

THIS DOCUMENT REPRESENTS THE COMPANY'S FINAL AND COMPLETE OFFER

March 5, 2020

Discussions between UFCW Local 400 and Safeway Stores have recently concluded. This analysis was printed and assembled as accurately as possible for review at your meeting. It is as complete as we could make it. Kindly forgive any omissions or typing errors.

All current articles, paragraphs and side letters that do not appear as changed in this proposal remain as they are in the current agreement. We have only addressed areas of change in this document.

We will have to stick strictly to the business at hand. We expect a full but orderly discussion, and any member creating a disruption will be asked to leave.

RULES FOR THE CONDUCT OF THIS SPECIAL MEETING

1. Only matters **directly bearing on the proposed contract** may be discussed.
2. No member shall speak more than once on any subject until all members wishing to be heard have the opportunity to speak.
3. So that all views may be presented, members must limit their remarks on any subject **to one minute**.
4. Those who speak must state their name and the department where they work.
5. **This offer is a complete package. It must be accepted or rejected in its entirety.**
6. **Video, audio or any media recording of this meeting is strictly prohibited.**

Following are the significant changes to the contract. For stylistic reasons, or clarity, the language as approved may be altered slightly in its final form.

What We Fought For and ACHEIVED In This Agreement

- ✓ **Preserve and stabilize pensions for a generation to come and protect the benefits of our retirees.**
- ✓ **Wage scales that keep ahead of Minimum Wage and continue to progress.**
- ✓ **Wages in Virginia comparable with Maryland.**
- ✓ **Minimal weekly premium increase while maintaining health benefits.**
- ✓ **Reduce or eliminate costs on many specialty drugs.**
- ✓ **Increase availability of Health & Welfare benefits through increase maximization of hours.**

**TENTATIVE AGREEMENT
BY AND BETWEEN
UFCW LOCAL 400
AND
SAFEWAY STORES**

TERM OF THE AGREEMENT:

Four (4) years: October 27, 2019 through October 28, 2023.

2016 SAFEWAY BARGAINING LANGUAGE AGREEMENTS

1. Witnesseth

Modify the language in the 2nd paragraph as follows:

WHEREAS, the Employer and the Union in the performance of this Agreement agree not to discriminate against any employee or applicant for employment because of race, color, religious creed, origin, age, gender, **gender identity or expression**, sexual orientation, **national origin, ancestry**, disability, Union activity **or any other status protected by federal, state or local law**.

2. Article 3 – Recognition

Modify the language in Article 3.3 as follows:

All meat, fish or poultry, fresh, chilled, frozen, cooked or smoked, historically or customarily offered for sale by the Employer in its Retail Meat Departments, will continue to be handled by Meat Department employees **or by properly cross-trained Food Clerks and Deli Clerks**.

3. Article 5 – Seniority

Add new language (Article 5.12) as follows:

Any employee promoted to a management position within the bargaining unit who remains in a management position for a period of two (2) or more years shall retain full-time status.

An employee covered by this Agreement who is promoted to a management position outside the bargaining unit shall be granted a leave of absence from the

bargaining unit. If said employee should return to the bargaining unit they shall be credited with seniority accrued prior to leaving the unit.

4. Article 6 – Hours and Overtime

Modify the language in Article 6.2 and 6.3 as follows:

For the purpose of this Agreement the basic work week for employees hired prior to ratification and part time employees hired on or after ratification shall be from Monday through Saturday, inclusive. For the purpose of this Agreement the basic workweek for employees hired on or after ratification and promoted to full time shall be from Sunday through Saturday, inclusive.

For employees hired prior to ratification and part time employees hired on or after ratification, Sunday work shall be isolated and shall not be part of the basic work week.

In any event, senior associates will have the ability to work Sunday hours first. Thereafter, new full-time associates will be scheduled for any remaining Sunday hours available to work as part of their 40 hours.

In the event that new full-time associates are not able to work Sunday because of the lack of availability of Sunday hours, they will be scheduled 40 hours Monday through Saturday.

In no event shall the provisions in Articles 6.2 and 6.3 be interpreted to reduce part time minimum hours.

5. Article 6 – Hours and Overtime

Modify the language in Section 6.13 as follows:

Part time employees hired prior to November 1, 2013 shall be employed a maximum of thirty-five (35) hours per week. Part time employees hired on or after November 1, 2013 with less than three (3) years of continuous service shall be employed a maximum of twenty-four (24) hours per week. Part time employees hired on or after November 1, 2013 with three (3) or more years of continuous service shall be employed a maximum of thirty (30) hours per week.

6. Article 6 – Hours and Overtime

Modify the language in Article 6.18 as follows:

The schedule for all full time employees showing the starting and finishing times and regular days off shall not be altered after it is posted, except by mutual agreement. Each full time employee shall regularly receive the same day off each week. A ~~seven (7)~~ **ten (10)** day written notice must be given in order for a full time employee's regularly scheduled day off to be changed, except for holiday weeks. In the week following the holiday week, the regular schedule shall apply pertaining to days off.

7. Article 7 – Wages and Employee Classifications

Modify the language in Article 7.8 as follows:

A Meat Department bargaining unit employee **or properly trained Food Clerk or Deli Clerks** shall be on duty until 8:00 p.m. or store closing, whichever occurs first. However, a department need not be manned during meal periods where there is only one (1) employee in the unit on duty that shift. The Company will not be required to schedule a meat department bargaining unit employee to work after 8:00 p.m. in a store which is open for business 24 hours a day.

8. Article 9 – Night Crew Employees

Modify the language in Article 9.4 as follows:

9.4 Each employee working on the night shift will receive an additional ~~one dollar and ten cents (\$1.10)~~ **one dollar and twenty-five cents (\$1.25)** per hour, which shall be over and above the regular rate of pay for the same or similar day job.

9. Article 10 – Working Conditions

Delete the language in Article 10.16

~~The cleaning of the Meat Department and immediate working area shall be performed by employees of the Meat Department.~~

10. Article 16 – Shop Stewards

Modify the language in Article 16.3 as follows:

In the interest of promoting cooperative relations the Store Manager **and/or Hiring Coordinator** shall introduce each new employee in his store to the Union Shop Stewards **or designated Union Representative during the onboarding process** ~~within one (1) week after the new employee reports to work.~~ Stewards shall give the new employee a copy of the contract and shall explain its operation. The Shop Steward may answer any questions the new employee asks him. They may request the new employee to join the Union and may make arrangements for the new employee to become a member.

11. Article 17 – Health and Welfare

MOB reserve target moved from three (3) months to two (2) months effective upon ratification.

MOB rate increases capped at 8% in any given year. If the actual cost to maintain benefits is less than the maximum allowed in any year, then the remaining percentage shall be carried over to the following years during the term of this Agreement.

MOB sunset moved to end of new term.

The Fund administrative manager or consultant (whichever recommends MOB contribution rates) shall monitor the reserve monthly and shall immediately calculate and

propose MOB contribution rates designed to have a two month reserve each month, if the reserve is, or is projected to be, below two months.

Weekly associate contributions increase by one dollar (\$1.00) for each group on June 1st of each year beginning in 2021.

Increase Ambulance coverage from \$25.00 to \$200.00 per claim, effective June 1, 2020.

12. Article 18 – Pension

Pension Benefits Already Earned (Past Service Benefits)

Vested pension benefits already earned under the FELRA Pension Fund and the Mid-Atlantic Pension Fund will be funded without reduction.

These past service benefits may be paid from more than one pension plan. For example, they may be paid from:

- The FELRA Pension Fund or a new pension plan created by combining the existing FELRA and Mid-Atlantic Pension Funds; and
- A new multiemployer pension plan created by Safeway, Giant and the Union.

This arrangement will call for past service benefits to be paid even if one of the applicable pension funds becomes insolvent in the future.

Only if the PBGC, a government agency that insures pension funds, runs out of money is there a risk of a loss of benefits. If that occurs, the Union and Safeway have reserved the right to meet and discuss this issue based on past agreements and plan language.

Pension Benefits to Be Earned in the Future (Future Service Benefits)

Future service benefits will be provided under either an existing multiemployer variable annuity defined benefit plan or a new variable annuity defined benefit pension plan established by Safeway and the Union (Future Service Plan)

Safeway will contribute the amount necessary to provide the same level of benefits as currently provided under the Mid-Atlantic Plan, as long as the Future Service Plan earns investment returns of at least 5.5%.

If investment returns are above 5.5%, benefits may increase. If investment returns are below 5.5%, benefits may decrease.

The Future Service Plan will start with a \$4 million stabilization reserve that will be used to minimize the impact of investment returns under 5.5%.

13. Schedule “D” – Safety and Health

Add the following language:

The parties agree to meet and discuss eye wash stations.

14. Schedule “E” – Non-Food

Delete the language in the first paragraph:

~~Anyone relieving a Department Manager in non food for one (1) full week or more shall receive an additional twenty-five dollars (\$25.00) per week for each week of relief.~~

15. SIDE LETTERS:

Renew and update all current side letter agreements, except as amended herein.

Move Christmas (Voluntary work day) to Article 12.8

Add Cross-Training letter

Immigrant Workers – During the term of the agreement, the parties agree to meet and discuss any new Immigrant Workers’ legislation and the impact on employee.

WAGE INCREASES

Upon ratification, all employees within the existing Schedule “C-2” wage progression tables will be shifted onto the Revised Schedule “C-2” wage progression table at or closest to the employee’s current rate of pay in their job classification, but not below.

Current employees not already at top of scale will no longer held in progression. Once placed, the employee’s wage rate shall progress in accordance with the updated Revised Schedule “C-2” wage progression table.

Employees hired on/after date of ratification will be placed on the “New Hire Wage Scale” and will progress in accordance with the wage progression table.

In some instances, the starting rate of a position does increase during the term of this contract based on the location of the store. In those instances any employee below the new starting wage rate will have their wage rate increased to the new starting wage rate on the effective date of such increase. The employee will then be eligible for the next wage increase, if any, based on the wage scale established and based on the effective date of the new starting wage rate increase.

Employees will not be eligible for both top of scale increase and classification pay rate change. Employees will be slotted into whichever is the higher of the two.

REVISED SCHEDULE FOR DEPARTMENT MANAGERS

Department Managers	Upon Ratification
Grocery Manager	\$ 21.20
Produce Manager	\$ 21.20
Deli Manager	\$ 21.20
Meat Manager	\$ 23.00
First Cutter	\$ 20.90
Journeyman Meatcutter	\$ 20.65
Seafood Manager	\$ 19.05
Variety/GM Manager	\$ 19.00
Floral Manager	\$ 17.00
Front End Manager	\$ 19.00
Asst. Front End Manager	\$ 16.00
Dot.Com Manager	\$ 18.00
Fuel Station Manager	\$ 17.00

REVISED SCHEDULE "C-2" FOR EMPLOYEES ON CURRENT "C-2" SCHEDULE

Food Clerk, Weigher, Wrapper, Seafood, Deli Clerk, Homeshopping	Step	Current C-2	Upon Ratification VA/MD Excluding PG & Mont. Co. MD	Upon Ratification PG Co. MD ONLY	1/1/2021 VA/MD Excluding Mont. Co. MD	1/1/2022 VA/MD Excluding Mont. Co. MD	1/1/2023 MD Only Excluding Mont. Co. MD
starting	1	\$ 9.25					
90 days	2	\$ 10.00					
12 months	3	\$ 10.25					
18 months	4	\$ 10.50					
24 months	5	\$ 10.75	\$ 11.00	\$ 11.50			
30 months (+ 6 months)	N/A	N/A	\$ 11.20	\$ 11.70			
36 months (+ 6 months)	6	\$ 11.50	\$ 11.50	\$ 11.75	\$ 11.75	\$ 12.50	
42 months (+ 6 months)	N/A	N/A	\$ 11.75	\$ 11.95	\$ 11.95	\$ 12.70	
48 months (+ 6 months)	7	\$ 12.75	\$ 12.75	\$ 12.75	\$ 12.75	\$ 12.90	\$ 13.25
54 months (+ 6 months)	N/A	N/A	\$ 12.95	\$ 12.95	\$ 12.95	\$ 13.10	\$ 13.45
60 months (+ 6 months)	8	\$ 14.50	\$ 14.50	\$ 14.50	\$ 14.50	\$ 14.50	\$ 14.50

Food Clerk, Weigher, Wrapper, Seafood, Deli Clerk, Homeshopping	Step	Current C-2	Upon Ratification MD Mont. Co. Stores Only	07/01/2020 MD Mont. Co. Stores Only	07/01/2021 MD Mont. Co. Stores Only
starting	1	\$ 9.25			
90 days	2	\$ 10.00			
12 months	3	\$ 10.25			
18 months	4	\$ 10.50			
24 months	5	\$ 10.75			
36 months	6	\$ 11.50			
48 months	7	\$ 12.75	\$ 13.00	\$ 14.00	
54 months (+ 6 months)	N/A	N/A	\$ 13.10	\$ 14.10	
60 months	8	\$ 14.50	\$ 14.50	\$ 14.50	\$ 15.00

Food Clerk, Weigher, Wrapper, Seafood, Deli Clerk, Homeshopping	Step	Current C-2	Upon Ratification DC Stores Only	7/1/20 DC Stores Only
starting	1	\$ 9.25		
90 days	2	\$ 10.00		
12 months	3	\$ 10.25		
18 months	4	\$ 10.50		
24 months	5	\$ 10.75		
36 months	6	\$ 11.50		
48 months	7	\$ 12.75	\$ 14.00	
54 months (+ 6 months)	N/A	N/A	\$ 14.10	
60 months	8	\$ 14.50	\$ 14.50	

REVISED SCHEDULE "C-2" FOR EMPLOYEES ON CURRENT "C-2" SCHEDULE							
			Upon Ratification VA/MD Excluding PG & Mont. Co. MD	Upon Ratification PG Co. MD ONLY	1/1/2021 MD Only Excluding Mont. Co. MD	1/1/2022 MD Only Excluding Mont. Co. MD	1/1/2023 MD Only Excluding Mont. Co. MD
Service Clerk	Step	Current C-2					
starting	1	\$ 8.50					
90 days	2	\$ 9.00					
12 months	3	\$ 9.25					
18 months	4	\$ 9.50					
24 months	5	\$ 9.75					
36 months	6	\$ 10.05					
48 months	7	\$ 10.50	\$ 11.00				
54 months (+ 6 months)	N/A	N/A	\$ 11.25				
60 months	8	\$ 11.25	\$ 11.50	\$ 11.50			
+ 6 months	N/A	N/A	\$ 11.75	\$ 11.75	\$ 11.75	\$ 12.50	\$ 13.25
+ 6 months	N/A	N/A	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.65	\$ 13.40

			Upon Ratification MD - Mont. Co. Stores Only	07/01/2020 MD -Mont. Co. Stores Only	07/01/2021 MD -Mont. Co. Stores Only
Service Clerk	Step	Current C-2			
starting	1	\$ 8.50			
90 days	2	\$ 9.00			
12 months	3	\$ 9.25			
18 months	4	\$ 9.50			
24 months	5	\$ 9.75			
36 months	6	\$ 10.05			
48 months	7	\$ 10.50			
60 months	8	\$ 11.25	\$ 13.00	\$ 14.00	\$ 15.00

			Upon Ratification DC Stores Only	7/1/20 DC Stores Only
Service Clerk	Step	Current C-2		
starting	1	\$ 8.50		
90 days	2	\$ 9.00		
12 months	3	\$ 9.25		
18 months	4	\$ 9.50		
24 months	5	\$ 9.75		
36 months	6	\$ 10.05		
48 months	7	\$ 10.50		
60 months	8	\$ 11.25	\$ 14.00	\$ 15.00

REVISED SCHEDULE "C-2" FOR EMPLOYEES ON CURRENT "C-2" SCHEDULE

			Upon Ratification VA/MD Excluding PG & Mont. Co. MD	Upon Ratification PG Co. MD ONLY	1/1/2021 MD Only Excluding Mont. Co. MD	1/1/2022 MD Only Excluding Mont. Co. MD	1/1/2023 MD Only Excluding Mont. Co. MD
Fuel Station Attendants, GM & Pharmacy Clerks	Step	Current C-2					
starting	1	\$ 10.00					
90 days	2	\$ 10.20					
12 months	3	\$ 10.50					
18 months	4	\$ 10.75					
24 months	5	\$ 11.00	\$ 11.00				
36 months	6	\$ 11.25	\$ 11.25				
48 months	7	\$ 11.50	\$ 11.50	\$ 11.50	\$ 11.75		
54 months (+ 6 months)	N/A	N/A	\$ 11.65	\$ 11.65	\$ 11.90		
60 months	8	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.50	\$ 13.25

Fuel Station Attendants, GM & Pharmacy Clerks	Step	Current C-2	Upon Ratification MD - Mont. Co. Stores Only	07/01/2020 MD -Mont. Co. Stores Only	07/01/2021 MD -Mont. Co. Stores Only
starting	1	\$ 10.00			
90 days	2	\$ 10.20			
12 months	3	\$ 10.50			
18 months	4	\$ 10.75			
24 months	5	\$ 11.00			
36 months	6	\$ 11.25			
48 months	7	\$ 11.50			
60 months	8	\$ 12.00	\$ 13.00	\$ 14.00	\$ 15.00

Fuel Station Attendants, GM & Pharmacy Clerks	Step	Current C-2	Upon Ratification DC Stores Only	7/1/20 DC Stores Only
starting	1	\$ 10.00		
90 days	2	\$ 10.20		
12 months	3	\$ 10.50		
18 months	4	\$ 10.75		
24 months	5	\$ 11.00		
36 months	6	\$ 11.25		
48 months	7	\$ 11.50		
60 months	8	\$ 12.00	\$ 14.00	\$ 15.00

REVISED SCHEDULE "C-2" FOR EMPLOYEES ON CURRENT "C-2" SCHEDULE									
				Upon Ratification MD Excluding PG & Mont. Co. MD	Upon Ratification PG Co. MD ONLY	1/1/2021 MD Only Excluding Mont. Co. MD	1/1/2022 MD Only Excluding Mont. Co. MD	1/1/2023 MD Only Excluding Mont. Co. MD	
Courtesy Clerk	Step	Current C-2	Upon Ratification VA Only						
starting	1	\$ 8.25							
90 days	2	\$ 8.50							
12 months	3	\$ 8.65							
18 months	4	\$ 8.75							
24 months	5	\$ 8.90							
36 months	6	\$ 9.50	\$ 9.50	\$ 11.00	\$ 11.50	\$ 11.75	\$ 12.50	\$ 13.25	

			Upon Ratification MD Mont. Co. Stores Only	07/01/2020 MD Mont. Co. Stores Only	07/01/2021 MD Mont. Co. Stores Only
Courtesy Clerk	Step	Current C-2			
starting	1	\$ 8.25			
90 days	2	\$ 8.50			
12 months	3	\$ 8.65			
18 months	4	\$ 8.75			
24 months	5	\$ 8.90			
36 months	6	\$ 9.50	\$ 13.00	\$ 14.00	\$ 15.00

			Upon Ratification DC Stores Only	7/1/20 DC Stores Only
Courtesy Clerk	Step	Current C-2		
starting	1	\$ 8.25		
90 days	2	\$ 8.50		
12 months	3	\$ 8.65		
18 months	4	\$ 8.75		
24 months	5	\$ 8.90		
36 months	6	\$ 9.50	\$ 14.00	\$ 15.00

REVISED SCHEDULE "C-2" FOR EMPLOYEES ON CURRENT "C-2" SCHEDULE			
			Upon Ratification VA/MD Excluding Mont. Co. MD
Apprentice Meatcutter	Step	Current C-2	
starting	1	\$ 12.50	
90 days	2	\$ 12.75	
12 months	3	\$ 13.50	\$ 13.50
18 months	4	\$ 14.00	\$ 14.00
24 months	5	\$ 15.00	\$ 15.00
+ 6 months	N/A	N/A	\$ 15.50
+ 6 months	N/A	N/A	\$ 16.00

			Upon Ratification MD Mont. Co. Stores Only	07/01/2020 MD Mont. Co. Stores Only	07/01/2021 MD Mont. Co. Stores Only
Apprentice Meatcutter	Step	Current C-2			
starting	1	\$ 12.50			
90 days	2	\$ 12.75			
12 months	3	\$ 13.50	\$ 13.50		
18 months	4	\$ 14.00	\$ 14.00	\$ 14.00	
24 months	5	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00
+ 6 months	N/A	N/A	\$ 15.50	\$ 15.50	\$ 15.50
+ 6 months	N/A	N/A	\$ 16.00	\$ 16.00	\$ 16.00

			Upon Ratification DC Stores Only	7/1/20 DC Stores Only
Apprentice Meatcutter	Step	Current C-2		
starting	1	\$ 12.50		
90 days	2	\$ 12.75		
12 months	3	\$ 13.50		
18 months	4	\$ 14.00	\$ 14.00	
24 months	5	\$ 15.00	\$ 15.00	\$ 15.00
+ 6 months	N/A	N/A	\$ 15.50	\$ 15.50
+ 6 months	N/A	N/A	\$ 16.00	\$ 16.00

REVISED SCHEDULE "C-2" FOR EMPLOYEES ON CURRENT "C-2" SCHEDULE							
			Upon Ratification VA/MD Excluding PG & Mont. Co. MD	Upon Ratification PG Co. MD ONLY	1/1/2021 MD Only Excluding Mont. Co. MD	1/1/2022 MD Only Excluding Mont. Co. MD	1/1/2023 MD Only Excluding Mont. Co. MD
Pharmacy Technician (Non-Certified)	Step	Current C-2					
starting	1	\$ 10.50					
90 days	2	\$ 11.00	\$ 11.00				
12 months	3	\$ 11.25	\$ 11.25				
18 months	4	\$ 11.50	\$ 11.50	\$ 11.50			
24 months	5	\$ 11.75	\$ 11.75	\$ 11.75	\$ 11.75		
36 months (+ 6 months)	6	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00		
42 months (+ 6 months)	N/A	N/A	\$ 12.20	\$ 12.20	\$ 12.20		
48 months (+ 6 months)	7	\$ 12.40	\$ 12.40	\$ 12.40	\$ 12.40	\$ 12.50	
54 months (+ 6 months)	N/A	N/A	\$ 12.70	\$ 12.70	\$ 12.70	\$ 12.70	
60 months (+ 6 months)	8	\$ 13.25	\$ 13.25	\$ 13.25	\$ 13.25	\$ 13.25	\$ 13.25

Pharmacy Technician (Non-Certified)	Step	Current C-2	Upon Ratification MD - Mont. Co. Stores Only	07/01/2020 MD -Mont. Co. Stores Only	07/01/2021 MD -Mont. Co. Stores Only
starting	1	\$ 10.50			
90 days	2	\$ 11.00			
12 months	3	\$ 11.25			
18 months	4	\$ 11.50			
24 months	5	\$ 11.75			
36 months	6	\$ 12.00			
48 months	7	\$ 12.40	\$ 13.00		
60 months	8	\$ 13.25	\$ 13.25	\$ 14.00	\$ 15.00

Pharmacy Technician (Non-Certified)	Step	Current C-2	Upon Ratification DC Stores Only	7/1/20 DC Stores Only
starting	1	\$ 10.50		
90 days	2	\$ 11.00		
12 months	3	\$ 11.25		
18 months	4	\$ 11.50		
24 months	5	\$ 11.75		
36 months	6	\$ 12.00		
48 months	7	\$ 12.40		
60 months	8	\$ 13.25	\$ 14.00	\$ 15.00

REVISED SCHEDULE "C-2" FOR EMPLOYEES ON CURRENT "C-2" SCHEDULE

Pharmacy Technician (Certified)	Step	Current C-2	Upon Ratification VA/MD Excluding PG & Mont. Co. MD	Upon Ratification PG Co. MD ONLY	1/1/2021 MD Only Excluding Mont. Co. MD	1/1/2022 MD Only Excluding Mont. Co. MD	1/1/2023 MD Only Excluding Mont. Co. MD
starting	1	\$ 12.00					
90 days	2	\$ 12.25					
12 months	3	\$ 12.50					
18 months	4	\$ 12.75					
24 months	5	\$ 13.00					
36 months	6	\$ 13.25					
48 months	7	\$ 13.65	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00
54 months (+ 6 months)	N/A	N/A	\$ 14.25	\$ 14.25	\$ 14.25	\$ 14.25	\$ 14.25
60 months (+ 6 months)	8	\$ 14.50	\$ 14.50	\$ 14.50	\$ 14.50	\$ 14.50	\$ 14.50
+ 6 months			\$ 14.75	\$ 14.75	\$ 14.75	\$ 14.75	\$ 14.75
+ 6 months			\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00
+ 6 months			\$ 15.25	\$ 15.25	\$ 15.25	\$ 15.25	\$ 15.25
+ 6 months			\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50
+ 6 months			\$ 15.75	\$ 15.75	\$ 15.75	\$ 15.75	\$ 15.75
+ 6 months			\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00

Pharmacy Technician (Certified)	Step	Current C-2	Upon Ratification MD - Mont. Co. Stores Only	07/01/2020 MD -Mont. Co. Stores Only	07/01/2021 MD -Mont. Co. Stores Only
starting	1	\$ 12.00			
90 days	2	\$ 12.25			
12 months	3	\$ 12.50			
18 months	4	\$ 12.75			
24 months	5	\$ 13.00			
36 months	6	\$ 13.25			
48 months	7	\$ 13.65	\$ 14.00	\$ 14.00	
54 months (+ 6 months)	N/A	N/A	\$ 14.25	\$ 14.25	
60 months (+ 6 months)	8	\$ 14.50	\$ 14.50	\$ 14.50	
+ 6 months			\$ 14.75	\$ 14.75	
+ 6 months			\$ 15.00	\$ 15.00	\$ 16.00
+ 6 months			\$ 15.25	\$ 15.25	\$ 16.25
+ 6 months			\$ 15.50	\$ 15.50	\$ 16.50
+ 6 months			\$ 15.75	\$ 15.75	\$ 16.75
+ 6 months			\$ 16.00	\$ 16.00	\$ 17.00

Pharmacy Technician (Certified)	Step	Current C-2	Upon Ratification DC Stores Only	7/1/20 DC Stores Only
starting	1	\$ 12.00		
90 days	2	\$ 12.25		
12 months	3	\$ 12.50		
18 months	4	\$ 12.75		
24 months	5	\$ 13.00		
36 months	6	\$ 13.25		
48 months	7	\$ 13.65	\$ 14.00	
54 months (+ 6 months)	N/A	N/A	\$ 14.25	
60 months (+ 6 months)	8	\$ 14.50	\$ 14.50	
+ 6 months			\$ 14.75	
+ 6 months			\$ 15.00	\$ 16.00
+ 6 months			\$ 15.25	\$ 16.25
+ 6 months			\$ 15.50	\$ 16.50
+ 6 months			\$ 15.75	\$ 16.75
+ 6 months			\$ 16.00	\$ 17.00

NEW-HIRE WAGE SCALE						
FOR EMPLOYEES HIRED ON OR AFTER DATE OF RATIFICATION						
Food Clerk, Weigher, Wrapper, Seafood, Deli Clerk, Homeshopping	Step	Upon Ratification VA/MD Excluding PG & Mont. Co. MD	Upon Ratification PG Co. MD Only	1/1/2021 VA/MD Excluding Mont. Co. MD	1/1/2022 VA/MD Excluding Mont. Co. MD	1/1/2023 MD Only Excluding Mont. Co. MD
starting	1	\$ 11.00	\$ 11.50	\$ 11.75	\$ 12.50	\$ 13.25
+ 6 months	2	\$ 11.20	\$ 11.70	\$ 11.95	\$ 12.70	\$ 13.45
+ 6 months	3				\$ 12.90	
+ 6 months	4				\$ 13.10	

Food Clerk, Weigher, Wrapper, Seafood, Deli Clerk, Homeshopping	Step	Upon Ratification MD -Mont. Co. Stores Only	07/01/2020 MD Mont. Co. Stores Only	07/01/2021 MD Mont. Co. Stores Only
starting	1	\$ 13.00	\$ 14.00	\$ 15.00
+ 6 months	2	\$ 13.10	\$ 14.10	\$ 15.10

Food Clerk, Weigher, Wrapper, Seafood, Deli Clerk, Homeshopping	Step	Upon Ratification DC Stores Only	7/1/20 DC Stores Only
starting	1	\$ 14.00	\$ 15.00
+ 6 months	2	\$ 14.10	\$ 15.10

NEW-HIRE WAGE SCALE						
FOR EMPLOYEES HIRED ON OR AFTER DATE OF RATIFICATION						
Service Clerks	Step	Upon Ratification VA/MD Excluding PG & Mont. Co. MD	Upon Ratification PG Co. MD Only	1/1/2021 MD Only Excluding Mont. Co. MD	1/1/2022 MD Only Excluding Mont. Co. MD	1/1/2023 MD Only Excluding Mont. Co. MD
starting	1	\$ 11.00	\$ 11.50	\$ 11.75	\$ 12.50	\$ 13.25
+ 6 months	2	\$ 11.15	\$ 11.65	\$ 11.90	\$ 12.65	\$ 13.40
+ 6 months	3	\$ 11.25				
+ 6 months	4	\$ 11.35				
+ 6 months	5	\$ 11.45				
+ 6 months	6	\$ 11.55				
+ 6 months	7	\$ 11.65				

		Upon Ratification MD Mont. Co. Stores Only	07/01/2020 MD Mont. Co. Stores Only	07/01/2021 MD Mont. Co. Stores Only
Service Clerks	Step			
starting	1	\$ 13.00	\$ 14.00	\$ 15.00

		Upon Ratification DC Stores Only	7/1/20 DC Stores Only
Service Clerks	Step		
starting	1	\$ 14.00	\$ 15.00

NEW-HIRE WAGE SCALE						
FOR EMPLOYEES HIRED ON OR AFTER DATE OF RATIFICATION						
		Upon Ratification VA/MD Excluding PG & Mont. Co. MD	Upon Ratification PG Co. MD Only	1/1/2021 VA/MD Excluding Mont. Co. MD	1/1/2022 VA/MD Excluding Mont. Co. MD	1/1/2023 MD Only Excluding Mont. Co. MD
Fuel Station Attendants, GM & Pharmacy Clerks	Step					
starting	1	\$ 11.00	\$ 11.50	\$ 11.75	\$ 12.50	\$ 13.25
+ 6 months	2	\$ 11.15	\$ 11.65	\$ 11.90	\$ 12.65	\$ 13.40
+ 6 months	3	\$ 11.25			\$ 12.80	
+ 6 months	4	\$ 11.35			\$ 12.95	
+ 6 months	5	\$ 11.45				
+ 6 months	6	\$ 11.55				
+ 6 months	7	\$ 11.65				

		Upon Ratification MD -Mont. Co. Stores Only	07/01/2020 MD Mont. Co. Stores Only	07/01/2021 MD Mont. Co. Stores Only
Fuel Station Attendants, GM & Pharmacy Clerks	Step			
starting	1	\$ 13.00	\$ 14.00	\$ 15.00

		Upon Ratification DC Stores Only	7/1/20 DC Stores Only
Fuel Station Attendants, GM & Pharmacy Clerks	Step		
starting	1	\$ 14.00	\$ 15.00

NEW-HIRE WAGE SCALE								
FOR EMPLOYEES HIRED ON OR AFTER DATE OF RATIFICATION								
		Upon Ratification VA Only		Upon Ratification MD Excluding PG & Mont. Co. MD	Upon Ratification PG Co. MD Only	1/1/2021 MD Only Excluding Mont. Co. MD	1/1/2022 MD Only Excluding Mont. Co. MD	1/1/2023 MD Only Excluding Mont. Co. MD
Courtesy Clerk	Step							
starting	1	\$ 9.50		\$ 11.00	\$ 11.50	\$ 11.75	\$ 12.50	\$ 13.25

		Upon Ratification MD -Mont. Co. Stores Only		07/01/2020 MD Mont. Co. Stores Only	07/01/2021 MD Mont. Co. Stores Only
Courtesy Clerk	Step				
starting	1	\$ 13.00		\$ 14.00	\$ 15.00

		Upon Ratification DC Stores Only		7/1/20 DC Stores Only
Courtesy Clerk	Step			
starting	1	\$ 14.00		\$ 15.00

NEW-HIRE WAGE SCALE			
FOR EMPLOYEES HIRED ON OR AFTER DATE OF RATIFICATION			
		Upon Ratification VA/MD Stores Excluding Mont. Co. MD	
Apprentice Meatcutter	Step		
starting	1	\$ 13.50	
+ 6 months	2	\$ 14.00	
+ 6 months	3	\$ 14.50	
+ 6 months	4	\$ 15.00	
+ 6 months	5	\$ 15.50	

		Upon Ratification MD Mont. Co. Stores Only		07/01/2020 MD Mont. Co. Stores Only	07/01/2021 MD Mont. Co. Stores Only
Apprentice Meatcutter	Step				
starting	1	\$ 13.50		\$ 14.00	\$ 15.00
+ 6 months	2	\$ 14.00		\$ 14.50	\$ 15.50
+ 6 months	3	\$ 14.50		\$ 15.00	
+ 6 months	4	\$ 15.00		\$ 15.50	
+ 6 months	5	\$ 15.50			

Apprentice Meatcutter	Step	Upon Ratification DC Stores Only	7/1/20 DC Stores Only
starting	1	\$ 14.00	\$ 15.00
+ 6 months	2	\$ 14.50	\$ 15.50
+ 6 months	3	\$ 15.00	
+ 6 months	4	\$ 15.50	

NEW-HIRE WAGE SCALE						
FOR EMPLOYEES HIRED ON OR AFTER DATE OF RATIFICATION						
Pharmacy Technician (Non-Certified)	Step	Upon Ratification VA/MD Excluding PG & Mont. Co. MD	Upon Ratification PG Co. MD ONLY	1/1/2021 MD Only Excluding Mont. Co. MD	1/1/2022 MD Only Excluding Mont. Co. MD	1/1/2023 MD Only Excluding Mont. Co. MD
starting	1	\$ 11.00	\$ 11.50	\$ 11.75	\$ 12.50	\$ 13.25
+ 6 months	2	\$ 11.20	\$ 11.70	\$ 11.95	\$ 12.70	
+ 6 months	3	\$ 11.50				
+ 6 months	4	\$ 11.70				
+ 6 months	5	\$ 11.75				
+ 6 months	6	\$ 11.95				
+ 6 months	7	\$ 12.50				
+ 6 months	8	\$ 12.70				
+ 6 months	9	\$ 13.25				

Pharmacy Technician (Non-Certified)	Step	Upon Ratification MD -Mont. Co. Stores Only	07/01/2020 MD Mont. Co. Stores Only	07/01/2021 MD Mont. Co. Stores Only
starting	1	\$ 13.00	\$ 14.00	\$ 15.00
Pharmacy Technician (Non-Certified)	Step	Upon Ratification DC Stores Only	7/1/20 DC Stores Only	
starting	1	\$ 14.00	\$ 15.00	

NEW-HIRE WAGE SCALE		
FOR EMPLOYEES HIRED ON OR AFTER DATE OF RATIFICATION		
Pharmacy Technician (Certified)	Step	Upon Ratification VA/MD Excluding Mont. Co. MD
starting	1	\$ 14.00
+ 6 months	2	\$ 14.25
+ 6 months	3	\$ 14.50
+ 6 months	4	\$ 14.75
+ 6 months	5	\$ 15.00
+ 6 months	6	\$ 15.25
+ 6 months	7	\$ 15.50
+ 6 months	8	\$ 15.75
+ 6 months	9	\$ 16.00

Pharmacy Technician (Certified)	Step	Upon Ratification MD -Mont. Co. Stores Only	07/01/2021 MD Mont. Co. Stores Only
starting	1	\$ 14.00	\$ 16.00
+ 6 months	2	\$ 14.25	\$ 16.25
+ 6 months	3	\$ 14.50	\$ 16.50
+ 6 months	4	\$ 14.75	\$ 16.75
+ 6 months	5	\$ 15.00	\$ 17.00
+ 6 months	6	\$ 15.25	
+ 6 months	7	\$ 15.50	
+ 6 months	8	\$ 15.75	
+ 6 months	9	\$ 16.00	
Pharmacy Technician (Certified)	Step	Upon Ratification DC Stores Only	7/1/20 DC Stores Only
starting	1	\$ 14.00	\$ 16.00
+ 6 months	2	\$ 14.25	\$ 16.25
+ 6 months	3	\$ 14.50	\$ 16.50
+ 6 months	4	\$ 14.75	\$ 16.75
+ 6 months	5	\$ 15.00	\$ 17.00
+ 6 months	6	\$ 15.25	
+ 6 months	7	\$ 15.50	
+ 6 months	8	\$ 15.75	
+ 6 months	9	\$ 16.00	

General Wage Increase

All Full Time & Part Time Classified Employees at or above top of scale; (excluding employees hired on or after ratification except Department Managers and Meat Cutters; Dot.com clerks; Fuel Clerks; Starbucks Clerks; Service Clerks; and Courtesy Clerks) shall receive:

<u>10/27/19</u>	<u>10/25/20</u>	<u>10/24/21</u>	<u>10/23/22</u>
\$0.40	\$0.40	\$0.40	\$0.45

All Full Time & Part Time Dot.com Clerks; Fuel Clerks; Starbucks Clerks; Service Clerks at or above top of scale (excluding employees hired on or after ratification and Courtesy Clerks) shall receive:

<u>10/27/19</u>	<u>10/25/20</u>	<u>10/24/21</u>	<u>10/23/22</u>
\$0.20	\$0.20	\$0.20	\$0.25

All Full Time & Part Time Courtesy Clerks at or above top of scale (excluding employees hired on or after ratification) shall receive:

<u>10/27/19</u>	<u>10/25/20</u>	<u>10/24/21</u>	<u>10/23/22</u>
\$0.10	\$0.10	\$0.10	\$0.15

Washington, DC food clerks hired on or after ratification at minimum wage will receive a \$0.10 increase 6 months after the minimum wage increase effective July 1, 2020 and 6 months after each minimum wage increase thereafter during the term of this Agreement.

Montgomery County, Maryland food clerks hired on or after ratification at minimum wage will receive a \$0.10 increase 6 months after the minimum wage increase effective July 1, 2020 and 6 months after each minimum wage increase thereafter during the term of this Agreement.

Premiums

Modify the language in Schedules A, B, C, C-1, C-1 Revised and C-2 as follows:

Effective upon ratification, the ICC position will be considered a rated position, not a department head position and subject to a \$0.50/hr premium. Those currently assigned as an ICC will remain in the positions. Newly created ICC positions will be selected based by the same procedures as department heads.

What We ACHIEVED By The Numbers

Baseline Cost over 4 years: \$907,642,740.00

Increases on Wages: \$ 49,500,000.00

Pension Increases: \$ 74,400,000.00

Cost increase of \$123,900,000, which is an 13.6% increase. That is a Per Hour Increase over term of \$8.75

Pension – Currently Pension cost is \$1.75/hr. The Company will increase pension payments from \$16.8 million per year to \$35.4 million per year, an increase of \$18.6 million per year. This represents an increase of \$1.94/hr.

Health Benefits – The current costs of Health Benefits are \$36.5 million per year or \$3.80 per hour worked. This will remain similar over the next four years.

Wages - Wages increases:

Year 1 – Increase by \$4.0 Million

Year 2 – Increase an additional \$8.8 Million

Year 3 – Increase an additional \$15.3 Million

Year 4 – Increase an additional \$21.4 Million



Mark P. Federici
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