



Albertsons/Vons/Ralphs AND
UFCW Locals 135, 324, 770, 1167, 1428, 1442 and 8GS
OFFER HANDOUT

Wage Increases:

- **Staff Pharmacists:**
 - **Total Increase over term of agreement – \$7.75**
 - **\$2.00 Retroactive to March 2, 2026***
 - \$1.25 Effective November 2, 2026
 - \$1.00 Effective March 1, 2027
 - \$1.25 Effective October 4, 2027
 - \$1.00 Effective March 6, 2028
 - \$1.25 Effective October 2, 2028
- **Head Pharmacists (PIC):**
 - **Total Increase over term of agreement – \$8.25**
 - **\$2.50 Retroactive to March 2, 2026***
 - \$1.25 Effective November 2, 2026
 - \$1.00 Effective March 1, 2027
 - \$1.25 Effective October 4, 2027
 - \$1.00 Effective March 6, 2028
 - \$1.25 Effective October 2, 2028

*** This offer, including the retroactive increase, is conditioned on acceptance on the first vote by all locals.**

- **Graduate Pharmacists:**
 - **Total Increase over term of agreement – \$3.25**
 - \$1.00 Effective September 21, 2026
 - \$1.00 Effective September 20, 2027
 - \$1.25 Effective September 18, 2028
- **Intern Pharmacists**
 - All Progression Steps increase by \$0.25 per year
- **Progression Step Improvements for Newly Hired Pharmacists**
 - See wage chart for details
- **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 \$2.10/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/Modifications:

- Article 4, Section G - Demotion: No person shall be denied their seniority because of demotion. Just cause is required to demote a pharmacy manager.
- Open Positions - Article 4, Section J - Open Pharmacist positions will be posted - internally and externally – for at least 1 week. Positions will be filled by the most qualified candidates. Qualifications, skills, and abilities being equal, seniority will be the deciding factor in determining who will receive the position.
- Article 5(C) - C. EXTRA PHARMACISTS. Extra Pharmacists who work up to ten (10) hours on any workday shall be compensated at their straight-time hourly wage rate. Extra Pharmacists working more than ten (10) hours on any workday shall receive time and one-half (1½x) their straight-time hourly wage for all hours worked in excess of ten (10) hours on any workday. For purposes of this provision, an Extra Pharmacist shall be defined as a Pharmacist who works two (2) or less days per week, including a week in which a holiday occurs, but no less than twelve (12) shifts per year. Extra Pharmacists working on a holiday, as set forth in Article 7 shall be compensated at the applicable holiday premium.
- Article 7, Section B(1) - Holiday Allowance. A full-time Pharmacist who does not work on a holiday shall be paid either eight (8) hours, or up to twelve (12) hours holiday allowance based on regularly scheduled hours.
- Scheduled hours - Article 14, Section T: Within three (3) months of ratification, the employer will implement a process whereby full-time and part-time pharmacists can email their scheduler prior to the posting of the schedule and express their interest in obtaining additional straight-time hours. For shifts that are available at that time, the Company will give preference to the scheduling of full-time and part-time pharmacists over extra pharmacists.
- Article 14 – General Conditions – New Section – Pharmacy Students/Externs (Modified) - Add new language: The Company may allow pharmacy students/externs, who are enrolled in an accredited school or college of pharmacy, participating in a school-approved experiential education program or state-recognized externship, to shadow and perform limited tasks in the pharmacy while under the strict direction and supervision of a designated preceptor pharmacist. The use of such personnel shall not result in the layoff, reduction of hours, or displacement of bargaining unit employees. Students supplement learning capacity and patient service; they do not replace bargaining unit work or posted/regular shifts. This program is only allowed in pharmacies where the pharmacists have agreed to be preceptors. No more than one (1) student at a time may be assigned to each pharmacy unless approved by the preceptor pharmacist. The preceptor pharmacist will have discretion of scheduling and supervision of the student.
- Article 3, Section F - extend the probationary period from sixty (60) to ninety (90) days.
- **Term of Agreement: 3 Years: March 2, 2026 – March 5, 2029**