Employer Comprehensive Offer to Settle
To
UFCW Union Local(s) 8-GS, 135, 324, 770, 1167, 1428 and 1442

Retail Pharmacist Agreement

September 11, 2026

Ralphs, Albertsons, Vons and Pavilions (hereinafter referred to collectively as "the Employers") are currently parties to collective bargaining agreements with United Food and Commercial Workers Local Union(s) 8-GS, 135, 324, 770, 1167, 1428 and 1442 (hereinafter referred to collectively as "the Union") that expired on March 1, 2026. The Employers make the following Comprehensive Offer to Settle ("Offer") for a new collective bargaining agreement. Such proposed new Agreement shall contain the provisions of the terminating collective bargaining agreement, except as specifically modified below.

If, for any reason, this Offer is not ratified on the first vote, or if there is any kind of disruption in the workplace by any individual Local Union(s), including but not limited, picketing, hand billing, leafleting, striking or the like, of any kind or of any nature, any proposed retroactive pay back to March 2, 2026, will be withdrawn in its entirety.

Furthermore, if for any reason this Offer is not ratified on the first vote, or if there is any kind of disruption in the workplace by any individual Local Union, including but not limited, picketing, hand billing, leafleting, striking or the like, of any kind or of any nature, the Employers reserve their right to withdraw the Offer in its entirety, and/or any individual proposals, and begin negotiations from scratch.

PHARMACISTS							
	CURRENT RATE	***(3/2/2026)**	**(11/2/2026)**	**3/8/2027**	**10/4/2027**	**3/6/2028**	**10/2/2028**
INCREASE		**$2.00**	**$1.25**	**$1.00**	**$1.25**	**$1.00**	**$1.25**
PHARMACIST NEW WAGE	**$74.10**	**$76.10**	**$77.35**	**$78.35**	**$79.60**	**$80.60**	**$81.85**
1ST 520 HOURS	**$58.00**	**$70.00**	**$70.00**	**$70.00**	**$70.00**	**$70.00**	**$70.00**
NEXT 520 HOURS	**$58.25**	**$71.00**	**$71.00**	**$71.00**	**$71.00**	**$71.00**	**$71.00**
NEXT 520 HOURS	**$58.50**	**$72.00**	**$72.00**	**$72.00**	**$72.00**	**$72.00**	**$72.00**
NEXT 520 HOURS	**$58.75**	**$73.00**	**$73.00**	**$73.00**	**$73.00**	**$73.00**	**$73.00**

HEAD PHARMACISTS							
	CURRENT RATE	***(3/2/2026)**	**(11/2/2026)**	**3/8/2027**	**10/4/2027**	**3/6/2028**	**10/2/2028**
INCREASE		**$2.50**	**$1.25**	**$1.00**	**$1.25**	**$1.00**	**$1.25**
HEAD PHARMACIST NEW WAGE	**$75.10**	**$77.60**	**$78.85**	**$79.85**	**$81.10**	**$82.10**	**$83.35**

GRADUATE INTERN PHARMACISTS				
	CURRENT RATE	**(FMAR)**	**YEAR 2 (FMAR +1)**	**YEAR 3 (FMAR +2)**
INCREASE		**$1.00**	**$1.00**	**$1.25**
NEW WAGE	**$35.50**	**$36.50**	**$37.50**	**$38.75**

~~UNDERGRADUATE~~ INTERN PHARMACISTS				
	CURRENT RATE	**(FMAR)**	**YEAR 2 (FMAR +1)**	**YEAR 3 (FMAR +2)**
INCREASE		**$0.25**	**$0.25**	**$0.25**
~~5TH~~ 4TH YEAR OF PHARMACY SCHOOL	**$22.50**	**$22.75**	**$23.00**	**$23.25**
~~4TH~~ 3RD YEAR OF PHARMACY SCHOOL	**$21.00**	**$21.25**	**$21.50**	**$21.75**
~~3RD~~ 2ND YEAR OF PHARMACY SCHOOL	**$19.50**	**$19.75**	**$20.00**	**$20.25**
~~2ND~~ 1STYEAR OF PHARMACY SCHOOL	**$19.00**	**$19.25**	**$19.50**	**$19.75**

*Retroactive pay is due only to those employees active on payroll both on the date of ratification and on the date the retroactive wage payout, if any, is made. An employee on an approved Leave of Absence will be entitled to retro for hours actually worked if and when they return to work. The Employers will pay retroactive pay as soon as practicable after notification that the Offer has been ratified.

ARTICLE 1 – RECOGNITION OF THE UNION - SECTION C – SUBSECTION 3 – HEAD PHARMACISTS

3. Head Pharmacists Subject to Article 1, B.3, pharmacies doing in excess of a daily average of one hundred ten (110) prescriptions shall have one (1) Head Pharmacist on schedule. This daily average shall be determined by dividing the total number of prescriptions per month by the total number of days per month the pharmacy is operating. No Head Pharmacist shall be demoted from that position because of deficient performance in the job without first having received a prior warning notice in writing, copy to the Union, calling attention to their deficiencies.

This Head Pharmacist shall receive an additional one dollar and fifty cents ($1.50)~~($1.00)~~ per hour over the applicable pharmacy rate of pay. The selection of Head Pharmacist shall be solely vested in management.

(New) Cleanup language:

~~To qualify as a Head Pharmacist store, the aforementioned qualifying hours must be maintained as an average during four (4) of the preceding six (6) months. Semiannual evaluation periods will be October 1 through March 31 and April 1 through September 30. The necessary adjustments based on this evaluation will be effective the first payroll period in January and July of each year.~~

Head Pharmacists who go on an approved medical leave of absence of twelve (12) weeks or less will be returned to their prior store and position at the end of the leave of absence.

ARTICLE 2 – EMPLOYMENT PROCEDURES

2(B) NOTICE OF NEW HIRES. The Employer agrees to notify the Union, in writing, within fourteen (14) days from the date of first employment of any employee subject to this Agreement, of the name of such employee, mailing address, store number, Social Security number, **phone number (if provided)**, the position for which employed, the date of first employment and the rate of pay at which the person is employed. The Employer will include terminations and changes in job classification in its new hire report.
T/A 1/27/2026

2(D) ENFORCEMENT - Amend this section so that all “letters” referred to in this section may be sent via text and/or email to employees and via email to employer designated email address(es), including but not limited to the following:

Introductory Letter

Delinquency Notice

Termination Notice

T/A 1/27/2026

ARTICLE 3 – DISCHARGE – SECTION F – PROBATIONARY PERIOD

F. PROBATIONARY PERIOD. The first ninety (90)~~sixty (60)~~ calendar days of employment shall be considered a trial period, during which time an employee may be terminated for any reason and they shall have no recourse to the grievance procedure set forth in this Agreement concerning such termination, provided, however, that such ~~sixty (60)~~ ninety (90) day period may be extended for an additional fourteen (14) days at the option of the Employer so long as prior notification in writing is given to the Union and the employee.
T/A 2/18/2026

ARTICLE 4– SENIORITY, TRANSFER & LAYOFFS – SECTION (G) – DEMOTION

G. DEMOTION. No person shall be denied their seniority because of demotion. Just cause is required to demote a pharmacy manager.
T/A 2/18/2026

ARTICLE 4 – SENIORITY, TRANSFER & LAYOFFS – NEW SECTION (J) – OPEN POSITIONS

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.
T/A 2/18/2026

ARTICLE 7 – HOLIDAYS – SECTION B HOLIDAY PAYMENT – PARAGRAPH 1 HOLIDAY ALLOWANCE

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. A part-time Pharmacist shall receive holiday allowance as provided in Section D, below.
T/A 2/18/2026

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 ~~sole~~ discretion of scheduling and supervision of the student.
T/A 2/18/2026

ARTICLE 15 – TRUST FUNDS – SECTION A – MEDICAL BENEFITS

Delete current Article 15(A)(3) in its entirety, and replace with the following:

15(A)(3) Contributions. The Employer agrees to the following hourly contribution increase to the Current Plan A and New Hire Plan contribution rate of $4.788 to the Benefit Fund:

15(A)(3)(i) August 2025 hours payable in September 2025: $0.10 increase

15(A)(2)(ii) March 2026 hours payable in April 2026: $0.10 increase

15(A)(3)(iii) March 2027 hours payable in April 2027: up to $0.10 if necessary, based on the co-consultants' joint recommendation of the rate needed to ensure a reserve of three (3) months on March 1, 2028.
T/A 3/20/2026

BARGAINING COMMITTEE HEALTH AND WELFARE BARGAINING NOTE OR SIDE LETTER STATING THE FOLLOWING:

For employees on the Union Bargaining Committee during the 2026 pharmacy negotiations, if the parties reach a settlement without a labor dispute, each of these employees will be credited for time spent in bargaining up to 40 hours per week when combined with actual worked hours ~~eight (8) hours per day for each negotiation session attended~~ for health and welfare eligibility. It shall be the obligation of the union to provide the information to credit these hours.
T/A 2/18/2026

ARTICLE 15 – TRUST FUNDS – SECTION B – PENSION FUND

Bargaining Note or Side Letter

New Language: Effective with hours worked in March 2028, payable in April 2028, the Employer will contribute $0.25 per hour to the newly created Southern California Retail Variable Annuity Pension Plan (VAPP).