

**THIS DOCUMENT
REPRESENTS THE COMPANY'S
FINAL AND COMPLETE OFFER**

June 10, 2025

Discussions between UFCW Local 400 and Mid-Atlantic Division of Kroger Limited Partnership I (Roanoke Stores) have recently concluded. This analysis was printed and assembled as accurately as possible for your review prior to casting your vote. 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. For stylistic reasons, or clarity, the language as approved may be altered slightly in its final form. **This offer is a complete package. It must be accepted or rejected in its entirety.**

We will conduct an informational TELE-TOWN HALL on Tuesday, June 10, 2025 at 4:00 p.m. During the Tele-Town Hall we will review the proposal in detail.

You must register to attend the event. Register online at www.ufcw400.org

The contract vote will take place at dates, times and store locations listed below. Votes will be counted on Saturday, June 14, 2025 at 10:00 a.m. and broadcast over Zoom video conference. UFCW Local 400 members working under the Kroger Roanoke contract may register online at www.ufcw400.org, to witness the ballot count over Zoom.

Voting is open at each location from 7:00 a.m. to 10:00 a.m. and 2:00 p.m. to 5:00 p.m.

Wednesday, June 11, 2025

**Kroger #328, 1664 East Stone Dr., Kingsport, TN 37660
Kroger #334, 1980 Rio Hill Center, Charlottesville, VA 22901
Kroger #347, 400 Old Franklin Turnpike, #110, Rocky Mount, VA 24151
Kroger #316, 1213 Stafford Drive, Princeton, WV 24740**

Thursday, June 12, 2025

**Kroger #255, 466 Cummings St., Abingdon, VA 24210
Kroger #327, 7805 Timberlake Road, Lynchburg, VA 24502
Kroger #118, 1618 Main Street, Clifton Forge, VA 24422
Kroger #343, 850 Statler Blvd, Staunton, VA 24401**

Friday, June 13, 2025

**Kroger #402, 1322 South Main St., Blacksburg, VA 24060
Kroger #330, 161 Electric Road, Salem, VA 24153
Kroger #375, 3971 Brambleton Ave, Roanoke, VA 24018
Kroger #406, 7789 Richmond Hwy, Appomattox, VA 24522**

**PROPOSED CHANGES IN THE
AGREEMENT BETWEEN
UNITED FOOD AND COMMERCIAL WORKERS
LOCAL 400
AND
MID-ATLANTIC DIVISION OF KROGER
LIMITED PARTNERSHIP I (ROANOKE STORES)**

1. ARTICLE 5 – SHOP CONDITION – Section 5.1

5.1 The Employer reserves the right to secure new employees from any source whatsoever. During the first ~~forty-five (45) calendar days of employment for a full-time employee and ninety (90) calendar days for a part-time employee~~, a new employee shall be on a trial basis and may be discharged at the discretion of the Employer.

2. ARTICLE 5 – SHOP CONDITION – Section 5.4

5.4 *Membership Fees* - The Employer agrees to deduct Union membership fees, the initiation fee and **directly related** authorized assessments from the weekly wages of employees in the bargaining unit who provide the Employer with a voluntary written authorization to do so. Such deductions shall be made by the Employer each payroll period, from the wages of employees. The Employer shall forward such payroll deductions to the Secretary-Treasurer of the Union on a weekly basis, indicating the employee's name, employee number and the amount deducted for each employee. In the event no wages are due an employee or the wages of an employee are insufficient to cover the required deductions, the deductions for such week shall be made from the wages of an adequate amount subsequently next due the employee and thereupon transmitted to the Union.

3. ARTICLE 5 – SHOP CONDITION – Section 5.6

5.6 It shall be the responsibility of the Employer to withhold and remit the correct amount of dues, initiation fees and **directly related** authorized assessments for each employee who has provided a voluntary written authorization. Said monies must be sent to the appropriate address/bank as designated by UFCW Local 400, and the payments must match the total dollars indicated in the paper or electronic supporting information. Should the dues or other authorized withholdings be incorrect, the Employer will make a good faith effort in a timely manner to reconcile, balance and resubmit the withholdings to the Local Union.

4. ARTICLE 7 – DISPUTE PROCEDURE – Section 7.1

7.1 Should any differences, disputes, or complaints arise over the interpretation or application of the contents of this Agreement, there shall be an earnest effort on the part of both parties to settle such promptly through the following steps:

- Step 1. By conference at the grievant's store between the employee and the Shop Steward or Union Representative and the Store Manager.
- Step 2. By conference at the grievant's store unless mutually agreed to meet elsewhere, between the Union Representative and the District designee. The parties agree to make reasonable arrangements within ~~ten (10)~~ **five (5)** calendar days of the completion of Step 1 for a Step 2 conference to be held. If Step 2 does not settle the dispute within ~~three (3)~~ **five (5)** calendar days, it may be taken to Step 3.

All grievances involving terminations and/or suspensions shall proceed directly to Step 2 of the dispute procedure.

- Step 3. By conference at a reasonable location for the people involved between an official or officials of the Union, Human Resources/Labor Relations or other representatives of the Employer. The parties agree to make reasonable arrangements within ~~ten (10)~~ **five (5)** calendar days of the completion of Step 2 for a Step 3 conference. Within seven (7) calendar days of the Step 3 conference, the Employer will provide to the Union a response to the grievance.
- Step 4. In the event Step 3 fails to settle the complaint, it may be referred to arbitration within fifteen (15) calendar days.

The parties recognize that other individuals relevant to the processing of a dispute may be included in Step 1, Step 2, or Step 3, at the discretion of the parties. Since it is the desire of the parties to expedite the handling of grievances, they agree that the time limits prescribed must be followed unless agreed to by the Union and the Employer.

5. ARTICLE 12 – WAGES – Section 12.2

12.2 Kroger in consultation with the Union may change the starting or top rate steps of the wage scale at a location(s), provided **the terms of the change are agreed upon by the Company and the Union.**

- a) ~~—All current employees at the location who are below the new rate are increased to the new rate.~~
 - i. ~~If the minimum wage is raised above starting step, employees will receive the increase.~~
- b) ~~—All current employees at the location who are below such new top rate will be permitted to progress to the new stated top rate.~~

- ~~c) — In the event the starting step or top rate is decreased, no employee currently on the payroll or step may be harmed.~~
- ~~d) — The Employer will notify the Union of the new starting rate and employees from other stores will be considered for available openings if they apply for transfer.~~

6. ARTICLE 14 – WORKING CONDITIONS – Section 14.1

14.1(3) Part-time employees shall be scheduled and work a minimum of twelve (12) hours in a week unless the employee absents themselves from work or is agreed to in writing between the employee and Employer with a copy sent to the Union. If the employee chooses to return to the twelve (12) hour minimum, they may do so by expressing their intent in writing to store management with a copy to the Union.

7. ARTICLE 14 – WORKING CONDITIONS – Section 14.2

~~14.2 — Work to be performed on Sundays or holidays shall be rotated among volunteers with due consideration being given to job classifications and fitness for work required. In the event sufficient volunteers are not available for Sunday or holiday work, assignments of Sunday or holiday work shall be mandatory upon employees in the inverse order of seniority.~~

8. ARTICLE 15 – HOLIDAYS – Section 15.7

15.7 Employees hired after April 1, 1995 will receive four (4) personal holidays in lieu of New Year's, Fourth of July, Thanksgiving and Christmas. These are the only holidays these employees will be eligible for and this eligibility is dependent upon the employee completing twelve (12) consecutive months of employment. Each holiday will be paid at the rate of four (4) hours pay. Other holiday provisions will not apply to employees hired after April 1, 1995. Effective January 1, 2023, part-time employees with five (5) or more years of service will receive one (1) additional personal holiday paid at the rate of four (4) hours pay. **Effective January 1, 2026, part-time employees with ten (10) or more years of service will receive one (1) additional personal holiday at the rate of four (4) hours pay.**

Effective January 1, 1990, such employees who become full-time and have two (2) years of service shall be eligible for holidays as in Article 15.3 and Article 15.4.

9. ARTICLE 15 – HOLIDAYS – Section 15.8

15.8 All full-time employees will receive one (1) personal holiday. Effective January 1, 2023, full-time employees with five (5) or more years of service will receive second personal holiday. **Effective January 1, 2026, full-time employees with ten (10) or more years of service will receive a third personal holiday.**

10. ARTICLE 17 – VACATIONS – Section 17.2

17.2 Employees hired on or before October 31, 2005 shall earn vacation as follows:

- 1 week after 1 year of continuous service
- 2 weeks after 3 years of continuous service
- 3 weeks after 7 years of continuous service
- 4 weeks after 13 years of continuous service
- 5 weeks after 18 years of continuous service

Effective January 1, 2026, Employees hired after October 31, 2005 shall earn vacation as follows:

- 1 week after 1 year of continuous service
- 2 weeks after 3 years of continuous service
- 3 weeks after 7 years of continuous service
- 4 weeks after **13**18 years of continuous service

11. ARTICLE 17 – VACATIONS – Section 17.5

17.5 ~~Vacation pay will be paid in advance.~~ **When requested by the employee through the Company scheduling platform, vacation pay will be paid in advance.**

12. ARTICLE 17 – VACATIONS – Section 17.12

17.12. **Employees may elect to take one (1) week (five (5) days), one day at a time (up to three (3) days in a week).** Employees with three (3) or more weeks of vacation may elect to take ~~one (1) week (five (5) days)~~ **two (2) weeks (ten (10) days)**, one day at a time (up to three (3) days in a week).

- a) The intent must be declared when vacations are selected.
- b) The employee must give the Store Manager two (2) weeks notice.
- c) The day selected must be agreeable to the Store Manager.

13. ARTICLE 25 – PENSION CLERKS

The UFCW/Kroger MOU was extended by agreement between Kroger and UFCW Local 400 through ~~January 1, 2025~~ **December 31, 2034.**

14. **ARTICLE 27 – HEALTH BENEFITS – Section 27.6**

27.6 **Employee Contributions:** Employee Contributions will be made weekly by employees who are eligible and enrolled in coverage as follows:

EE Weekly Contributions	Plan 1 <u>Premier</u>	Plan 3 <u>Standard</u>
Effective 1/1/2025		
Employee Only	\$22.00	\$12.00
Employee + Spouse	\$62.00	\$52.00
Employee + Child(ren)	\$31.00	\$21.00
Employee + Family	\$68.00	\$58.00
Working Spouse Fee	N/A	N/A

In order to be covered under this Plan, eligible spouses who have access to other coverage through their employer must enroll for that coverage.

The Employer will collect the employee contribution via payroll deduction on a pre-tax basis. It is understood that the Employer will retain the employee contribution to help offset the amounts paid by the Employer to the Fund.

It is understood that only those employees who authorize a deduction for the employee contribution will have coverage in accordance with the law.

15. **ARTICLE 27 – HEALTH BENEFITS – Section 27.7**

27.7 **Employer Funding for Health and Welfare Benefit Plans:** Kroger will continue the pass-through method of funding ~~benefits and administrative expenses through the Fund~~ **to pay the claims and expenses of the administration incurred by Kroger participants** as established in the previous agreement. Kroger agrees to pay to the Fund its portion of Plan costs for its covered participants for the term of this Agreement and for any extended period of time beyond the term, if such extension is needed and agreed to by the Employer and Union.

If either party cancels the extension, Kroger agrees to pay to the Fund the Plan costs incurred through the end of the month in which the extension agreement is cancelled. Kroger will only pay the Plan costs incurred on or before the end of the month in which the extension agreement was cancelled or the parties may agree to modify the Plan of benefits in order to continue uninterrupted benefits until such time a new agreement is reached.

If the Plan costs increase by an amount greater than ten percent (10%) over the previous plan year, the Trustees, who are also bargaining parties, must meet and confer. **For purposes of determining whether the inflation trend for claims costs exceeds nine and half percent (9.5%) at the end of a twelve-month measurement period, a rolling two-year baseline period and one-year measurement period shall be used. That is, a twenty-four (24) month baseline period of claims and administrative expenses incurred each calendar year will be measured against a twelve (12) month measurement period of claims and administrative expenses incurred. The Fund consultants will present final calculations to the Trustees by July 1st of each year and the Trustees will take action to modify benefits as necessary effective January 1st of the following year if the nine and half percent (9.5%) guardrails are exceeded. The initial baseline period will be claims and administrative expenses incurred between January 1, 2024 – December 31, 2025, with a three (3) month run out of claims paid ending March 31st, 2026. The initial measurement period will be claims and administrative expenses incurred between January 1, 2026 – December 31, 2026, with a three (3) month run out of claims paid ending March 31st, 2027. To the extent any benefit modifications are necessary, they will not be effective before January 1, 2028.**

16. **ARTICLE 27 – HEALTH BENEFITS**

MEDICAL PLAN ESSENTIALS	In Network	Out of Network	In Network	Out of Network
Annual Deductible: Single / Family	\$650 / \$1,300	\$1,300 / \$2,600	\$1,150 / \$2,300	\$2,300 / \$4,600
Annual Deductible: Single / Family (Eff. 2027)	\$725 / \$1,450	\$1,450 / \$2,900	\$1,225 / \$2,450	\$2,450 / \$4,900
Annual OOP Max (MED): Single / Family	\$3,500 / \$7,000	\$7,000 / \$14,000	\$6,000 / \$12,000	\$12,000 / \$24,000
Annual OOP Max (MED): Single / Family (Eff. 2027)	\$4,250 / \$8,500	\$8,500 / \$17,000	\$6,250 / \$12,500	\$12,500 / \$25,000

Telemedicine Visit	\$30 Copay	50% Coins
Telemedicine Visit (Eff. 2027)	\$10 Copay	Not Available
Anthem LHO / carrier equivalent	\$10 Copay	Not Available
Anthem LHO / carrier equivalent (Eff. 2027)	\$0 Copay	Not Available

VISION PLAN	In Network	Out of Network	In Network	Out of Network
Eligibility Requirement	Tied to Medical		Tied to Medical	
Spouse / Dependent Care	Yes		Yes	
2025 Exams (Every 12 Months)	\$10 Copay	Up to \$46 Allowance	\$10 Copay	Up to \$46 Allowance
2026 Exams (Every 12 Months)	\$0 Copay	\$30 Copay	\$0 Copay	\$30 Copay
2025 Frames (Every 24 Months)	\$120 Allowance	Up to \$45 Allowance	\$120 Allowance	Up to \$45 Allowance
2026 Frames (Every 24 Months)	\$150 Allowance	Up to \$25 Allowance	\$150 Allowance	Up to \$25 Allowance
2025 Lenses (Every 12 Months)	Covered 100%	Up to \$125 Allowance	Covered 100%	Up to \$125 Allowance
2026 Lenses (Every 12 Months)	Covered 100%	Up to \$80 Allowance	Covered 100%	Up to \$80 Allowance
2025 Contact Lenses (Every 12 Months)				
-- Medically Necessary	Covered 100%	Up to \$210 Allowance	Covered 100%	Up to \$210 Allowance
-- Not Medically Necessary	\$120 Allowance	Up to \$105 Allowance	\$120 Allowance	Up to \$105 Allowance
2026 Contact Lenses (Every 12 Months)	\$150 Allowance	Not Available	\$150 Allowance	Not Available
2025 Children Under 19	Lenses covered 100%. \$120 allowance for frames, then fund pays 80% coins	\$125 allowance for lenses. \$45 allowance for frames.	Lenses covered 100%. \$120 allowance for frames, then fund pays 80% coins	\$125 allowance for lenses. \$45 allowance for frames.
2026 Children Under 19	Lenses covered 100%. \$150 allowance for frames	\$80 allowance for lenses. \$25 allowance for frames.	Lenses covered 100%. \$150 allowance for frames	\$80 allowance for lenses. \$25 allowance for frames.

INCOME REPLACEMENT	Premier Plan	Standard Plan
	After 6 Months of Employment: 67% of gross straight time pay for first 8 weeks and 50% of gross straight time pay for next 4 weeks .	After 15 Months of Employment: 40% of gross straight time pay for first 8 weeks and 30% of gross straight time pay for next 4 weeks.
2025 Full Time Associate (36+ Hours Per Week) - Short Term Disability	After 3 Years of Employment: 67% of gross straight time pay for first 16 weeks and 50% of gross straight time pay for next 8 weeks.	After 30 Months of Employment: 50% of average weekly straight time pay for first 8 weeks and 40% of average weekly straight time pay for next 4 weeks.
	After 5 Years of Employment: 67% of gross straight time pay for first 24 weeks and 50% of gross straight time pay for next 12 weeks.	
2025 Part Time Associate (<36 Hours Per Week) - Short Term Disability	After 1 Year of Employment: 60% of average weekly straight time pay for first 8 weeks and 50% of average weekly straight time pay for next 4 weeks.	After 30 Months of Employment: 40% of average weekly straight time pay for first 8 weeks and 30% of average weekly straight time pay for next 4 weeks.
	After 5 Years of Employment: 60% of average weekly straight time pay for first 16 weeks and 50% of average weekly straight time pay for next 8 weeks.	
2026 Full Time Associate (36+ Hours Per Week) - - - Short Term Disability	60% of average weekly straight time pay. Maximum benefit period is 26 weeks.	40% of average weekly straight time pay. Maximum benefit period is 26 weeks.
2026 Part Time Associate (<36 Hours Per Week) - - - Short Term Disability		

2025 Life and AD&D Insurance:	36+ Avg. Hours	<36 Avg. Hours	36+ Avg. Hours	<36 Avg. Hours
--Employee	\$50,000	\$10,000	\$20,000	\$10,000
--Spouse	\$5,000	\$2,000	\$2,000	\$2,000
--Child	\$1,000	\$1,000	\$1,000	\$1,000
2026 Life and AD&D Insurance:	36+ Avg. Hours	<36 Avg. Hours	36+ Avg. Hours	<36 Avg. Hours
--Employee	\$50,000	\$10,000	\$50,000	\$10,000
--Spouse	\$5,000		\$5,000	
--Child	\$2,500		\$2,500	

17. ARTICLE 28 – EXPIRATION

28.1 This Agreement shall continue in effect from **June 8, 2025**, through **June 3, 2028**, and shall automatically be renewed from year to year thereafter unless either party serves notice in writing to the other party sixty (60) days prior to the expiration date or any anniversary date thereafter of a desire of termination of or changes in the Agreement.

18. SCHEDULE A WAGES

Wage scales attached

The Company shall inform employees ahead of time that they may be in danger of not meeting the minimum hours to maintain their rate of pay, thus moving from Level 3 to Level 2.

19. SCHEDULE “A” – WAGE MISCELLANEOUS – Item 9

9. An employee who is removed from a back-up department head position for any reason shall be paid the wage rate for the position to which the employee is reassigned. The Employer may remove any back-up department head who does not promptly express **through the Company job posting process** interest with the District Manager for a vacant department head position in a store within thirty (30) miles of the employee’s home, with the exception of those back-ups who will be identified by the Employer and the Union as grandfathered before and in place on January 27, 2009.

20. SCHEDULE “A” – WAGE MISCELLANEOUS – Item 13

13. Head Bakery Clerk:

a) The Employer currently has a Head Bakery Clerk in place at Stores #202, #209, #210, #226, #316, #322, #325, #326, #327, #330, #334, #335, #345, #347, #350, #359, #364, #375, #377, #391, #399, #400, #401, and #402 and #408.

Update and renew all Letters of Understanding and Side Letters.

KROGER ROANOKE WAGE CHARTS


UFCW Local 400 - Roanoke CBA									
Department Head Back-up					Lead Premium - Dairy, Frozen Food, Night Stock				
No Sales Requirement		Hourly			No Sales Requirement		Hourly		
Current		\$1.20			Current		\$1.50		
Dept. Head Back-up Classifications					Leads shall be placed at the top rate (3rd step) of the clerk scale in addition to the \$1.50 premium.				
Deli Back-Up									
Drug/GM Back-Up									
Front End Back-Up									
Grocery Back-Up									
Meat Back-Up									
Produce Back-Up									
Back-ups shall be placed at the top rate (3rd Step) of the clerk scale in addition to the \$1.20 premium.					Lead file maintenance clerks shall receive a premium of \$1.10 over their base rate on the clerk scale. No lead shall be placed lower than level 2.				
Lead Clerk Premium					Night Premium				
No Sales Requirement		Hourly			Night Shift Work		Hourly		
Current		\$1.00			Current		\$2.00		
Lead Clerk Classifications					The night premium will be paid according to articles 14.21 and 14.22.				
Cheese Shop Lead									
E-Commerce Lead									
Floral Lead									
Fuel Lead									
Seafood Lead									
Starbucks Lead									
Lead clerks shall receive a premium of \$1.00 over their base rate on the clerk scale. No lead shall be placed lower than level 2.									

KROGER ROANOKE WAGE CHARTS (continued)

Head Meat Cutter (Hired Prior to 6/7/2020)		Current CBA	New CBA				
		6/2/2024	Progression	6/8/2025	6/7/2026	6/6/2027	
		\$21.45	Payrate	\$22.45	\$23.20	\$23.95	
Dept. Head (Grocery, Produce, Front-End, Deli, Drug/GM, Head Meat Cutter)		Current CBA	New CBA				
		6/2/2024	Progression	6/8/2025	6/7/2026	6/6/2027	
		\$20.55	Payrate	\$21.55	\$22.30	\$23.05	
Journeyman (Red Circled)		Current CBA	New CBA				
		6/2/2024	Progression	6/8/2025	6/7/2026	6/6/2027	
		\$19.09	Payrate	\$20.09	\$20.84	\$21.59	
Head Dairy Clerk (Red Circled)		Current CBA	New CBA				
		6/2/2024	Progression	6/8/2025	6/7/2026	6/6/2027	
		\$18.94	Payrate	\$19.94	\$20.69	\$21.44	
Red Circled Clerks		Current CBA	New CBA				
		6/2/2024	Progression	6/8/2025	6/7/2026	6/6/2027	
		\$17.96	Payrate	\$18.96	\$19.71	\$20.46	
Store Clerks, Deli/Bakery Clerks & Night Stock Clerks		Current CBA	New CBA				
	Progression	6/2/2024	Progression	6/8/2025	1/4/2026	6/7/2026	6/6/2027
	1st Step	\$14.30	1st Step	\$15.00	\$15.00	\$15.40	\$15.80
	2nd Step	\$15.65	2nd Step	\$15.95	\$15.95	\$16.25	\$16.70
	3rd Step	\$17.05	3rd Step	\$18.05	\$16.85	\$16.85	\$17.35
			Red Circled	N/A	\$18.05	\$18.80	\$19.55
Wage Rules		Wage Rules: TSFR					
<p>*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the Sunday after ratification. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average <u>36+</u> weekly hours over the company's next standard 12 month measurement period.</p> <p>*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the Sunday after ratification. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average <u>38+</u> weekly hours over the company's standard 12 month measurement period.</p> <p>*Employees at the 3rd step (top rate) who fail to average <u>38+</u> weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average <u>38+</u> hours in a subsequent year.</p> <p>*Employees who qualify for the 2nd step of pay will not fall below that step due to a decrease in hours.</p> <p>*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.</p> <p>*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.</p>		<p>*Employees at \$14.30 will move to \$15.00 (Step 1)</p> <p>*Employees at \$15.65 will move to \$15.90 (Step 2)</p> <p>*Employees at \$17.05 will move to \$18.05 (Step 3)</p> <p>*New hires will be placed on the 1st step of the scale and will be subject to no less than a twelve (12) month waiting period, starting with their date of hire. Upon completion of the waiting period, employees will have the ability to progress to the 2nd step of the scale if they average <u>thirty-six (36+)</u> weekly hours over the company's standard twelve (12) month measurement period.</p> <p>*Employees at the 2nd step have the ability to progress to the 3rd step (top rate) if they average <u>thirty-six (36+)</u> weekly hours over the company's standard twelve (12) month measurement period.</p> <p>*Employees at the 3rd step (top rate) who fail to average <u>thirty-six (36+)</u> weekly hours over the company's standard twelve (12) month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average <u>thirty-six (36+)</u> hours in a subsequent year.</p> <p>*Employees who qualify for the 2nd step of pay will not fall below that step due to a decrease in hours, but may qualify for the 3rd step if they average <u>thirty-six (36+)</u> weekly hours in a subsequent year.</p> <p>*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.</p> <p>*Associates will continue to transition between steps according to the current measurement cadence. The next movement shall occur on 1/1/2026, based on the standard measurement period that spans from 10/2024 - 9/2025.</p> <p>Red Circled Rate: Employees currently at the 2nd Step have the opportunity to progress to the 3rd Step (\$18.05) on 1/1/2026 if they average thirty-six (36+) hours over the standard measurement period. The following Sunday (1/4/2026), employees at \$18.05 will be red circled and will continue to receive the increases as illustrated above. The new 3rd Step will be reset to \$16.85, and will increase by \$0.50 in June of 2027.</p>					

KROGER ROANOKE WAGE CHARTS (continued)

Meat Cutters, Meat Back-ups, Seafood Leads w/meat cutting certification				New CBA			
Current CBA				Progression			
6/2/2024				6/8/2025			
Progression				6/7/2026			
1st Step				6/6/2027			
			\$14.50	1st Step	\$15.00	\$15.40	\$15.80
			\$16.60	2nd Step	\$17.35	\$17.90	\$18.50
			\$18.70	3rd Step	\$19.70	\$20.45	\$21.20
Wage Rules				Wage Rules: TSFR			
<p>*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the Sunday after ratification. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average 36+ weekly hours over the company's next standard 12 month measurement period.</p> <p>*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the Sunday after ratification. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average 38+ weekly hours over the company's standard 12 month measurement period.</p> <p>*Employees at the 3rd step (top rate) who fail to average 38+ weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average 38+ hours in a subsequent year.</p> <p>*Employees who qualify for the 2nd step of pay will not fall below that step due to a decrease in hours.</p> <p>*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.</p> <p>*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.</p>				*Employees at \$14.50 will move to \$15.00 (Step 1)			
				*Employees at \$16.60 will move to \$17.35 (Step 2)			
				*Employees at \$18.70 will move to \$19.70 (Step 3)			
				*New hires will be placed on the 1st step of the scale and will be subject to no less than a twelve (12) month waiting period, starting with their date of hire. Upon completion of the waiting period, employees will have the ability to progress to the 2nd step of the scale if they average thirty-six (36+) weekly hours over the company's standard twelve (12) month measurement period.			
				*Employees at the 2nd step have the ability to progress to the 3rd step (top rate) if they average thirty-six (36+) weekly hours over the company's standard twelve (12) month measurement period.			
				*Employees at the 3rd step (top rate) who fail to average thirty-six (36+) weekly hours over the company's standard twelve (12) month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average thirty-six (36+) hours in a subsequent year.			
				*Employees who qualify for the 2nd step of pay will not fall below that step due to a decrease in hours, but may qualify for the 3rd step if they average thirty-six (36+) weekly hours in a subsequent year.			
				*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.			
				*Associates will continue to transition between steps according to the current measurement cadence. The next movement shall occur on 1/1/2026, based on the standard measurement period that spans from 10/2024 - 9/2025.			
Courtesey Clerks				New CBA			
Current CBA				Progression			
6/2/2024				6/8/2025			
				6/7/2026			
				6/6/2027			
			\$13.70	Payrate	\$14.00	\$14.30	\$14.60

 **UFCW**
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SECRETARY-TREASURER

