

STATER BROS. CONTRACT SETTLEMENT – APRIL 2022

ALL LOCAL UNIONS RECOMMEND ACCEPTANCE OF THIS HISTORIC AGREEMENT

- \$4.50 wage increase for Food Clerks, Meat Cutters, GM/Meat Clerks over 3-year agreement retro to start of contract term.
- All members in the progression steps will receive a minimum wage increase of \$.25 retro to 3/7/2022, the start of the contract term.
- All Service Deli and Bakery workers will be reclassified as Food Clerks (increases over term of contract of up to \$9.95 / hour)
- 28-hour minimum weekly guarantee for all available part-time employees except Clerks' Helpers
- The number of hours that must be worked to reach the top rate of pay is being reduced by 2080 hours so that it now takes only 6,760 hours for GMCs and Food Clerk to reach the top rate of pay.
- 3rd and 4th keys shall receive Department Head rate of pay
- Bereavement Leave can be taken up to 45 days after death
- Benefit improvements (pending ratification of Albertsons, Vons and Ralphs contract:
 - Dental: Cover Implants (as major @70%) and increase annual maximum in 2023 to \$2,000 for Platinum Plus, Platinum, Gold, and Silver Participants;
 - Vision: Increase annual maximum in 2023 to \$200 for Platinum Plus, Platinum, Gold, and Silver Participants;
 - Disability Extension – Provide 6-month disability extension for Platinum Plus, Platinum, Gold, and Silver Participants;
 - HMO: Add another HMO as an option for Platinum Participants; and
 - Courtesy Clerks: Reduce initial eligibility for courtesy clerks to 12 months.
- No changes to pension
- In the event that a store must be temporarily closed due to unforeseen circumstances (fire, earthquake, civil unrest), Stater Bros. will offer employees the opportunity to work at another store to maintain guarantee of hours
- Eligible Holidays not worked – 4 hours pay for PT, 8 hours pay for FT

General Merchandise Clerks	HOURS	CURRENT	NEW	NEW	3/6/2022	3/5/2023	3/3/2024
			STEP	PROGRESSION			
1	0-520	\$15.30			\$15.65		
2	521-1040	\$15.40	1	0-520	\$15.65	\$15.65	\$15.65
3	1041-1560	\$15.50			\$15.85		
4	1561-2080	\$15.60	2	521-1040	\$15.85	\$15.85	\$15.85
5	2081-2600	\$15.70			\$16.05		
6	2601-3120	\$15.80	3	1041-1560	\$16.05	\$16.05	\$16.05
7	3121-3640	\$15.90			\$16.25		
8	3641-4160	\$16.00	4	1561-2080	\$16.25	\$16.25	\$16.25
9	4161-4680	\$16.10	5	2081-2600	\$16.35	\$16.35	\$16.35
10	4681-5200	\$16.20	6	2601-3120	\$16.45	\$16.45	\$16.45
11	5201-5720	\$16.30	7	3121-3640	\$16.55	\$16.55	\$16.55
12	5721-6240	\$16.40	8	3641-4160	\$16.65	\$16.65	\$16.65
13	6241-6760	\$16.50	9	4161-4680	\$16.75	\$16.75	\$16.75
14	6761-7280	\$16.60	10	4681-5200	\$16.85	\$16.85	\$16.85
15	7281-7800	\$16.70	11	5201-5720	\$16.95	\$16.95	\$16.95
16	7801-8320	\$16.80	12	5721-6240	\$17.05	\$17.05	\$17.05
17	8321-8840	\$16.90	13	6241-6760	\$17.35	\$17.35	\$17.35
Thereafter	8841	\$17.05		6761	\$19.05	\$20.05	\$21.55
Department Head		\$18.15			\$20.05	\$21.05	\$22.55
FOOD CLERK	HOURS	CURRENT	NEW	NEW	3/6/2022	3/5/2023	3/3/2024
			STEP	PROGRESSION			
1	0-520	\$15.60			\$15.95		
2	521-1040	\$15.70	1	0-520	\$15.95	\$15.95	\$15.95
3	1041-1560	\$15.80			\$16.15		
4	1561-2080	\$15.90	2	521-1040	\$16.15	\$16.15	\$16.15
5	2081-2600	\$16.00			\$16.35		
6	2601-3120	\$16.10	3	1041-1560	\$16.35	\$16.35	\$16.35
7	3121-3640	\$16.20			\$16.55		
8	3641-4160	\$16.30	4	1561-2080	\$16.55	\$16.55	\$16.55
9	4161-4680	\$16.50	5	2081-2600	\$16.75	\$16.75	\$16.75
10	4681-5200	\$17.00	6	2601-3120	\$17.25	\$17.25	\$17.25
11	5201-5720	\$17.50	7	3121-3640	\$17.75	\$17.75	\$17.75
12	5721-6240	\$18.00	8	3641-4160	\$18.25	\$18.25	\$18.25
13	6241-6760	\$18.50	9	4161-4680	\$18.75	\$18.75	\$18.75
14	6761-7280	\$19.00	10	4681-5200	\$19.25	\$19.25	\$19.25
15	7281-7800	\$19.50	11	5201-5720	\$19.75	\$19.75	\$19.75
16	7801-8320	\$20.00	12	5721-6240	\$20.25	\$20.25	\$20.25
17	8321-8840	\$20.50	13	6241-6760	\$20.75	\$20.75	\$20.75
Thereafter	8840	\$22.50		6761	\$24.50	\$25.50	\$27.00
Department Head		\$23.50			\$25.50	\$26.50	\$28.00

86

SERVICE DELI/BAKERY GMC TO FOOD CLERK CLASSIFICATION

CONVERT - DELI / BAKERY GMC TO CLERK	HOURS	CURRENT	NEW	NEW	3/6/2022	3/5/2023	3/3/2024
			STEP	PROGRESSION			
1	0-520	\$15.30			\$15.95		
2	521-1040	\$15.40	1	0-520	\$15.95	\$15.95	\$15.95
3	1041-1560	\$15.50			\$16.15		
4	1561-2080	\$15.60	2	521-1040	\$16.15	\$16.15	\$16.15
5	2081-2600	\$15.70			\$16.35		
6	2601-3120	\$15.80	3	1041-1560	\$16.35	\$16.35	\$16.35
7	3121-3640	\$15.90			\$16.55	\$16.55	\$16.55
8	3641-4160	\$16.00	4	1561-2080	\$16.55	\$16.55	\$16.55
9	4161-4680	\$16.10	5	2081-2600	\$16.75	\$16.75	\$16.75
10	4681-5200	\$16.20	6	2601-3120	\$17.25	\$17.25	\$17.25
11	5201-5720	\$16.30	7	3121-3640	\$17.75	\$17.75	\$17.75
12	5721-6240	\$16.40	8	3641-4160	\$18.25	\$18.25	\$18.25
13	6241-6760	\$16.50	9	4161-4680	\$18.75	\$18.75	\$18.75
14	6761-7280	\$16.60	10	4681-5200	\$19.25	\$19.25	\$19.25
15	7281-7800	\$16.70	11	5201-5720	\$19.75	\$19.75	\$19.75
16	7801-8320	\$16.80	12	5721-6240	\$20.25	\$20.25	\$20.25
17	8321-8840	\$16.90	13	6241-6760	\$20.75	\$20.75	\$20.75
Thereafter	8841	\$17.05		6761	\$24.50	\$25.50	\$27.00
Department Head		\$18.15			\$25.50	\$26.50	\$28.00

86

MEAT CUTTERS

Meat Cutter- Hired or promoted on or after 9/12/16	HOURS	CURRENT	3/6/2022	3/5/2023	3/3/2024
1	0-520	\$17.55	\$17.55	\$17.55	\$17.55
2	521-1040	\$18.05	\$18.05	\$18.05	\$18.05
3	1041-2080	\$18.65	\$18.65	\$18.65	\$18.65
4	2081-3120	\$19.85	\$19.85	\$19.85	\$19.85
5	3121 - 4160	\$21.15	\$21.15	\$21.15	\$21.15
6	Thereafter	\$23.78	\$25.78	\$26.78	\$28.28
7	Head Meat Cutter	\$24.78	\$26.78	\$27.78	\$29.28

MEAT CUTTERS

Meat Cutter- Hired or promoted prior to 9/12/16	Progressions	CURRENT	3/6/2022	3/5/2023	3/3/2024
1	First 3 months	\$17.55	\$17.55	\$17.55	\$17.55
2	Next 3 months	\$18.05	\$18.05	\$18.05	\$18.05
3	Next 6 months	\$18.65	\$18.65	\$18.65	\$18.65
4	Next 6 months	\$19.85	\$19.85	\$19.85	\$19.85
5	Nest 6 months	\$21.15	\$21.15	\$21.15	\$21.15
6	Thereafter	\$23.78	\$25.78	\$26.78	\$28.28
7	Head Meat Cutter	\$24.78	\$26.78	\$27.78	\$29.28

86

COURTESY CLERKS

		CURRENT	3/6/2022	3/5/2023	3/3/2024
	Pregressions				
	First Three Months	\$15.10	\$15.10	\$15.10	\$15.10
	Next Six Months	\$15.20	\$15.20	\$15.20	\$15.20
	After Nine Months	\$15.30	\$15.30	\$15.30	\$15.30

