



Pharmacist Wage Increases By the Numbers

Comprehensive Offer to Settle • Wage Highlights

+10.46%

\$74.10 → \$81.85 an hour

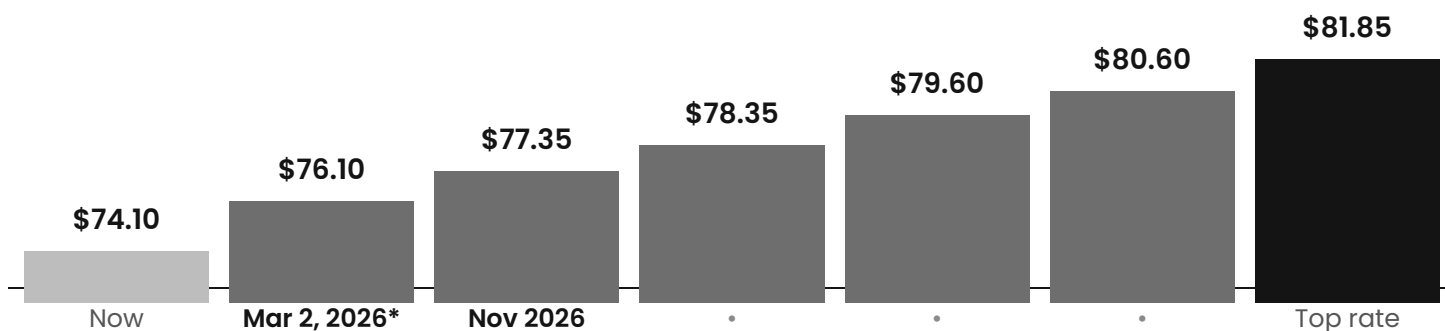
A \$7.75 increase over the life of the agreement for a top-rate pharmacist.

01 Nearly half the increase arrives in year one.

\$3.25 an hour by November 2026 — about \$130 more per week.

02 The top rate steps up six times

Scale begins at \$72.00



First two increases total \$3.25, includes retro pay* effective 3/2/26. Four further increases follow over life of agreement.

03 Head Pharmacists

+10.90%

\$75.10 → \$83.35 an hour

An increase of \$8.25 over the life of the agreement

04 Pharmacists still in progression see the largest increases — all effective March 2, 2026.

STEP	NOW	NEW RATE	INCREASE
First 520 hours	\$58.00	\$70.00	+20.69%
Next 520 hours	\$58.25	\$71.00	+21.89%
Next 520 hours	\$58.50	\$72.00	+23.08%
Next 520 hours	\$58.75	\$73.00	+24.26%

05 Beyond the base rate

\$2,320 for FT Pharmacists

Estimated gross retro pay to March 2, 2026, based on a September 20 ratification.

\$0.25/hour

New Variable Annuity Pension Plan contribution, on top of the legacy pension.

\$16/week

Family healthcare contribution, unchanged for the life of the contract.

We've Given You 5 Reasons to Ask the Union to Bring This Offer to a Vote

***Don't Risk Retro Pay:** ONLY pays out on 1st vote ratification **and** no strike or workplace disruption by any local.

Full details at RalphsCBA.com or from your store leader.