employees with an additional amount upon retirement. The Employer will contribute \$0.25/hour for all hours worked beginning March 2026.</p> <p>Employees will receive vesting credits for all years worked.</p> <p>No cuts to benefits in the existing pension plan. Employer will continue to contribute \$2.85/hour on all hours worked to maintain the benefits in the existing plan.</p>
<b>Health Care</b>	<p>No cuts. Employer will continue to provide the best medical plan offered.</p>
<b>Vacation</b>	<p>Unscheduled vacation (and personal holidays) may now be broken up into one (1) hour increments.</p> <p>All employees, including those terminated for cause, will receive vacation pay upon termination.</p> <p>Vacation pay will be paid on the employees’ regular payroll cycle.</p>
<b>Family School Partnership Act</b>	<p>For members who qualify to take time off under the Family School Partnership Act to participate in their children’s or dependent grandchildren’s school activities, “child” shall include biological, foster, or adopted children, stepchildren, wards, or any child to whom the employee stands in loco parentis (in place of the parent).</p> <p>Leave under this provision can now be taken as vacation in one (1) hour increments.</p> <p>Employees should give the Employer at least one (1) week’s advance notice. However, when advance notice is not possible, such leave will not be unreasonably denied.</p>
<b>Job Postings</b>	<p>All permanent and temporary job vacancies will be posted via electronic methods only.</p>

Recall Rights	<p>In the event of a layoff, recall rights are extended from nine (9) months to twelve (12) months.</p> <p>In addition, the employer will utilize regular employees who are on layoff, have reduced hours, or are available for recall before using temporary employees.</p>
Probationary Period	<p>Probationary period extended from ninety (90) days to one hundred twenty (120) days. However, any employee who transitions from temporary employment to permanent employment will have their seniority date retroactively adjusted to their original date of hire as a temp.</p>
Overtime Work	<p>When overtime is assigned, the Employer will solicit volunteers based on seniority. If sufficient volunteers are not available, overtime will be assigned by inverse seniority on a rotational system to ensure equitable distribution.</p>