



Red Shell AND
UFCW Locals 135, 324, 770, 1167 and 1442
RATIFICATION HANDOUT

BARGAINING COMMITTEE RECOMMENDS APPROVAL

Wage Increases:

- **Sushi Chefs with three (3) years of service as of the ratification date:**
 - **Total Increase over term of agreement – \$4.00**
 - \$1.00/hour Retroactive for all hours worked from March 3, 2025 to March 2, 2026 to be paid December 15, 2026
 - \$2.00/hour wage increase effective the first pay period after ratification
 - \$0.50/hour wage increase effective March 1, 2027
 - \$0.50/hour wage increase effective October 25, 2027
 - \$0.50/hour wage increase effective February 28, 2028
 - \$0.50/hour wage increase effective November 6, 2028
- **Employees with less than three (3) years of service as of the ratification date:**
 - All current employees will be classified as Sushi Chefs and receive the following pay scale as a minimum. (If current pay is higher, nobody will be reduced.):

	Upon Ratification	March 1, 2027	February 28, 2028
Less than 1 year	\$19.00	\$19.25	\$19.50
1 year to 2 years	\$19.50	\$19.75	\$20.00
2 years to 3 years	\$20.00	\$20.25	\$20.50
Experienced	\$24.50	\$25.25	\$26.00

- **New Classification – Assistant Sushi Chef:**
 - After Ratification, the company may employ Sushi Assistants at the rates required by the minimum wage side letter as shown below. Sushi Assistants are employees who work under the supervision of a Sushi Chef and cannot work alone except for morning prep work and during the lunch or break of the Sushi Chef. The use of Sushi Assistants will not result in the reduction of Sushi Chefs' hours.

	Upon Ratification
Less than 1 year	Minimum wage + \$0.40
1 year to 2 years	Minimum wage + \$0.65
2 years to 3 years	Minimum wage + \$0.90
Experienced	Minimum wage + \$1.15

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 2028.
- 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.

Health Care Benefits:

- Eligibility for new hires 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 Transfer Language**
 - Employees traveling more than twenty-five (25) miles from their home to their current work location will have the opportunity to transfer closer to home when there are openings.
- **Schedule Flexibility**
 - The Company may assign full-time employees to either a five (5) eight (8)-hour day schedule or a four (4) ten (10)-hour day schedule. A full-time employee working a four (4) ten (10)-hour day schedule will be paid for ten (10) hours on a holiday not worked.
- **Holidays**
 - All fixed holidays will be available to new hires after their probationary period.
- **Immigration Protection**
 - 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 4, 2029**
- **NO TAKE-AWAYS – The bargaining committee refused to agree to any take-away proposals.**

The Bargaining Committee recommends a “YES” Vote to Approve!