MEMORANDUM OF AGREEMENT
BY AND BETWEEN
SHOPPERS FOOD WAREHOUSE CORP and FOODARAMA LLC
AND UFCW LOCAL 400 AND LOCAL 27

November 17, 2026

This Memorandum of Agreement ("MOA") is entered into by and among Shoppers Food Warehouse Corp and Foodarama LLC ("Employers") and UFCW Locals 400 and 27 (collectively "Unions"). The parties agree as follows:

This MOA sets forth the agreement of the parties for their extension of the current collective bargaining agreements for the period of July 12, 2026, through and including midnight July 11, 2028. Except as expressly modified herein, this MOA incorporates by reference the respective provisions of the current 2024–2026 collective bargaining agreements.

The Unions, their respective officers, and bargaining committee members agree to unreservedly recommend and support the ratification of this Agreement.

The parties reserve the right to correct any errors in this MOA.

1. Duration: 2 years (July 12, 2026 – July 11, 2028)

2. Wages

General Wage Increase

All full-time and part-time employees at or above top of scale (including department managers) shall receive the following General Wage Increases:

	July 12, 2026	January 3, 2027	July 11, 2027	January 2, 2028
General Wage Increase	$0.50	$0.60	$0.50	$0.60

3. Health & Welfare

Gross Company Contributions – Monthly

- Rate increases for active employee coverage will be increased:
  - 8% effective for hours worked beginning July 5, 2026, over Employer Monthly Contribution Rates in effect July 4, 2026;
  - 8% effective for hours worked beginning July 4, 2027, over rates in effect July 3, 2027;
  - 11.9% effective for hours worked beginning July 2, 2028, over rates in effect July 1, 2028.

4. Pension

The contribution rate shall be increased as follows:

Effective Date	Increase
January 3, 2027	+$0.10/hour
January 2, 2028	+$0.10/hour

Eligibility and hours basis remain unchanged. Local 27: straight-time hours paid, up to 40 hours/week, after 12 months of service. Local 400: all hours paid including vacation, holiday, and leave pay.

5. Legal Services Fund

- One-time lump-sum payment of $25,000 to the Legal Services Fund.
- Effective January 3, 2027: increase the monthly contribution by $2.00 per employee.
- Effective January 6, 2028: increase by an additional $1.00 per employee.

6. Maryland's Paid Family and Medical Leave (FAMLI) law

- Effective January 1, 2027, Shoppers will participate in the Maryland FAMLI State Plan. Associates will pay the maximum employee share allowed by law through payroll deduction (currently 50% of the total rate, or 0.45% of covered wages for 2027). The Company will pay the remaining employer share.
- FAMLI leave runs at the same time as FMLA. The parties will meet before January 2028 to work out the administrative details.

7. All Other Terms

All other terms and conditions of the current 2024–2026 collective bargaining agreements, including all side letters, remain in full force and effect except as modified herein. The parties will update dates throughout the agreements (e.g., references to 2026) as needed to conform to the extended term.

The parties reserve the right to correct any errors in this MOA.