

Albertsons Brea DC
RATIFICATION HANDOUT
4/23/2026

BARGAINING COMMITTEE RECOMMENDS APPROVAL

Term: 5 years (March 8, 2026, through March 8, 2031)

Wage Increases:

- **FLOOR & STOCKMAN, FORKLIFT OPERATOR & ORDER SELECTOR (SHIPPING AND RECEIVING)**
 - **Total Increase over the term of the agreement - \$10.00**
 - \$4.00 Retroactive to March 8, 2026
 - \$1.25 Effective March 5, 2027
 - \$1.25 Effective March 4, 2028
 - \$1.50 Effective March 3, 2029
 - \$2.00 Effective March 2, 2030
 - **Top Floor & Stockman, Forklift Operator & Order Selector (Shipping and Receiving) Hourly Rate increases from \$32.30 to \$42.30 by 2030**

- **SANITOR**
 - **Total Increase over the term of the agreement - \$10.00**
 - \$4.00 Retroactive to March 8, 2026
 - \$1.25 Effective March 5, 2027
 - \$1.25 Effective March 4, 2028
 - \$1.50 Effective March 3, 2029
 - \$2.00 Effective March 2, 2030
 - **Top Sanitor Hourly Rate increases from \$25.75 to \$35.75 by 2030**
 - **Top Sanitor Hired prior to 11/14/1986 Hourly Rate increases from \$30.06 to \$40.06 by 2030**

- **TRUST FUNDS** – Health and Welfare and Pension benefits shall be identical to the 2025-2028 Retail Food Agreement and its successor agreement.

- **Appendix 6 – Section C Seniority** – We negotiated language to add Wrap and Pull and Salvage to the annual bidding process.

- **Article 9 – Workweek – Paragraph M – Four Ten-hour Days** – Part-time employees will not be scheduled consecutive days off the contractual holidays **or during the months of July, October, November and December.**

- **Article 9 – Workweek – Section N (NEW)** – Part-time employees will have a guarantee of at least three days per week.

- **Article 10 – Section A – Working Foreman** – A working Foreman will receive \$0.50 per hour above the highest contractual rate earned by employees he supervises.

- **Article 13 – Vacations – Paragraph E – Payment** – Effective January 1, 2027, vacation pay will be calculated based on the total number of paid hours you received the 52 weeks leading up to your work anniversary, **including vacation, sick, holiday, bereavement, and jury duty.**

- **Article 14 – Bereavement Leave** – Employees will now have up to 45 days to use their bereavement leave.

- **Article 17 – Trust Funds**
Add New Language as Follows:

Effective with hours worked in March 2027, payable in April 2027, the Employer will contribute \$0.25 per hour, to the newly created Southern California Retail Variable Annuity Pension Plan (VAPP).

Effective with hours worked in March 2028, payable in April 2028, the Employer will contribute an additional \$0.25 per hour (\$0.50 total) to the newly created Southern California Variable Annuity Pension Plan (VAPP).

Effective with hours worked in March 2029, payable in April 2029, the Employer will contribute an additional \$0.25 per hour (\$0.75 total) to the newly created Southern California Variable Annuity Pension Plan (VAPP).

New Article 26 – Immigration – New contract Safeguards were added to protect workers during a Workplace Immigration Enforcement procedure.

Progressive Counseling Steps – Update (Not to be part of the CBA) – The company agreed to change their company policy regarding progressive Counseling procedures as shown below.

- Written Warning
- ~~1-day suspension~~ Second Written Warning
- ~~3-day suspension~~ Third Written Warning
- ~~5-days suspension~~ Final Written Warning
- Termination

Silo of Discipline	Current Steps	Proposed Steps
Attendance		
Step 1	Verbal Warning	Documented Verbal Warning
Step 2	Written Warning	Written Warning
Step 3	Two-Day Suspension	Final Written Warning
Step 4	Discharge	Discharge
Engineered Work Standards		
Step 1	Verbal Warning	Verbal Warning
Step 2	Written Warning	Written Warning
Step 3	One-Day Suspension	Second Written Warning
Step 4	Two-Day Suspension	Third Written Warning
Step 5	1-Week Suspension	Final Written Warning
Step 6	Discharge	Discharge
Violation of Company Policy/Unsatisfactory Work Performance		
Step 1	Written Warning	Written Warning
Step 2	One-Day Suspension	Second Written Warning
Step 3	Three-Day Suspension	Third Written Warning
Step 4	Five-Day Suspension	Final Written Warning
Step 5	Discharge	Discharge

CALCULATING EXCESSIVE ABSENTEEISM AND/OR TARDINESS

ABSENCE: One or more consecutive days absent (work shifts scheduled or called in) for the same reason will count as one occurrence. Other than emergency situations, absences must be previously approved by management. **Proof of illness or absence, if required, must be presented in acceptable form to your Supervisor at the time you return to work. If you are absent for more than two (2) days, failure to provide acceptable documentation to HR or your supervisor at the time of return to work will result in each day of absence being counted as a separate occurrence.**

LOA INTERMITTENT HOURS REPORTING

Associates using approved intermittent FMLA must follow the absence reporting instructions above. In addition, the employee will be required to report their intermittent FMLA usage to CLT (Central Leaves Team) via my ACI or by calling AEC.

COMPANY PROPOSALS THAT WERE DEFEATED

1. **Defeated** – Subcontracting, would have allowed the company to outsource work to non-union workers
2. **Defeated** – Scheduling, this would have eliminated consecutive days off for full-time employees the week before a holiday, the week of the holiday and the week after
3. **Defeated** – Bids, this change would have changed the bidding cycle to every two (2) years