

**Wage Reopener and Contract Extension Agreement**  
**between**  
**UFCW Locals 770, 324 and 1167**  
**and**  
**Super A Foods**

UFCW Locals 770, 324 and 1167 (hereinafter “the UFCW Locals”) and Super A Foods are parties to a collective bargaining agreement whose term is March 4, 2019 – March 6, 2022. The parties have met and reached an agreement to increase some of the wage rates in the current agreement and to extend the agreement beyond its current termination date of March 6, 2022 in order to allow the major grocery chains to complete their bargaining before the parties bargain a successor agreement. More specifically the parties agree as follows:

1. All of the provisions of the current collective bargaining agreement, not referenced above, will remain in full force and effect unless and until the Unions give seven (7) days written notice of cancellation.
2. Super A Foods agrees to incorporate all changes to Article 15 – Trust Funds – as are negotiated with Albertsons/Vons and Ralphs during the Retail Food and Meat negotiations.
3. Super A Foods agrees to incorporate the same expiration date as negotiated with Albertsons/Vons and Ralphs during the Retail Food and Meat negotiations.

Attached as Appendix A are the applicable wage rates with all changes highlighted in yellow.

Agreed to and executed this \_\_\_\_ day of December, 2021.

FOR THE EMPLOYER:

FOR THE UNION:

\_\_\_\_\_  
Super A Food, Inc.  
Jim Amen, President

\_\_\_\_\_  
UFCW Union Local 324  
Andrea Zinder, President

\_\_\_\_\_  
UFCW Union Local 770  
John M. Grant, President

\_\_\_\_\_  
UFCW Union Local 1167  
Joe Duffie, President

SUPER A - APPENDIX A – EFFECTIVE 01/01/2022  
HOURLY PAY RATES AND PROGRESSIONS FOR EMPLOYEES

	<b>Current</b>	<b>Effective <u>01/01/2022</u> thru contract expiration</b>	
<b><u>CA Minimum Wage</u></b>	<b>\$14.00</b>	<b>\$15.00</b>	

**MEAT CUTTERS**

	<b>Current as of <u>03/01/2021</u></b>	<b>Effective <u>01/01/2022</u></b>	<b>Effective <u>03/07/2022</u></b>
1 <sup>st</sup> 26 wks	<b>\$14.30</b>	<b>\$17.00</b>	<b>\$17.00</b>
2 <sup>nd</sup> 26 wks	<b>\$15.30</b>	<b>\$18.00</b>	<b>\$18.00</b>
3 <sup>rd</sup> 26 wks	<b>\$16.30</b>	<b>\$19.00</b>	<b>\$19.00</b>
4 <sup>th</sup> 26 wks	<b>\$17.30</b>		
Top Rate (hired or promoted after 6/21/1999)	<b>\$20.68</b>	<b>\$20.68</b>	<b>\$21.18</b>
Red Circled (hired or promoted before 6/21/1999)	<b>\$22.03</b>	<b>\$22.03</b>	<b>\$22.53</b>
Head Meat Cutter	<b>\$23.03</b>	<b>\$23.03</b>	<b>\$23.53</b>

**FOOD CLERK &  
PRO/DELI CLERK**

	<b>Current as of <u>03/01/2021</u></b>	<b>Effective <u>01/01/2022</u></b>	<b>Effective <u>03/07/2022</u></b>
1 <sup>st</sup> 26 wks	<b>\$14.40</b>	<b>\$16.00</b>	<b>\$16.00</b>
2 <sup>nd</sup> 26 wks	<b>15.20</b>	<b>16.50</b>	<b>16.50</b>
3 <sup>rd</sup> 26 wks	<b>16.00</b>	<b>17.40</b>	<b>17.40</b>
4 <sup>th</sup> 26 wks	<b>16.80</b>	<b>18.40</b>	<b>18.40</b>
5 <sup>th</sup> 26 wks	<b>17.40</b>		
Top Rate (hired or promoted after 6/21/1999)	<b>\$19.40</b>	<b>\$19.40</b>	<b>\$19.90</b>
Red Circled (hired or promoted before 6/21/1999)	<b>\$20.85</b>	<b>\$20.85</b>	<b>\$21.35</b>
Department Managers	<b>\$21.85</b>	<b>\$21.85</b>	<b>\$22.35</b>

**BONUS:**

**Effective the first pay period in September 2021, all Red-Circled Food Clerks and Meat Cutters will receive a twenty-five cent (\$0.25) bonus based on all hours worked or paid in the six (6) months from March 2021 through the end of August 2021.**

**Effective March 7, 2022, all Red-Circled Food Clerks and Meat Cutters will receive a twenty-five cent (\$0.25) bonus based on all hours worked or paid in the six (6) months from September 2021 through the end of February 2022.**

**GM CLERK  
MEAT/BAKERY  
CLERK**

	<b>Current as of</b>	<b>Effective</b>	<b>Effective</b>
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	<u>03/01/2021</u>	<u>01/01/2022</u>	<u>03/07/2022</u>
1 <sup>st</sup> 26 wks	14.40	\$16.00	\$16.00
2 <sup>nd</sup> 26 wks	14.80	\$16.50	\$16.50
3 <sup>rd</sup> 26 wks	15.15	\$17.00	\$17.00
Top Rate			
	\$15.92	\$17.50	\$17.50
Department Managers	\$16.92	\$18.50	\$18.50
<b><u>LA Minimum Wage</u></b>	\$14.00	\$15.00	

**MEAT CUTTERS**

	<b>Current as of</b> <u>03/01/2021</u>	<b>Effective</b> <u>01/01/2022</u>	<b>Effective</b> <u>03/07/2022</u>
1 <sup>st</sup> 26 wks	\$14.30	\$17.00	\$17.00
2 <sup>nd</sup> 26 wks	\$15.30	\$18.00	\$18.00
3 <sup>rd</sup> 26 wks	\$16.30	\$19.00	\$19.00
4 <sup>th</sup> 26 wks	\$17.30		
Top Rate (hired or promoted after 6/21/1999)	\$20.68	\$20.68	\$21.18
Red Circled (hired or promoted before 6/21/1999)	\$22.03	\$22.03	\$22.53
Head Meat Cutter	\$23.03	\$23.03	\$23.53

**FOOD CLERK &  
PRO/DELI CLERK**

	<b>Current as of</b> <u>03/01/2021</u>	<b>Effective</b> <u>01/01/2022</u>	<b>Effective</b> <u>03/07/2022</u>
1 <sup>st</sup> 26 wks	\$15.40	\$16.00	\$16.00
2 <sup>nd</sup> 26 wks	16.00	16.50	16.50
3 <sup>rd</sup> 26 wks	16.80	17.40	17.40
4 <sup>th</sup> 26 wks	17.60	18.40	18.40
5 <sup>th</sup> 26 wks	17.40		
Top Rate (hired or promoted after 6/21/1999)	\$19.40	\$19.40	\$19.90
Red Circled (hired or promoted before 6/21/1999)	\$20.85	\$20.85	\$21.35
Department Managers	\$21.85	\$21.85	\$22.35

**BONUS:**

Effective the first pay period in September 2021, all Red-Circled Food Clerks and Meat Cutters will receive a twenty-five cent (\$0.25) bonus based on all hours worked or paid in the six (6) months from March 2021 through the end of August 2021.

Effective March 7, 2022, all Red-Circled Food Clerks and Meat Cutters will receive a twenty-five cent (\$0.25) bonus based on all hours worked or paid in the six (6) months from September 2021 through the end of February 2022.

GM CLERK  
MEAT/BAKERY  
CLERK

	<b>Current as of</b> <b><u>03/01/2021</u></b>	<b>Effective</b> <b><u>01/01/2022</u></b>	<b>Effective</b> <b><u>03/07/2022</u></b>
1 <sup>st</sup> 26 wks	\$15.20	\$16.00	\$16.00
2 <sup>nd</sup> 26 wks		\$16.50	\$16.50
3 <sup>rd</sup> 26 wks		\$17.00	\$17.00
Top Rate	\$15.92	\$17.50	\$17.50
Department Managers	\$16.92	\$18.50	\$18.50