



Our Wage Proposal – August 25, 2019

As we have said throughout negotiations, we want to continue to reward and recognize you with a generous total compensation package that provides you with a good wage, affordable health care benefits and a pension for retirement. Our current proposals will invest nearly \$112 million in new money in your pay and health care and retirement benefits over the next three years.

On August 25, we presented a fair wage proposal that will put more money in your pocket over the term of the contract. We worked hard to ensure that our associates would continue to be competitively paid in the Southern California grocery retail market.

- ✓ We have offered top-rate increases for GM, Food and Meat Clerks that are higher than what we provided in our last agreement, which union members voted and ratified in 2016. We are offering \$1.10 over the three-year term of the contract.
- ✓ We have proposed to renew the Minimum Wage Letter, which benefits associates who are at minimum wage when a new law goes into effect. Associates currently at minimum wage would receive an increase to move their rate above minimum wage any time a new law goes into effect.

See below the breakdown on our current wage proposal.

Bargaining will continue Sept. 4-8. Ralphs looks forward to sitting down with union negotiators and coming together on a contract that affirms our commitment to our associates, bolsters our company's long-term success, and our continued presence in this community.

Company Proposal

8-25-19

LA City, LA County, Pasadena, Santa Monica, and Malibu

	Hours per	Hours	Current	First Sunday Following	3/2/2020	7/1/2020	3/5/2021
GM/Meat Clerk	step	Range	CBA	Ratification			
	600	600	\$13.45	\$14.45	\$14.45	\$15.20	\$15.20
	600	601-1200	\$13.55	\$14.55	\$14.55	\$15.30	\$15.30
	600	1201-1800	\$13.65	\$14.65	\$14.65	\$15.40	\$15.40
	600	1801-2400	\$13.75	\$14.75	\$14.75	\$15.50	\$15.50
	600	2401-3000	\$13.85	\$14.85	\$14.85	\$15.60	\$15.60
	600	3001-3600	\$13.95	\$14.95	\$14.95	\$15.70	\$15.70
	600	3601-4200	\$14.05	\$15.05	\$15.05	\$15.80	\$15.80
	600	4201-4800	\$14.15	\$15.15	\$15.15	\$15.90	\$15.90
	600	4801-5400	\$14.25	\$15.25	\$15.25	\$16.00	\$16.00
	600	5401-6000	\$14.35	\$15.35	\$15.35	\$16.10	\$16.10
	600	6001-6600	\$14.45	\$15.45	\$15.45	\$16.20	\$16.20
	800	6601-7400	\$14.55	\$15.55	\$15.55	\$16.30	\$16.30
	800	7401-8200	\$14.65	\$15.65	\$15.65	\$16.40	\$16.40
	800	8201-9000	\$14.75	\$15.75	\$15.75	\$16.50	\$16.50
	800	9001-9800	\$14.85	\$15.85	\$15.85	\$16.60	\$16.60
Thereafter	9800	9800+	\$15.37	\$15.95	\$16.30	\$16.70	\$17.05
Department Manager			\$16.47	\$17.05	\$17.40	\$17.80	\$18.15

	Hours per	Hours	Current	First Sunday Following	3/2/2020	7/1/2020	3/5/2021
Food	step	Range	CBA	Ratification			
	1000	0-1000	\$13.65	\$14.65	\$14.65	\$15.40	\$15.40
	1000	1001-2000	\$13.75	\$14.75	\$14.75	\$15.50	\$15.50
	600	2001-2600	\$13.85	\$14.85	\$14.85	\$15.60	\$15.60
	600	2601-3200	\$13.95	\$14.95	\$14.95	\$15.70	\$15.70
	600	3201-3800	\$14.05	\$15.05	\$15.05	\$15.80	\$15.80
	600	3801-4400	\$14.15	\$15.15	\$15.15	\$15.90	\$15.90
	600	4401-5000	\$14.25	\$15.25	\$15.25	\$16.00	\$16.00
	600	5001-5600	\$14.35	\$15.35	\$15.35	\$16.10	\$16.10
	600	5601-6200	\$14.45	\$15.45	\$15.45	\$16.20	\$16.20
	600	6201-6800	\$14.55	\$15.55	\$15.55	\$16.30	\$16.30
	600	6801-7400	\$15.30	\$15.65	\$15.65	\$16.40	\$16.40
	600	7401-8000	\$16.00	\$16.00	\$16.00	\$16.50	\$16.50
	600	8001-8600	\$16.50	\$16.50	\$16.50	\$16.60	\$16.60
	600	8601-9200	\$17.50	\$17.50	\$17.50	\$17.50	\$17.50
	600	9201-9800	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50
	600	9801-10400	\$19.50	\$19.50	\$19.50	\$19.50	\$19.50
Thereafter	10400	10400+	\$20.95	\$21.35	\$21.70	\$21.70	\$22.05
Department Manager			\$21.95	\$22.35	\$22.70	\$22.70	\$22.05

Company Proposal

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State and Minimum Wage

GM/Meat Clerk	Hours per step	Hours Range	Current	First Sunday Following Ratification					
				1/1/2020	3/2/2020	1/1/2021	3/5/2021	1/1/2022	
	600	600	\$12.20	\$12.20	\$13.20	\$13.20	\$14.20	\$14.20	\$15.20
	600	601-1200	\$12.30	\$12.30	\$13.30	\$13.30	\$14.30	\$14.30	\$15.30
	600	1201-1800	\$12.40	\$12.40	\$13.40	\$13.40	\$14.40	\$14.40	\$15.40
	600	1801-2400	\$12.50	\$12.50	\$13.50	\$13.50	\$14.50	\$14.50	\$15.50
	600	2401-3000	\$12.60	\$12.60	\$13.60	\$13.60	\$14.60	\$14.60	\$15.60
	600	3001-3600	\$12.70	\$12.70	\$13.70	\$13.70	\$14.70	\$14.70	\$15.70
	600	3601-4200	\$12.80	\$12.80	\$13.80	\$13.80	\$14.80	\$14.80	\$15.80
	600	4201-4800	\$12.90	\$12.90	\$13.90	\$13.90	\$14.90	\$14.90	\$15.90
	600	4801-5400	\$13.00	\$13.00	\$14.00	\$14.00	\$15.00	\$15.00	\$16.00
	600	5401-6000	\$13.10	\$13.10	\$14.10	\$14.10	\$15.10	\$15.10	\$16.10
	600	6001-6600	\$13.20	\$13.20	\$14.20	\$14.20	\$15.20	\$15.20	\$16.20
	800	6601-7400	\$13.30	\$13.30	\$14.30	\$14.30	\$15.30	\$15.30	\$16.30
	800	7401-8200	\$13.50	\$13.50	\$14.40	\$14.40	\$15.40	\$15.40	\$16.40
	800	8201-9000	\$13.60	\$13.60	\$14.50	\$14.50	\$15.50	\$15.50	\$16.50
	800	9001-9800	\$13.70	\$13.70	\$14.60	\$14.60	\$15.60	\$15.60	\$16.60
Thereafter		9800+	\$15.37	\$15.77	\$15.77	\$16.12	\$16.12	\$16.47	\$16.70
Department Manager			\$16.47	\$16.87	\$16.87	\$17.22	\$17.22	\$17.57	\$17.80

Food	Hours per step	Hours Range	Current	First Sunday Following Ratification					
				1/1/2020	3/2/2020	1/1/2021	3/5/2021	1/1/2022	
	1000	0-1000	\$12.40	\$12.40	\$13.40	\$13.40	\$14.40	\$14.40	\$15.40
	1000	1001-2000	\$12.50	\$12.50	\$13.50	\$13.50	\$14.50	\$14.50	\$15.50
	600	2001-2600	\$12.60	\$12.60	\$13.60	\$13.60	\$14.60	\$14.60	\$15.60
	600	2601-3200	\$12.70	\$12.70	\$13.70	\$13.70	\$14.70	\$14.70	\$15.70
	600	3201-3800	\$12.80	\$12.80	\$13.80	\$13.80	\$14.80	\$14.80	\$15.80
	600	3801-4400	\$12.90	\$12.90	\$13.90	\$13.90	\$14.90	\$14.90	\$15.90
	600	4401-5000	\$13.00	\$13.00	\$14.00	\$14.00	\$15.00	\$15.00	\$16.00
	600	5001-5600	\$13.10	\$13.10	\$14.10	\$14.10	\$15.10	\$15.10	\$16.10
	600	5601-6200	\$13.20	\$13.20	\$14.20	\$14.20	\$15.20	\$15.20	\$16.20
	600	6201-6800	\$13.70	\$13.70	\$14.30	\$14.30	\$15.30	\$15.30	\$16.30
	600	6801-7400	\$15.30	\$15.30	\$15.30	\$15.30	\$15.40	\$15.40	\$16.40
	600	7401-8000	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.50
	600	8001-8600	\$16.50	\$16.50	\$16.50	\$16.50	\$16.50	\$16.50	\$16.60
	600	8601-9200	\$17.50	\$17.50	\$17.50	\$17.50	\$17.50	\$17.50	\$17.50
	600	9201-9800	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50
	600	9801-10400	\$19.50	\$19.50	\$19.50	\$19.50	\$19.50	\$19.50	\$19.50
Thereafter	10400	10400+	\$20.95	\$21.35	\$21.35	\$21.70	\$21.70	\$22.05	\$22.05
Department Manager			\$21.95	\$22.35	\$22.35	\$22.70	\$22.70	\$23.05	\$23.05