



2024-2027 Retail Clerks and Meat Associates' Collective Bargaining Agreements with UFCW Local 455

# Your New Contract

- Provides More Money for You
- Maintains Affordable Healthcare and a Pension for Your Retirement

## To Our Kroger Associates:

I'd like to take the opportunity to thank you for ratifying your new contract. We are very excited about the agreements and believe they are a win for you and our customers.

Here is a summary of the contracts and all the investments that we are making in you:

- **Provide more pay for all associates**
- **Invest in affordable and industry-leading healthcare**
- **Maintain pension benefits for your retirement**

We believe these agreements reward and recognize your hard work and show our commitment and investment in you.

I encourage you to fully review your new contract, which will be available from your union representative or store leader.

This significant investment in you by Kroger Houston is a win for everyone! Thank you for your ongoing contribution to our success as a team and service to our customers. You are a valued member of our Kroger team.

Sincerely,

Laura Gump, Division President

# INVESTING MORE in YOU

## Your New Contract:

- Invests more money in current associates.
- Significant decreases of 40% in weekly health care contributions, effective 1/1/2025.
- Modifies health care hours eligibility requirements for full-time and part-time employees.
- Minimum guaranteed weekly schedule updated to 4 hr daily or 20 hr weekly
- Increases Short-Term Disability weekly maximum benefit for part-time and full-time associates, effective 1/1/2025.
- Overtime paid at time and one-half for all hours worked over 8 hr/day or 40 hr/week.

## Ratification Bonus – Top Rate & Above

*Will be paid less taxes and deductions*

- Up to \$800 –Top Rate & Above
  - *Department Heads, Assistant Department Heads, Leads, Top-Rate, Full-time and Part-time Clerks, and Courtesy Clerks with 5 or more years' experience.*

## New Four-Step Wage Progression Scale –

- Wage increases for full and part-time clerks; annual contract increases and increases when moving to a new "Step" based on hours worked.
- Pharmacy technician wage scale follows a similar four-step wage progression.
- Fewer steps required to get to Top Rate.
- Once you qualify for the 2<sup>nd</sup> Step or 3<sup>rd</sup> Step, you would not fall below that Step due to a drop in hours. Once you qualify for the 3<sup>rd</sup> Step, you do not drop down to the 2<sup>nd</sup> Step.

## Wage Increase Percentages

| Role & Classification  | 1st year wage increase % | % wage increase over 2 years | % wage increase over 3 years |
|--|--------------------------|------------------------------|------------------------------|
|  | 2/25/2024                | 2/23/2025                    | 2/22/2026                    |
| Dept. Heads (Sales Ex. Pharmacy & Fuel of \$750,000 and less)      | 4.48%                    | 6.73%                        | 8.97%                        |
| Dept. Heads (Sales Ex. Pharmacy & Fuel of \$750,001+)              | 4.39%                    | 6.58%                        | 8.77%                        |
| Convenience Store Manager  | 5.01%                    | 7.52%                        | 10.03%                       |
| Head Checker (Promoted On or After 2/24/91)                        | 5.57%                    | 8.36%                        | 11.14%                       |
| Head Checker (Promoted Prior to 2/24/91)                           | 5.00%                    | 7.50%                        | 10.00%                       |
| Red-Circled FT Clerks  | 5.13%                    | 7.69%                        | 10.25%                       |
| Top-Rate Store Clerks, Fuel Clerks, Night Stockers                 | 5.71%                    | 8.57%                        | 11.43%                       |
| Certified Pharmacy Technician (w/ Texas State Certification)       | 4.74%                    | 7.11%                        | 9.48%                        |
| Head Meat Cutter (Sales Ex. Pharmacy & Fuel of \$750,000 and less) | 4.18%                    | 6.27%                        | 8.36%                        |
| Head Meat Cutter (Sales Ex. Pharmacy & Fuel of \$750,000 and less) | 4.09%                    | 6.14%                        | 8.19%                        |
| Certified Cutter   | 5.35%                    | 8.02%                        | 10.70%                       |
| Red Circled Journeyman Cutter                                      | 4.61%                    | 6.92%                        | 9.22%                        |
| Red Circled Weighers & Wrappers (Assigned Prior to 4/4/2004)       | 5.18%                    | 7.77%                        | 10.36%                       |
| Red Circled Weighers & Wrappers (Assigned Prior to 4/4/2004)       | 5.59%                    | 8.38%                        | 11.17%                       |
| Weighers, Wrappers, Service Clerks & Apprentices                   | 5.71%                    | 8.57%                        | 11.43%                       |

## Plus, a Little...

In addition to the benefits provided by the collective bargaining agreement, Kroger Family of Companies is also pleased to provide all associates with the following:

- Associates receive a 10% discount every day on **Our Brands** items.
- Associates are eligible to save 10% every day on all **Vitacost** brand products. During the first weekend (Fri-Mon) of every month, associates also save 40% on all Vitacost brand products and 20% on national brand products. The savings code is posted on FEED each month on the Associate Deals page.
- Save 20% on all your purchases with **Fred Meyer Jewelers** using your enterprise associate discount. The savings code is posted on FEED each month on the Associate Deals page.
- Shop **FTD Kroger** and save 10% on floral deliveries across the country. The savings link is posted on the Associate Deals page on FEED. Use code EMP10 at checkout to receive your discount. Receive 10% off Bloom Haus branded floral in all our stores with your associate loyalty card.
- Sign up for **PerkSpot** through the Associate Deals page on FEED. Find discounts on rental cars, electronics and more.

## FREE Boost Membership for 1 Year!

Thank you for what you do every day. In February, we were thrilled to announce our offer to associates for a **FREE \$59 Boost membership for one year**. It includes unlimited FREE next-day grocery delivery on orders of \$35 or more, 2X Fuel Points with discounts of up to \$1/gallon and additional savings on Our Brands products. Year-round, our associates work hard to provide an awesome experience for Every Customer, Every Time!. Thank you for all you do to serve our customers and communities every day! **REMEMBER TO SIGN UP on FEED or <https://www.kroger.com/boostassociateoffer>.**

Valid for \$59 off an annual Boost membership and can be redeemed through May 25, 2024 at 11:59 p.m. PT. To receive this offer, you must be an associate employed by an eligible division or business line as of Feb. 3, 2024, and be an associate with a loyalty account when you enroll.