



Your New Contracts

Houston Associates

- Provides More Money for You
- Maintains Affordable Health Care

Contract Effective Dates:
April 12, 2020 – February 24, 2024

To Our Kroger Associates:

I'd like to take the opportunity to thank you for ratifying your new contracts. We are very excited about the new contracts and believe it is a win for you, Kroger, and our customers.

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

- **Provides more pay for all associates**
- **Maintains affordable health care benefits**
- **Better secures pension benefits for your retirement**

We believe this agreement rewards and recognizes your hard work and shows our commitment and investment in you.

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

I hope you will agree that this significant investment by Kroger is a win for everyone! Thank you for your ongoing commitment and service to our customers. You are a valued member of our Kroger Houston team.

Sincerely,

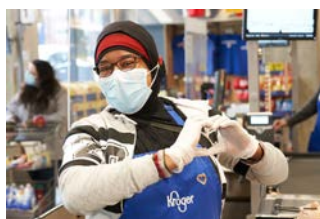
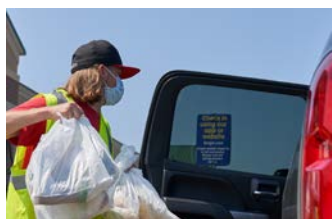
*Laura Urquiza Gump, Division President
 Kroger Houston*

More Money for You

This contract provides more money for our current associates and addresses entry-level wages. Here are some highlights of the changes made to our wage scales:

- **Clerk Entry Rate Increases to \$12 per hour** – Effective Oct. 20, 2022. Increased wages will help recruit, hire, and retain the right talent.
- **Future Pay Increases** – Wage increases of \$.50 per hour, or greater, for all associates in October 2022 and April 2023.
 - ✓ Dept. Heads – \$.50/hr increase in Oct. 2022 and April 2023
 - ✓ PT/ FT Clerks – Up to \$1.50/hr wage increase in Oct. 2022, and up to \$1.00 in April 2023
 - ✓ Red-circled FT Clerks & Head Checkers – \$.50/hr increase in Oct. 2022 and \$.50 increase in April 2023.
 - ✓ FT/PT Fuel Clerks – Up to \$1.60/hr increase Oct. 2022, and up to \$1.00/hr increase in April 2023.
 - ✓ FT/PT RX Techs – \$.50/hr or greater increase in Oct. 2022, and up to \$1.00/hr increase April 2023.
 - ✓ FT/PT Night Stockers – Up to \$1.50/hr wage increase in Oct. 2022, and up to \$1.00/hr in April 2023
 - ✓ FT/PT Meat Apprentice, Weighers & Wrappers, Service Clerks, and Head Meat Cutters – \$.50/hr increase in Oct. 2022 and April 2023

Investing in you — our associates



Stable, Affordable Health Care

Houston associates will merge into a well-established health care plan known as the Atlanta Taft-Hartley Health Care Fund, effective January 1, 2023. Health care coverage will remain the same through 2022.

- Deductibles and out-of-pocket maximums will transition to a new scale on January 1, 2023.
- Prescription co-pays will be reduced effective January 1, 2023.

Effective January 1, 2023		
	In-Network	Out-of Network
Annual Deductible: Single/Family	\$550/\$1,100	\$1,100/\$2,200
Out-Of-Pocket Maximum: Single/Family	\$7,000/\$14,000	\$12,000/\$24,000

Health Care Hours Eligibility

2023 Eligibility	
Individual	27+ hours
Individual plus Child	30 hours
Individual plus Spouse	36 hours
Family Coverage	36 hours

The measurement period for 2023 is Oct. 1, 2021 through Sept. 30, 2022.

Operational Flexibility

- **ADL Training** Asst. Dept. Head training to be conducted 3x/yr. between Feb. 1 & Oct. 31.
- **Department Assistance**
 - Clerks over 18yo may assist in Meat by stocking, hanging tags, cleaning, and sanitation. Clerks will not operate cutting equipment, machinery, or perform any other Meat Dept. work.
 - PT meat clerks over 18yo may assist in other departments by stocking, hanging tags, cleaning, and sanitation. Head Meat Cutters, Meat assistant Department Heads, Certified Meat Cutters, & Journeymen will not be asked to perform work in other departments
- **Meat Clerk Vacation Time** PT Meat associates can gain 4 weeks of vacation after 15 years of service.
- **Personal Holidays** Associates will earn personal holidays faster – giving you paid time off more quickly.



These benefits are made available to eligible employees and their dependents under the terms and conditions of the Collective Bargaining Agreement between UFCW Local 455 and Kroger Houston., effective April 12, 2020, through Feb. 24, 2024. If information on this flyer conflicts with the CBA and benefit documentation from the Trust Fund, the actual contract and trust fund documentation will prevail.