



# SAFeway WAGE REVIEW

The tentative agreement we present to you addresses key priorities identified by members throughout this wage review. From meaningful wage increases for over-scale and top-rated Grid A and Grid B members, to faster wage progression and gains for Pharmacy Assistants and Registered Pharmacy Technicians, this agreement delivers real improvements for Safeway members across multiple classifications.

The agreement provides off-scale wage increases of an additional 0.5% (for a total of 2.5%) effective June 7, 2026, and 3.5% effective June 6, 2027, for over-scale and top-rated Grid A and Grid B members, as well as Management Trainees, Floral Operators, Bakers, and Service Clerks. Grid B members will also benefit from an improved wage scale in 2026 and a shortened wage progression scale in 2027, reducing the scale from 12 steps to 10 steps and helping members reach higher rates faster. Beginning January 2028, the top Grid B rate will increase to \$21.50 per hour.

There have also been wage improvements for Pharmacy Assistants and Registered Pharmacy Technicians. Part-time Pharmacy Assistants and Registered Pharmacy Technicians hired before October 20, 2023 will no longer have their rate of pay reduced if they become Full-Time.

Over-scale and top-rated bakers will receive off-scale wage increases of an additional 0.5% (for a total of 2.5%) effective June 7, 2026, and 3.5% effective June 6, 2027. The agreement also establishes a **new** Grid B Skilled Baker wage scale, including recognition of previous industry experience for qualified bakers.

All off-scale increases will be retroactive to June 7, 2026.

Your bargaining committee is proud of this agreement and is unanimously recommending a YES vote. We believe it delivers meaningful wage gains, improves opportunities to reach higher rates of pay more quickly, and recognizes the valuable contributions of Safeway members across all departments.

We encourage you to review the highlights carefully and participate in the ratification vote. If you have questions, please contact your Union Representative or attend the Telephone Town Hall on Monday, June 22nd at 7:00pm PDT.

In solidarity,  
Your Safeway Bargaining Committee

## In This Document:

- Message from your Bargaining committee (Page 1)
- Wage Review highlights (Page 2)
- Voting Information (Page 2)

## Your Safeway Bargaining Committee

- Daxter Stucki
- Jason Frank
- Jennifer Brown
- Angela Crosato
- Teresa-Lyne Dziedzic
- Armin Reyes
- Dennis Sato
- Marlene White



Your Bargaining Committee



# Highlights of Your Tentative Agreement

## Grid A Members

Over-scale and top-rated Grid A members will receive:

- **Additional 0.5% (for a total of 2.5%)** wage increase effective June 7, 2026
- **3.5%** wage increase effective June 6, 2027

## Grid B Members

Over-scale and top-rated Grid B members earning \$21.00/hour or more will receive:

- **Additional 0.5% (for a total of 2.5%)** wage increase effective June 7, 2026
- **3.5%** wage increase effective June 6, 2027

Additional improvements include:

- Improved Grid B wage scale in 2026
- Wage scale shortened from 12 steps to 10 steps in 2027
- Faster progression to higher rates of pay
- Top Grid B rate increases to **\$21.50**/hour effective January 2028

## Pharmacy Assistants

Improvements have been made to the Pharmacy Assistant Wage Scale:

- Over-scale and top-rated Pharmacy Assistants receive an additional **\$0.40**/hour increase (for a total of **\$1.00**/hour increase) effective June 7, 2027, and an additional **\$0.60**/hour increase effective June 6, 2027
- One wage scale for Full Time and Part Time Pharmacy Assistants
- Part-time Pharmacy Assistants hired before October 20, 2023 will no longer have their rate of pay reduced if they become Full-Time

## Registered Pharmacy Technicians

Improved over-scale and off-scale increases:

- Over-scaled Registered Pharmacy Technicians receive an additional **\$1.40**/hour increase (for a total of **\$2.00**/hour increase) effective June 7, 2026, and an additional **\$0.60**/hour increase effective June 6, 2027, **or** the new top rate of the scale, whichever is higher
- Improvements throughout the wage scale
- Part-time RPTs hired before October 20, 2023 will no longer have their rate reduced if they become Full-Time

## Management Trainees, Floral Operators, Bakers, and Service Clerks

Over-scale and top-rated employees in these classifications will receive:

- **Additional 0.5% (for a total of 2.5%)** wage increase effective June 7, 2026
- **3.5%** wage increase effective June 6, 2027  
Additional improvements include updated wage scales for Management Trainees, Floral Operators, and Bakers.

## Retroactive Pay

- All over-scale and top-rated employees shall receive retroactive pay from June 7, 2026.

# Voting on Your Tentative Agreement

Voting on your tentative agreement will take place online through a secure voting platform.

### Voting Opens:

June 23, 2026 at 9:00 a.m. PDT

### Voting Closes:

June 25, 2026 at 12:00 p.m. PDT

Voting credentials will be sent to members by email when voting opens.

If you do not receive your voting credentials, please contact [reception@ufcw1518.com](mailto:reception@ufcw1518.com) or give us a call at 1-800-661-3708.



View the MOA by scanning the QR Code

If you have questions, please contact your Union Representative or attend the Telephone Town Hall on Monday, June 22nd at 7:00pm PDT.