

January 2, 2025

**King Soopers/City Market  
Revised Comprehensive Offer  
To  
UFCW Local 7  
For  
Clerks Agreements Expiring in 2025\***

King Soopers/City Market (hereinafter referred to as “the Employer”) are parties to collective bargaining agreements with UFCW Local 7 (hereinafter referred to as “the Union”) for the following bargaining units in the State of Colorado: Denver Retail, Broomfield Retail, Colorado Springs Retail, Pueblo Retail, and Grand Junction Retail. The Employer makes the following Offer for a new collective bargaining agreement. Such proposed new Agreements shall contain the provisions of the terminating collective bargaining agreement of such bargaining unit as modified below. This Offer is made to reach a prompt, final agreement on terms and conditions of employment for a successor agreement and to avoid uncertainties and any labor disruption. This offer includes, and is in addition to, any and all signed or otherwise acknowledged tentative agreements executed during the course of these negotiations.

The Employer reserves the right to add to, delete from, amend, correct, modify, or withdraw any of the proposals contained herein for all bargaining units or for one or more specific bargaining units, at any time throughout the course of these negotiations, including if there is any labor disruption or any unprotected conduct under the law. The withdrawal of any proposal in these negotiations shall not be used as evidence against the proponent in any arbitration or other proceeding. For the convenience of the parties, the Employer agrees as an initial matter to engage in voluntary coordinated bargaining discussions for the above noted units together. The Employer reserves the right to bargain each bargaining unit separately and to make separate proposals for individual units.

\*For ease of reference, Article citations are to the Denver Retail Clerks Agreement and are intended to apply to any corresponding Article in non-Denver Clerk contracts, unless otherwise stated.

1. Proposal Withdrawn as part of a TA on mutual withdrawals on 12.17.24
2. Proposal Modified 12.4.24 and Partially Withdrawn as part of a TA on mutual withdrawals on 12.17.24 (portion of proposal related to department heads was withdrawn – no longer shown)

**Article 2. Bargaining Unit Work Jurisdiction**

Modify first paragraph of Section 3 as follows:

**Section 3. Vendor Work:** Direct store delivery vendors who deliver the product categories of beverages (including juice sold in produce/deli departments), cookies and crackers, bakery, pizza, ice cream, chips, specialty/gourmet/natural foods (**including Boars Head**), cosmetics, pet accessories, greeting cards (and related products such as bows, wraps, candles, balloons, ribbons), newspapers, magazines, books and related products shall be allowed to perform all work in connection with the sale of their products directly delivered to the store. For purpose of this provision, the product categories as

used herein shall be interpreted to include all products delivered by such vendor. Additionally, all vendors shall be allowed to stock and otherwise maintain any J-Hook or Clip strip program.

**Note: Hours for bargaining unit members who currently work Boars Head products (as of January 5, 2025\*) shall not be reduced as a direct result of vendor assistance regarding Boars Head.**

**[\* Note: Dates conforming to each contract's 2025 contract expiration to be applied to each agreement.]**

[Remainder of Section remains unchanged]

**3. Article 4. Check-Off**

Delete the Article in its entirety.

**4. Article 8. Rates of Pay**

**[No Change to Article. See Appendix "A" for wage proposal.]**

**5. Proposal modified 11.4.24 and 12.17.24**

**Article 10. Scheduling and Assignment of Hours**

Modify as follows:

**Section 24. Work Schedules and Hours.** Management retains the right to determine the number of hours, and start times of each shift, to be worked within each department and store. Daily scheduled shifts shall not be less than four (4) hours or more than eight (8) hours, at straight-time.

Not later than ten (10) days prior to the start of any workweek, management shall post a list of shifts for each department. Non-management, **full-time** employees shall be allowed to select their schedule from the posted list of shifts for which they are qualified to perform, in seniority order, within their department. ~~Full-time employees shall select first, followed by part-time employees.~~ **Part-time employees will be scheduled based on their seniority and availability, as listed in the electronic scheduler.** No employee shall be allowed to select a schedule that will result in overtime or other penalty provisions, unless expressly authorized by management. The Employee's selection (**or assignment**) shall be recorded on a master work schedule. Employees shall not be permitted to select a portion of a shift. Prior to the start of the selection process, management shall identify approved vacation requests on the schedule.

Management may allow **full-time** employees of one department to select shifts in another department. In this event, the employee must be qualified as defined herein, to perform the work of the other department. In addition, management reserves the right to assign, at its discretion, employees to, and designate the starting times of, any ordering shift.

**Full-time** Employees must immediately make their shift selections at the time directed by management. If an employee fails to promptly select, management shall select on behalf of the employee based on the employee's last written scheduling preference request. In this event, the employee waives all rights to grieve management's scheduling selection.

Unless otherwise approved, or as the result of a reduction in hours, no full-time employee shall select less than forty (40) hours and no part-time employee **hired prior to January 5, 2025\*** shall ~~select~~ **be scheduled** less than twenty (20) hours per week. **No part-time employee hired on or after January 5, 2025\* shall be scheduled for less than sixteen (16) hours in a work week, if the employee is available.**

[\* Note: Dates conforming to each contract's 2025 contract expiration to be applied to each agreement.]

Management may require junior **part-time** employees ~~to select to be scheduled outside of their availability a specific number of shifts so as to facilitate the selection-filling~~ of all shifts from the list. In the event an employee is left with less than minimum hours, but has not been zeroed out, management may pull shifts in reverse seniority order from senior employees to get such employee to minimum hours, or management may elect to zero such employee out and assign any remaining hours in seniority order to senior employees.

The master schedule must be completed and posted by 9:00 AM on Friday prior to the start of the next workweek. Such schedule shall not be changed by management for that workweek except where such change is predicated on circumstances beyond the control of management such as sickness, injury, leaves of absence, vacations, jury duty, funeral leave, significant fluctuations in sales volume, utility failure or Acts of God. Nothing in this section should be construed as preventing management from calling in employees for extra work outside of the posted schedule, from requiring overtime work outside of the posted schedule, or from bringing in additional employees where it appears advisable in the opinion of management. If the schedule is changed pursuant to this section, and hours are reduced, then the master schedule shall be re-bid downward, from the point of the schedule change. If hours are added, such hours shall be assigned as provided in the additional hours section of this Agreement.

[Remainder of Section remains unchanged]

## 6. Article 10:

Modify as follows:

### Section 25: Department Bidding

Delete Section 25

## 7. Article 10: Additional Hours

Modify as follows:

**Section 26. Additional Hours.** The Company would use its best efforts to give employees at least two (2) hours notice if an employee is required to work beyond the end

of their scheduled shift. Employees shall not be subject to discipline for failure to remain at work beyond the end of his/her scheduled shift if less than two (2) hours notice is given except in emergency situations.

~~Management shall post a weekly additional hours request list for their store/department. Employees interested in working additional hours must sign and designate the days they are interested in working additional hours on such list by midnight of the Saturday prior to the start of the applicable workweek.~~

~~When additional hours become available, management shall contact, in seniority order, employees who have requested to work on the day/shift indicated on the request list and offer them the hours.~~ **Any shifts/hours that remain unfilled or open will be offered electronically via the scheduling system. If qualified to perform the work, associates may electronically request to work the additional shift/hours. Management will approve shifts/hours based on seniority of the associates that apply at straight time and then, may at its discretion choose to assign (based on seniority) shifts/hours to associates that apply and for which the additional shifts/hours may create overtime.** If the hours cannot be assigned to the employees requesting them, **or such requests may cause overtime to be incurred**, management may fill the hours at its discretion, including assigning those hours to employees who work in different Local 7 bargaining units within the same banner.

Prior to assigning hours to employees from outside the bargaining unit employees in the home department/bargaining unit shall have priority ~~in shift selections~~, if qualified. In the event available hours are being filled from outside the bargaining unit, the Company shall honor reasonable requests for training from employees within the bargaining unit who wish to claim such hours.

Nothing in this section shall be construed to require management to assign hours at overtime or to employees who have not made a request to work additional hours.

Bargaining Note: The intent of this provision is not to avoid assigning available hours to current department or bargaining unit employees or to avoid hiring for long term needs. Rather, the intent is to fill unexpected business needs.

~~The parties agree to meet at least every six (6) months to discuss issues which may arise from the implementation of this proposal.~~

## **8. Article 11: No Reduction in Pay**

Modify as follows:

**Section 31.** The terms of this Agreement are intended to cover only wages and other employee benefits. The Employer may place superior wages and other benefits in effect and may reduce any premiums to the minimum herein prescribed without the consent of the Union. It is clearly understood that any wage increases are made to a specific progression step and/or job classification within **a specific store within** the bargaining unit. Prior to increasing any rate listed herein, the Employer shall first meet with the Union President or designee, to discuss such change. The meeting between the Employer and the Union shall occur at least two (2) weeks prior to the implementation of the wage

change. It is expressly understood that an employee's wages will not be reduced as a result of this section.

BARGAINING NOTE: Examples: The Employer could offer a premium for all work performed within a specific six (6) week period, and then terminate the premium at the end of the period. An employer could increase the wage rate for a particular job step from \$17.00 to \$18.00 but could not then lower that wage rate back to \$17.00.

9. Proposal Modified 12.4.24

**Article 12: Overtime**

Modify as follows:

**Section 32.** Overtime compensation at the rate of time and one-half (1-1/2x) the employee's base hourly rate of pay shall be paid under the following conditions:

- a. For **employees hired prior to January 5, 2025,\*** for all time worked in excess of eight **and one-half** (8 1/2) hours in any one (1) day.\*\*
- b. For all time worked in excess of forty (40) hours in any one (1) work week as described above.
- c. For hours worked prior to an employee's scheduled starting time when less than eight (8) hours has elapsed since his last previously scheduled quitting time. (There will be at least eight (8) hours between each employee's scheduled quitting time and his next scheduled starting time.)
- d. For all hours scheduled and worked on the sixth and seventh day in a work week by part-time employees who work less than forty (40) hours in that work week. No employee shall be permitted to claim additional hours or schedules which would provide a six (6) or seven (7) day schedule during a work week.

**[\*Note: Dates conforming to each contract's 2025 contract expiration to be applied to each agreement.]**

[\*\*As part of this proposal, also modify Article 11, Section 24 relating to employees who select 10 hour shifts by modifying the corresponding sentence related to daily overtime: "**For employees hired prior to January 5, 2025,\*** Overtime shall be paid for all work in excess of ten **and one-half** (10 1/2) hours in any scheduled workday."]

10. Proposal Modified 11.4.24 and 12.17.24

**Minimum Weekly Schedule**

Modify as follows:

**Section 54.** No regular employee **hired prior to January 5, 2025\*** shall be scheduled for less than twenty (20) hours in a work week, if the employee is available. **No regular**

**employee hired on or after January 5, 2025\* shall be scheduled for less than sixteen (16) hours in a work week, if the employee is available.**

[\* Note: Dates conforming to each contract's 2025 contract expiration to be applied to each agreement.]

~~Section 55. Any employee may indicate his or her desire to be regularly scheduled fewer than twenty (20) hours in a workweek and management will have the discretion to so schedule the employee. An employee can withdraw consent to be so scheduled under this provision at any time. This provision is not intended to circumvent any scheduling provisions of the Collective Bargaining Agreement.~~

~~Bargaining Note: It is the specific intent of the parties that less than minimum hour employees are not a separate classification and shall be subject to Article 10, Section 24 (Retail) on the same basis as other employees.~~

~~For these workers, which the Employer will specifically identify for purposes of audit review, The Employer will make healthcare contributions for any employee who has at least one (1) year of service and who has worked eight hundred (800) hours during any anniversary year following the employee's first anniversary.~~

~~The amount of contributions, which would be retroactive to the beginning of the year once the eight hundred (800) hour threshold is met, is two hundred dollars (\$200.00) per month. Notwithstanding any contributions, qualifications for benefits remains as set forth under Article 37.~~

#### **11. Article 21. Split Shifts – Section 58.**

Modify as follows:

~~There shall be no daily split shifts. There shall be no split shifts unless such shift is requested by the employee. Any employee may indicate his or her desire to work a split shift and management will have discretion to so schedule the employee.~~ A split shift is defined as two work periods separated by more than a normal meal period, but within eight (8) hours. Notwithstanding the above, store meetings which are covered elsewhere in this agreement shall under no circumstances be considered as a split shift.

#### **12. Proposal Modified 12.17.24**

##### **Article 27. Section 68. Definition of Full-Time Employee**

Modify as follows:

In the first sentence change four (4) consecutive weeks to sixteen (16) consecutive weeks. After the words "sixteen (16) consecutive weeks" add the parenthetical: "(twelve (12) consecutive weeks for employees hired prior to January 5, 2025\*)"

[\* Note: Dates conforming to each contract's 2025 contract expiration to be applied to each agreement.]

#### **13. Proposal Withdrawn as part of a package of mutual withdrawals on 12.17.24**

14. Proposal modified 1.2.25 (additions noted in red)

**Article 37. Health And Welfare Coverage**

**Section 97. Trust Fund**

Modify the following subsections as indicated (and make any corollary changes to other subsections as necessary to conform to these changes):

Replace current Employer Contributions and Benefit Levels subsection with the following:

**Employer Contributions and Benefit Levels.** The Employer agrees to contribute the following amounts per month for each eligible employee.

**2025 rate and “Up to” rates through January 1, 2029:**

	Current 2024	2025 – Hours worked in first month following ratification “Up to”	January hours payable in February 2026 “Up to”	January hours payable in February 2027 “Up to”	January hours payable in February 2028 “Up to”
Plan A Hired Before 3/5/2005	\$1,081.82	\$1,114.27	\$1,147.70	\$1,182.13	\$1,217.59
Plan A Hired After 3/5/2005	\$930.63	\$958.55	\$987.31	\$1,016.93	\$1,047.44
Plan B Hired Before 3/5/2005	\$865.44	\$891.40	\$918.14	\$945.68	\$974.05
Plan B Hired After 3/5/2005	\$744.50	\$766.84	\$789.85	\$813.55	\$837.96
Plan C Hired after 3.5.2005	\$469.02	\$483.09	\$497.58	\$512.51	\$527.89

**The “up to” rates through 2028 will be determined as follows:**

1. Using the latest financial data available each September (or most recently available data in preparation for the December fund meeting), co-consultants will develop a forecast through 12/31/2028.
2. In preparing the forecast, the below trend rates will be used.
3. If the forecast projects an ending balance at 12/31/2028 that is below the target reserve level (average of 1.0 months of expense for the 12 months ending 12/31/2028, plus IBNR at 12/31/2028), then the employer contributions will be increased **in accordance with the table above, so that the ending reserve will be equal to the minimum reserve.**
4. In no event will the increase in the employer contribution rate exceed **3.0%** in **2025, 2026, 2027, and 2028.** In no event will the new employer contribution rates be less than the prior year’s employer contribution rate.
5. Co-consultants will work together to develop increases that are as close as possible. In the event co-consultants develop materially different estimates, the lowest increase will be implemented while Trustees resolve the differences between the two estimates of the

co-consultants. Any arbitration concerning the differences between the two estimates shall be held not more than sixty (60) days following deadlock.

Agreed upon trend:

Year	2025	2026	2027	2028
PPO Medical	6.5%	6.5%	6.5%	6.5%
Prescription Drug	10.0%	10.0%	10.0%	10.0%
Dental	4.0%	4.0%	4.0%	4.0%
Vision	3.0%	3.0%	3.0%	3.0%
Time Loss	0.0%	0.0%	0.0%	0.0%
HMO Premium	6.5%	6.5%	6.5%	6.5%
Medicare Advantage	Actual	Actual	Actual	Actual
Life Premium	0.0%	0.0%	0.0%	0.0%
Provider Access Fees	Actual	Actual	Actual	Actual
Stop Loss Premiums	Actual	Actual	Actual	Actual
Administration	3.0%	3.0%	3.0%	3.0%
Investment Income	3.0%	3.0%	3.0%	3.0%

**Any increases in the employer contribution rates described in this Article are contingent upon the trustees adopting the plan changes described elsewhere in this Article. Employer increases are prospective only and are not to be made retroactively.**

**Employee Co-Premiums** – Add the following sentence to this subsection:

**Effective January 1, 2026, the required weekly co-premium amounts for all active employees enrolled in the Plan shall become: \$9.50/week for employee only, \$19/week for employee and children or employee and spouse, and \$29/week for employee, spouse and children/family.**

**Trust Plan Changes** – Add the following to the list of changes described in this subsection:

**As noted above, any increases in the employer contribution rates described in this Article are prospective only and contingent upon** the Trustees of the Rocky Mountain UFCW Unions and Employers Health Benefit Plan (“Active Health Plan”) and the Rocky Mountain UFCW Unions and Employers Health Benefit Plan—Retirees (“Retiree Health Plan”) (the “Plans”) **doing** the following:

Effective January 1, 2026, to implement a custom pharmacy network for the Plans comprised primarily of participating retail employers (and such non-participating pharmacies as necessary to achieve appropriate geo-access for participants) which participants shall be required to utilize as a condition for receiving prescription drug benefits under the Plans.

Effective January 1, 2026, adopt the Optum Premium Formulary (or its equivalent should the Plans’ PBM change in the future).

Effective January 1, 2027, conduct a dependent eligibility audit, with such audit to be repeated a minimum of once every three years.



**Health and Care Management** – Modify as follows:

Eliminate HRQ and HRQ incentive for employees hired after contract expiration (in 2025).

**Retiree's Benefits** – Add the following sentence to the first paragraph:

Effective with the Employer's **March** 2025 contribution, the above-described employer contribution of \$18.34 per eligible active shall cease being made to the Retiree's Health Plan and instead will be diverted to the Active Health Plan until such time as the reserve level for the Retiree's Health Plan reaches **12** months of reserves (after which time such future contributions will resume being made to the Retiree's Health Plan).

**15. Article 39. Pension**

No change to existing language.

**16. City Market, Article 7, Definitions of Classifications**

Modify as follows:

Courtesy Clerk Duties. Courtesy Clerks shall not ~~operate a cash register,~~ stock or price merchandise, unload trucks or trim produce. Nothing herein prohibits a courtesy clerk from checking of code dates, facing, blocking or grooming shelves; nor the removal and replacing of items in the course of cleaning shelves or other fixtures or in the case of equipment breakdown; nor the replacement of merchandise which is abandoned, declined, exchanged or reworked, nor processing reclamation.

- f1. All work connected with the selection of customer purchases from the sales floor including the storage and retrieval thereof, shall be performed by any bargaining unit member, including but not limited to courtesy clerks.
- f2. The Employer may temporarily assign any employee within the bargaining unit, including courtesy clerks, without regard to seniority, to assist with seasonal demands in the floral department. Such employee shall receive hours not claimed by regular floral department employees in the store. Such employees shall not be assigned more than thirty (30) days from their most recent assignment date.

**17. Article 57. Term of Agreement**

The Employer proposes a 4 year (plus one week) term for each contract. New term will be applied in a manner respecting and preserving the staggered expirations of the agreements for each bargaining unit. For instance, Section 160 of the Denver Retail Clerks agreement would have a new term extending from January 5, 2025, through and including January 13, 2029.

**18. Proposal Modified 1.2.25 (change shown in red)**

**Appendix "A"**

All wage increases are prospective only and are to be effective on the later of the dates indicated in the Appendix (as modified) or the first Sunday following ratification.

Proposed wage grid for Appendix A for each bargaining unit attached.

Retain current bargaining note for term of new agreement (2025-29).

## **19. Other Economic Items**

**Open/Discuss**

## **20. Clean up**

Article 27, Section 68: Delete expired “Look Back” paragraph from prior settlement agreement.

Cost of Living Allowance (pg. 70 of Denver Clerks agreement): delete header and paragraph with expired language from 1986 related to cost of living allowance.

## **21. Letters of Understanding/Agreement**

Pull forward into the new agreement the following Letters of Understanding and Letters of Agreement appended to the CBA:

1. Definitions of “Beverages” in CBA.
2. Outdoor Bedding Plant Sales/Holiday Pay
3. Personal Cellphones
4. Employee Buyout
5. Nutrition Clerk Rate of Pay
6. Tuition Reimbursement
7. ACQ Bucket Hours
8. Favorable Settlement Terms – Replace “December 31, 2022” date in letter with “December 31, 2025”
10. Step Down Rights

Modify the following Letters:

**Letter of Understanding – Minimum Wage** Proposal Modified 1.2.25 (shown in red)

Delete prior Letter upon contract expiration. Effective upon ratification, replace Letter with the following:

Effective on ratification, the starting rate in any job classification, excluding courtesy clerks, shall be not less than the operative minimum wage applicable to the store, and each rate above will be at least twenty cents (\$0.20) per hour higher than the previous rate in the progression schedule. The parties agree that the Thereafter rates in this Agreement in Appendix A will not be increased by the operation of this Letter of Agreement (and that no progression rate will exceed the Thereafter rate). This Letter of Agreement expires at the end of the day, January 13, 2029\*.

**Bargaining Note:** In applying the provisions of this Letter of Agreement, the parties understand, for example, that an employee working at a progression step that is adjusted as a result of the operation of this letter would remain at the same step but work under the newly adjusted rate until they complete the remaining hours of that step and advance to the next step.

[\* Note: Dates conforming to each contract's 2029 expiration to be applied to this LOU for each agreement]

### **Letter of Agreement #9: Educational Leave of Absence**

Replace existing language with the following:

Company may introduce an educational leave of absence program at its discretion. The content and administration of such program (including the right to modify, terminate, and initiate a program) is at the sole discretion of the King Soopers/City Market division. In instances where the program changes, the Company will notify the union prior to the implementation of the changes.

### **Other**

Discuss any letters that parties are aware of that may not be appended to CBA, including language in prior settlement agreement regarding Instacart, as modified below:

Pull forward the following language from the parties' "Settlement of Instacart disputes" in the 2022 Settlement Agreement and clarify and turn into a Letter of Agreement as follows:

### **Letter of Agreement Instacart**

The Union agrees to specifically withdraw any and all grievances and unfair labor practice charges concerning the Company doing business with Instacart. The Company agrees that there shall be no installation of Instacart "hubs" or "checkstands" in the stores. The Company agrees that it shall not terminate the "Pickup" program currently in existence for the 2025-2029 new applicable CBA (though it may modify such program so long as the work performed continues to be bargaining unit work). **Note: The parties agree that should customers using the Instacart platform elect to pick up their groceries at a Company store that such arrangement does not violate this Letter of Agreement.**

Modify Appendix "A" Clerk Rates As follows: Denver (excluding Denver City and Select Stores), Colorado Springs, Pueblo									
<b>DEPARTMENT HEADS, ASSISTANTS, MANAGERS &amp; LEADS</b>									
<b>Department Head: Grocery Only</b>				<b>New CBA</b>					
<b>Weekly Sales Volume (Exclude Fuel &amp; Rx)</b>		<b>1/28/2024</b>	<b>Weekly Sales Volume (Exclude Fuel &amp; Rx)</b>		<b>1/26/25</b>	<b>1/25/26</b>	<b>1/31/27</b>	<b>1/30/28</b>	
\$0 - \$999,999		\$26.11	\$0 - \$999,999		\$27.36	\$28.55	\$29.74	\$30.93	
\$1,000,000 +		\$27.11	\$1,000,000 +		\$28.36	\$29.55	\$30.74	\$31.93	
<b>Department Head: Bakery , Drug/GM , Front-End , Home Hardlines , Produce</b>				<b>New CBA</b>					
<b>Weekly Sales Volume (Exclude Fuel &amp; Rx)</b>		<b>1/28/2024</b>	<b>Weekly Sales Volume (Exclude Fuel &amp; Rx)</b>		<b>1/26/25</b>	<b>1/25/26</b>	<b>1/31/27</b>	<b>1/30/28</b>	
\$0 - \$999,999		\$26.11	\$0 - \$999,999		\$27.36	\$28.11	\$28.86	\$29.61	
\$1,000,000 +		\$27.11	\$1,000,000 +		\$28.36	\$29.11	\$29.86	\$30.61	
<b>Head Clerk: Assistant DH, Floor Supervisor, Floral DH, Pick-Up Leads, Etc.)</b>				<b>New CBA</b>					
<b>No Sales Requirement</b>		<b>1/28/2024</b>	<b>No Sales Requirement</b>		<b>1/26/25</b>	<b>1/25/26</b>	<b>1/31/27</b>	<b>1/30/28</b>	
Payrate		\$24.11	Payrate		\$25.36	\$26.11	\$26.86	\$27.61	
<b>STORE CLERKS &amp; BAGGERS</b>									
<b>All Purpose, Bakery, Customer Service, Nutrition &amp; Store Liquor Clerk</b>				<b>New CBA</b>					
<b>Based On Hours Worked</b>		<b>Progression</b>	<b>1/28/2024</b>	<b>Progression</b>		<b>1/26/25</b>	<b>1/25/26</b>	<b>1/31/27</b>	<b>1/30/28</b>
Start		\$17.50		Start		\$17.65	\$17.90	\$18.15	\$18.40
After 520 Hours		\$17.75		After 520 Hours		\$17.90	\$18.15	\$18.40	\$18.65
After 1560 Hours		\$18.00		After 1560 Hours		\$18.15	\$18.40	\$18.65	\$18.90
After 2600 Hours		\$18.50		After 2600 Hours		\$18.50	\$18.65	\$18.90	\$19.15
After 3640 Hours		\$19.00		After 3640 Hours		\$19.00	\$19.00	\$19.15	\$19.40
After 4680 Hours		\$19.50		After 4680 Hours		\$19.50	\$19.50	\$19.50	\$19.65
After 5720 Hours		\$20.00		After 5720 Hours		\$20.00	\$20.00	\$20.00	\$20.00
After 6760 Hours		\$20.50		After 6760 Hours		\$20.50	\$20.50	\$20.50	\$20.50
After 7800 Hours		\$22.61		After 7800 Hours		\$23.86	\$24.61	\$25.36	\$26.11
Grandfathered : All Purpose Clerk		\$23.11		Grandfathered : All Purpose Clerk		\$24.36	\$25.11	\$25.86	\$26.61
<b>Courtesy Clerk</b>				<b>New CBA</b>					
<b>Based On Years Of Service</b>		<b>Progression</b>	<b>1/28/2024</b>	<b>Progression</b>		<b>1/26/25</b>	<b>1/25/26</b>	<b>1/31/27</b>	<b>1/30/28</b>
Start		\$17.00		Start		\$17.25	\$17.50	\$17.75	\$18.00
After 36 Months		\$17.55		After 36 Months		\$17.75	\$18.00	\$18.25	\$18.50
After 72 Months		\$18.10		After 72 Months		\$18.25	\$18.50	\$18.75	\$19.00
After 108 Months		\$18.65		After 108 Months		\$18.75	\$19.00	\$19.25	\$19.50
<b>PHARMACY TECHNICIANS</b>									
<b>Pharmacy Technicians</b>				<b>New CBA</b>					
<b>Based On Hours Worked</b>		<b>Progression</b>	<b>1/28/2024</b>	<b>Progression</b>		<b>1/26/25</b>	<b>1/25/26</b>	<b>1/31/27</b>	<b>1/30/28</b>
Start		\$18.00		Start		\$20.15	\$20.75	\$21.35	\$21.95
After 1040 Hours		\$18.45		After 1040 Hours		\$20.65	\$21.25	\$21.85	\$22.45
After 2080 Hours		\$19.15		After 2080 Hours		\$21.15	\$21.75	\$22.35	\$22.95
After 2600 Hours		\$20.60		After 2600 Hours		\$21.85	\$22.60	\$23.35	\$24.10
<b>Certified Pharmacy Technicians</b>				<b>New CBA</b>					
<b>Based On Hours Worked</b>		<b>Progression</b>	<b>1/28/2024</b>	<b>Progression</b>		<b>1/26/25</b>	<b>1/25/26</b>	<b>1/31/27</b>	<b>1/30/28</b>
Start		\$20.25		Start		\$21.65	\$22.25	\$22.85	\$23.45
After 1040 Hours		\$20.90		After 1040 Hours		\$22.50	\$23.10	\$23.70	\$24.30
After 2080 Hours		\$21.55		After 2080 Hours		\$23.35	\$23.95	\$24.55	\$25.15
After 2600 Hours		\$23.35		After 2600 Hours		\$24.60	\$25.35	\$26.10	\$26.85
<b>Senior Certified Pharmacy Technicians</b>				<b>New CBA</b>					
<b>Based On Hours Worked</b>		<b>Progression</b>	<b>1/28/2024</b>	<b>Progression</b>		<b>1/26/25</b>	<b>1/25/26</b>	<b>1/31/27</b>	<b>1/30/28</b>
Start		\$23.80		Start		\$24.90	\$25.60	\$26.30	\$27.00
After 1040 Hours		\$24.80		After 1040 Hours		\$25.80	\$26.50	\$27.20	\$27.90
After 2080 Hours		\$25.80		After 2080 Hours		\$26.70	\$27.40	\$28.10	\$28.80
After 2600 Hours		\$27.10		After 2600 Hours		\$28.35	\$29.10	\$29.85	\$30.60
12									
<b>Lead Certified Pharmacy Technicians</b>				<b>New CBA</b>					
<b>No Sales Requirement</b>		<b>Job Title</b>	<b>1/28/2024</b>	<b>Progression</b>		<b>1/26/25</b>	<b>1/25/26</b>	<b>1/31/27</b>	<b>1/30/28</b>
		Certified Lead Tech	\$24.35	Certified Lead Tech		\$25.60	\$26.35	\$27.10	\$27.85
		Senior Certified Lead Tech	\$28.10	Senior Certified Lead Tech		\$29.35	\$30.10	\$30.85	\$31.60

**Modify Appendix "A" Clerk Rates As follows: Select Stores**  
**Store Locations - 8, 27, 96, 100, 108, 110, 137**

**DEPARTMENT HEADS, ASSISTANTS, MANAGERS & LEADS**

**Department Head: Grocery Only**

**New CBA**

Weekly Sales Volume (Exclude Fuel & Rx)	1/28/2024	Weekly Sales Volume (Exclude Fuel & Rx)	1/26/25	1/25/26	1/31/27	1/30/28
\$0 - \$999,999	\$26.11	\$0 - \$999,999	\$27.36	\$28.55	\$29.74	\$30.93
\$1,000,000 +	\$27.11	\$1,000,000 +	\$28.36	\$29.55	\$30.74	\$31.93

**Department Head: Bakery , Drug/GM , Front-End , Home Hardlines , Produce**

**New CBA**

Weekly Sales Volume (Exclude Fuel & Rx)	1/28/2024	Weekly Sales Volume (Exclude Fuel & Rx)	1/26/25	1/25/26	1/31/27	1/30/28
\$0 - \$999,999	\$26.11	\$0 - \$999,999	\$27.36	\$28.11	\$28.86	\$29.61
\$1,000,000 +	\$27.11	\$1,000,000 +	\$28.36	\$29.11	\$29.86	\$30.61

**Head Clerk: Assistant DH, Floor Supervisor, Floral DH, Pick-Up Leads, Etc.)**

**New CBA**

No Sales Requirement	1/28/2024	No Sales Requirement	1/26/25	1/25/26	1/31/27	1/30/28
Payrate	\$24.11	Payrate	\$25.36	\$26.11	\$26.86	\$27.61

**STORE CLERKS & BAGGERS**

**All Purpose, Bakery, Customer Service, Nutrition & Store Liquor Clerk**

**New CBA**

Based On Hours Worked	Progression	1/28/2024	Progression	1/26/25	1/25/26	1/31/27	1/30/28
Start		\$18.00	Start	\$19.25	\$19.40	\$19.90	\$20.40
After 520 Hours		\$18.25	After 520 Hours	\$19.50	\$19.65	\$20.15	\$20.65
After 1560 Hours		\$18.50	After 1560 Hours	\$19.75	\$19.90	\$20.40	\$20.90
After 2600 Hours		\$18.75	After 2600 Hours	\$20.00	\$20.15	\$20.65	\$21.15
After 3640 Hours		\$19.00	After 3640 Hours	\$20.25	\$20.40	\$20.90	\$21.40
After 4680 Hours		\$19.50	After 4680 Hours	\$20.50	\$20.65	\$21.15	\$21.65
After 5720 Hours		\$20.00	After 5720 Hours	\$20.75	\$20.90	\$21.40	\$21.90
After 6760 Hours		\$20.50	After 6760 Hours	\$21.00	\$21.15	\$21.65	\$22.15
After 7800 Hours		\$22.61	After 7800 Hours	\$23.86	\$24.61	\$25.36	\$26.11
Grandfathered : All Purpose Clerk		\$23.11	Grandfathered : All Purpose Clerk	\$24.36	\$25.11	\$25.86	\$26.61

**Courtesy Clerk**

**New CBA**

Based On Years Of Service	Progression	1/28/2024	Progression	1/26/25	1/25/26	1/31/27	1/30/28
Start		\$17.50	Start	\$18.00	\$18.25	\$18.50	\$18.75
After 36 Months		\$17.55	After 36 Months	\$18.25	\$18.50	\$18.75	\$19.00
After 72 Months		\$18.10	After 72 Months	\$18.50	\$18.75	\$19.00	\$19.25
After 108 Months		\$18.65	After 108 Months	\$19.00	\$19.25	\$19.50	\$19.75

**PHARMACY TECHNICIANS**

**Pharmacy Technicians**

**New CBA**

Based On Hours Worked	Progression	1/28/2024	Progression	1/26/25	1/25/26	1/31/27	1/30/28
Start		\$18.50	Start	\$20.15	\$20.75	\$21.35	\$21.95
After 1040 Hours		\$18.75	After 1040 Hours	\$20.65	\$21.25	\$21.85	\$22.45
After 2080 Hours		\$19.50	After 2080 Hours	\$21.15	\$21.75	\$22.35	\$22.95
After 2600 Hours		\$20.60	After 2600 Hours	\$21.85	\$22.60	\$23.35	\$24.10

**Certified Pharmacy Technicians**

**New CBA**

Based On Hours Worked	Progression	1/28/2024	Progression	1/26/25	1/25/26	1/31/27	1/30/28
Start		\$20.25	Start	\$21.65	\$22.25	\$22.85	\$23.45
After 1040 Hours		\$20.90	After 1040 Hours	\$22.50	\$23.10	\$23.70	\$24.30
After 2080 Hours		\$21.55	After 2080 Hours	\$23.35	\$23.95	\$24.55	\$25.15
After 2600 Hours		\$23.35	After 2600 Hours	\$24.60	\$25.35	\$26.10	\$26.85

**Senior Certified Pharmacy Technicians**

**New CBA**

Based On Hours Worked	Progression	1/28/2024	Progression	1/26/25	1/25/26	1/31/27	1/30/28
Start		\$23.80	Start	\$24.90	\$25.60	\$26.30	\$27.00
After 1040 Hours		\$24.80	After 1040 Hours	\$25.80	\$26.50	\$27.20	\$27.90
After 2080 Hours		\$25.80	After 2080 Hours	\$26.70	\$27.40	\$28.10	\$28.80
After 2600 Hours		\$27.10	After 2600 Hours	\$28.35	\$29.10	\$29.85	\$30.60

**Lead Certified Pharmacy Technicians**

**New CBA**

No Sales Requirement	Position	1/28/2024	Position	1/26/25	1/25/26	1/31/27	1/30/28
	Certified Lead Tech	\$24.35	Certified Lead Tech	\$25.60	\$26.35	\$27.10	\$27.85
	Senior Certified Lead Tech	\$28.10	Senior Certified Lead Tech	\$29.35	\$30.10	\$30.85	\$31.60

**Modify Appendix "A" Clerk Rates As follows: Denver City Stores**  
**Store Locations - 1, 5, 7, 19, 21, 26, 29, 35, 56, 72, 83, 93, 115, 123, 124**

**DEPARTMENT HEADS, ASSISTANTS, MANAGERS & LEADS**

**Department Head: Grocery Only**

**New CBA**

Weekly Sales Volume (Exclude Fuel & Rx)	1/28/2024	1/1/2025	Weekly Sales Volume (Exclude Fuel & Rx)	1/26/25	1/25/26	1/31/27	1/30/28
\$0 - \$999,999	\$26.11	\$26.11	\$0 - \$999,999	\$27.36	\$28.55	\$29.74	\$30.93
\$1,000,000 +	\$27.11	\$27.11	\$1,000,000 +	\$28.36	\$29.55	\$30.74	\$31.93

**Department Head: Bakery , Drug/GM , Front-End , Home Hardlines , Produce**

**New CBA**

Weekly Sales Volume (Exclude Fuel & Rx)	1/28/2024	1/1/2025	Weekly Sales Volume (Exclude Fuel & Rx)	1/26/25	1/25/26	1/31/27	1/30/28
\$0 - \$999,999	\$26.11	\$26.11	\$0 - \$999,999	\$27.36	\$28.11	\$28.86	\$29.61
\$1,000,000 +	\$27.11	\$27.11	\$1,000,000 +	\$28.36	\$29.11	\$29.86	\$30.61

**Head Clerk: Assistant DH, Floor Supervisor, Floral DH, Pick-Up Leads, Etc.)**

**New CBA**

No Sales Requirement	1/28/2024	1/1/2025	No Sales Requirement	1/26/25	1/25/26	1/31/27	1/30/28
Payrate	\$24.11	\$24.11	Payrate	\$25.36	\$26.11	\$26.86	\$27.61

**STORE CLERKS & BAGGERS**

**All Purpose, Bakery, Customer Service, Nutrition & Store Liquor Clerk**

**New CBA**

Based On Hours Worked	Progression	1/28/2024	1/1/2025	Progression	1/26/25	1/25/26	1/31/27	1/30/28
Start		\$18.69	\$19.21	Start	\$19.25	\$19.40	\$19.90	\$20.40
After 520 Hours		\$18.94	\$19.46	After 520 Hours	\$19.50	\$19.65	\$20.15	\$20.65
After 1560 Hours		\$19.19	\$19.71	After 1560 Hours	\$19.75	\$19.90	\$20.40	\$20.90
After 2600 Hours		\$19.44	\$19.96	After 2600 Hours	\$20.00	\$20.15	\$20.65	\$21.15
After 3640 Hours		\$19.69	\$20.21	After 3640 Hours	\$20.25	\$20.40	\$20.90	\$21.40
After 4680 Hours		\$19.94	\$20.46	After 4680 Hours	\$20.50	\$20.65	\$21.15	\$21.65
After 5720 Hours		\$20.19	\$20.71	After 5720 Hours	\$20.75	\$20.90	\$21.40	\$21.90
After 6760 Hours		\$20.50	\$20.96	After 6760 Hours	\$21.00	\$21.15	\$21.65	\$22.15
After 7800 Hours		\$22.61	\$22.61	After 7800 Hours	\$23.86	\$24.61	\$25.36	\$26.11
Grandfathered : All Purpose Clerk		\$23.11	\$23.11	Grandfathered : All Purpose Clerk	\$24.36	\$25.11	\$25.86	\$26.61

**Courtesy Clerk**

**New CBA**

Based On Years Of Service	Progression	1/28/2024	1/1/2025	Progression	1/26/25	1/25/26	1/31/27	1/30/28
Start		\$18.29	\$18.81	Start	\$18.85	\$19.30	\$19.80	\$20.30
After 36 Months		\$18.29	\$18.81	After 36 Months	\$18.95	\$19.40	\$19.90	\$20.40
After 72 Months		\$18.29	\$18.81	After 72 Months	\$19.05	\$19.50	\$20.00	\$20.50
After 108 Months		\$18.65	\$18.81	After 108 Months	\$19.15	\$19.60	\$20.10	\$20.60

**PHARMACY TECHNICIANS**

**Pharmacy Technicians**

**New CBA**

Based On Hours Worked	Progression	1/28/2024	1/1/2025	Progression	1/26/25	1/25/26	1/31/27	1/30/28
Start		\$18.69	\$19.21	Start	\$20.15	\$20.75	\$21.35	\$21.95
After 1040 Hours		\$18.94	\$19.46	After 1040 Hours	\$20.65	\$21.25	\$21.85	\$22.45
After 2080 Hours		\$19.19	\$19.71	After 2080 Hours	\$21.15	\$21.75	\$22.35	\$22.95
After 2600 Hours		\$20.60	\$20.60	After 2600 Hours	\$21.85	\$22.60	\$23.35	\$24.10

**Certified Pharmacy Technicians**

**New CBA**

Based On Hours Worked	Progression	1/28/2024	1/1/2025	Progression	1/26/25	1/25/26	1/31/27	1/30/28
Start		\$20.25	\$20.25	Start	\$21.65	\$22.25	\$22.85	\$23.45
After 1040 Hours		\$20.90	\$20.90	After 1040 Hours	\$22.50	\$23.10	\$23.70	\$24.30
After 2080 Hours		\$21.55	\$21.55	After 2080 Hours	\$23.35	\$23.95	\$24.55	\$25.15
After 2600 Hours		\$23.35	\$23.35	After 2600 Hours	\$24.60	\$25.35	\$26.10	\$26.85

**Senior Certified Pharmacy Technicians**

**New CBA**

Based On Hours Worked	Progression	1/28/2024	1/1/2025	Progression	1/26/25	1/25/26	1/31/27	1/30/28
Start		\$23.80	\$23.80	Start	\$24.90	\$25.60	\$26.30	\$27.00
After 1040 Hours		\$24.80	\$24.80	After 1040 Hours	\$25.80	\$26.50	\$27.20	\$27.90
After 2080 Hours		\$25.80	\$25.80	After 2080 Hours	\$26.70	\$27.40	\$28.10	\$28.80
After 2600 Hours		\$27.10	\$27.10	After 2600 Hours	\$28.35	\$29.10	\$29.85	\$30.60

**Lead Certified Pharmacy Technicians**

**New CBA**

No Sales Requirement	Position	1/28/2024	1/1/2025	Position	1/26/25	1/25/26	1/31/27	1/30/28
	Certified Lead Tech	\$24.35	\$24.35	Certified Lead Tech	\$25.60	\$26.35	\$27.10	\$27.85
	Senior Certified Lead Tech	\$28.10	\$28.10	Senior Certified Lead Tech	\$29.35	\$30.10	\$30.85	\$31.60

Modify Appendix "A" Clerk Rates As follows: City Market (Grand Junction, Clifton)						
<b>ASSISTANTS, MANAGERS &amp; LEADS</b>						
<b>Front End / AP CRM</b>			<b>New CBA</b>			
<b>No Sales Requirement</b>		1/28/2024	<b>No Sales Requirement</b>	1/26/25	1/25/26	1/31/27 1/30/28
	Payrate	\$23.66	Payrate	\$24.91	\$25.66	\$26.41 \$27.16
<b>Floral Dept. Manager , Drug/GM Dept. Head Assistant , Customer Service Lead , Floral Lead Clerk &amp; Head Clerk (CAO, File Maintenance, Pick Up Lead)</b>			<b>New CBA</b>			
<b>No Sales Requirement</b>		1/28/2024	<b>No Sales Requirement</b>	1/26/25	1/25/26	1/31/27 1/30/28
	Payrate	\$22.66	Payrate	\$23.91	\$24.66	\$25.41 \$26.16
<b>STORE CLERKS &amp; BAGGERS</b>						
<b>All Purpose, Bakery, Customer Service, Nutrition &amp; Store Liquor Clerk</b>			<b>New CBA</b>			
<b>Based On Hours Worked</b>	<b>Progression</b>	1/28/2024	<b>Progression</b>	1/26/25	1/25/26	1/31/27 1/30/28
	Start	\$17.00	Start	\$17.15	\$17.40	\$17.65 \$17.90
	After 520 Hours	\$17.50	After 520 Hours	\$17.65	\$17.65	\$17.90 \$18.15
	After 1560 Hours	\$18.00	After 1560 Hours	\$18.00	\$18.00	\$18.15 \$18.40
	After 2600 Hours	\$18.50	After 2600 Hours	\$18.50	\$18.50	\$18.50 \$18.65
	After 3640 Hours	\$19.00	After 3640 Hours	\$19.00	\$19.00	\$19.00 \$19.00
	After 4680 Hours	\$19.50	After 4680 Hours	\$19.50	\$19.50	\$19.50 \$19.50
	After 5720 Hours	\$20.00	After 5720 Hours	\$20.00	\$20.00	\$20.00 \$20.00
	After 6760 Hours	\$20.50	After 6760 Hours	\$20.50	\$20.50	\$20.50 \$20.50
	After 7800 Hours	\$21.16	After 7800 Hours	\$22.41	\$23.16	\$23.91 \$24.66
	Grandfathered: Bakery Clerk	\$21.39	Grandfathered: Bakery Clerk	\$22.64	\$23.39	\$24.14 \$24.89
	Grandfathered : All Purpose Clerk	\$21.66	Grandfathered : All Purpose Clerk	\$22.91	\$23.66	\$24.41 \$25.16
<b>Courtesy Clerk</b>			<b>New CBA</b>			
<b>Based On Years Of Service</b>	<b>Progression</b>	1/28/2024	<b>Progression</b>	1/26/25	1/25/26	1/31/27 1/30/28
	Start	\$17.00	Start	\$17.00	\$17.25	\$17.50 \$17.75
	After 36 Months	\$17.55	After 36 Months	\$17.55	\$17.80	\$18.05 \$18.30
	After 72 Months	\$18.10	After 72 Months	\$18.25	\$18.30	\$18.55 \$18.80
	After 108 Months	\$18.65	After 108 Months	\$18.75	\$18.80	\$19.05 \$19.30

All wage increases are prospective only and are to be effective on the later of the dates indicated in this Appendix (as modified) or the first Sunday following ratification.

## Addendum to Company's Offer

In addition to the above proposals, contingent on the parties reaching a fully recommended overall agreement by January 5, 2025, the Employer offers the following additional improvements that address matters raised by the union in its proposals as part of its Offer:

\*For ease of reference, Article citations are to the Denver Retail Clerks and/or Meat Agreement and are intended to apply to any corresponding Article in non-Denver Clerk and/or Meat contracts, unless otherwise stated.

### A. Revisions to Article 27 (Clerks and Meat):

#### ARTICLE 27 SENIORITY

...

#### (Retail Clerks) Section 73. Demotions and Step Downs.

1. Whenever a member of the bargaining unit, classified as a Head Clerk, or above, is demoted ~~or steps down~~, such employee ~~shall~~may be returned to the classification and status (i.e., full-time or part-time) held when he/she accepted the bargaining unit position of Head Clerk or above, or the employee may exercise his/her seniority to claim an open position in accordance with the current Full-Time or Promotion Request Lists posted by the Employer on the web portal. It is understood that the employee must be employed for one continuous year in the bargaining unit prior to the demotion or step down or the employee shall be placed in the position of Courtesy Clerk.
2. Whenever a management employee, who is not a member of the bargaining unit, is demoted, or steps down into the bargaining unit, such employee ~~shall~~may exercise his or her seniority, provided a vacancy (as defined in the collective-bargaining agreement) exists, to claim ~~a position in the bargaining unit in accordance with the Full-time or Promotion Request Lists~~ an open position posted on the Employer's web portal. For the purpose of this Section, the non-bargaining unit management employee shall be deemed to have full company seniority from the first day of assignment into the bargaining unit notwithstanding language set forth in the collective bargaining agreement establishing a thirty (30) day waiting period. It is understood that the employee must be employed for one continuous year in a store or facility covered by a collective bargaining agreement with Local No. 7 immediately preceding the demotion or step down or the employee shall be placed in the position of Courtesy Clerk.
3. This agreement shall not apply when Head Clerks or above are affected by a layoff (as opposed to a demotion or step down). Under such circumstances, the provisions of the collective bargaining agreement concerning layoff shall govern.
4. Notwithstanding the foregoing, it is understood that the demotion and step down of bargaining unit employees will be subject to the provisions of the collective bargaining agreements.
5. Whenever a member of the bargaining unit, in a lesser classified job than Head Clerk, is demoted ~~or steps down, whether voluntary or involuntary~~, such employee ~~may~~shall be returned to the classification and status (i.e. full-time/part-time) held when he accepted the current classification being vacated, or the employee may exercise his seniority to claim an open position in accordance with the current Full-Time or Promotion Request Lists posted by the Employer on the web portal.



**(Meat) Section 71. Demotions for Just Cause.** Except under the layoff provisions, no employee shall be demoted from a higher classification within the bargaining unit without just cause, which includes business need.

Whenever a member of the bargaining unit is demoted, whether voluntary or involuntary, such employee shall ~~may~~ be returned to the classification and status (i.e., full-time/part-time) held when he/she accepted the current classification being vacated, or the employee may exercise his/her seniority to claim an open position posted by the Employer on the web portal. ~~in accordance with the current Full-Time or Promotion Request lists.~~

**B. Add a Proposed Letter of Understanding (Retail Clerks and Meat) as follows:**

**Letter of Understanding**  
**Union Applications**

The Employer understands that the Union has digitized its membership application, and has provided a QR code to the Employer which links to that electronic application. The Employer agrees that, when providing members with a union application as otherwise set forth in the collective bargaining agreement, it shall **direct** employees to utilize the digital application by, **for example,** providing the QR code. **The Employer shall provide a paper application to employees who request a paper application.**

\_\_\_\_\_  
For: Employer

\_\_\_\_\_  
For: UFCW Local 7

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date