

TENTATIVE AGREEMENT SUMMARY

SUPERSTORE 2026



We've Got Wages, Benefits & Respect

*With our **largest bargaining team ever**, among other improvements, we've won our **largest wage increases at Superstore ever.***

A Message from Your Union Bargaining Committee

After intense negotiations over the past several weeks, we are proud to share with you this summary of the tentative agreement we reached with Loblaw for BC Superstores.

See the full Memorandum of Agreement at www.ufcw247.com/superstorebargaining

Our goal in bargaining early was to help members achieve immediate gains in a challenging economic environment, knowing that getting more money now would have a compounding effect over the term of any agreement. We did just that!

This agreement (2026-2032) includes **some of the most significant financial gains achieved by union members** in the retail grocery sector in Western Canada in recent years.

There are also significant changes to benefits for full-time employees, and numerous improvements on the issues of respect, scheduling, and much more. We covered so much ground, dealing with over 100 proposals.

With the largest and most representative bargaining team we've ever had, we fought hard for this tentative agreement and worked tirelessly to ensure members were engaged, informed, and involved along the way.

The result is an agreement that we believe is not only an excellent deal; **it will give more money to more members much sooner.**

That's why **we are proud to unanimously recommend members vote YES to approve the tentative agreement and start making more money NOW!**

Your Union Bargaining Committee

Aisha Sabourin 1563 Duncan, **Barb Harris** 1518 Metrotown, **Candice Hicks** 1551 S. Surrey, **Corrina Kilfoy** 1531 Vernon, **Dawn Stevenson** 1521 Surrey, **Helen Yip** 1561 Langley, **Jeffrey Shum & Logan Kreiser** 1519 Coquitlam, **Madelaine Roessler** 1552 W. Kelowna, **Michelle Drysdale** 1523 Chilliwack, **Nalini Nowrang** 1554 Delta, **Sandra Nordstrom** 1522 Kamloops, **Sandra Peters** 1554 Delta, **Sharon Khan** 1520 Grandview Hwy, **Tracy McCarthy** 1527 Victoria



This a Member-Driven Agreement

Before you review this document, we wanted to share a little about how we got here.

Starting in August of 2025, **we put out surveys asking members about their workplace concerns** and how they would like to see bargaining happen. We heard loud and clear from UFCW Local 247 members about wanting a different approach from us in our negotiations with Loblaw.

We had the largest and most representative bargaining team ever! There were roughly 70 members from Superstores and DCs across BC directly involved in bargaining! We gathered at an unprecedented **Bargaining Conference** in April to build our proposals from the ground up!

We were transparent. We shared regular

updates by email, on our website, and through one-on-one conversations in stores.

We got members engaged in the process. We held over 100 events in stores since February. At the end of each week of bargaining, our bargaining committee “fanned out” to the stores, bringing updates direct from the bargaining table to members’ workplaces.

We opened the process up to members. We shared with members how bargaining works, so they know what goes into everything.

“This agreement is truly member-driven,” says UFCW Local 247 President Dan Goodman. “Our committee is the largest and most representative we’ve ever had. And they made a big difference!”



An Important Note on Wage Increases

Our union’s goal on wages was simple: get as much money as possible for as many members as possible – and we did just that!

We had to find ways to **win improvements for those who received less in the past** while also continuing to get the company to **recognize those senior members** who have put in so many years and bring so much of their experience to help the business succeed.

Our committee was fierce in their rejection of early offers from the company. They didn’t just take what was offered. They stood strong and insisted on getting the best structured wage increases possible as well as whatever other possible gains in premiums, benefits, scheduling, and more.

These are the the biggest wage increases we have seen in one contract - and they’re permanent! Not only that, by getting more money for members sooner, the value of this contract will be seen in every hour worked and also over the course of the term of the new agreement.

Our committee insisted on improvements to the wage scales instead of off-scale increases. This ensures that we’re building upon the hard-fought gains of previous agreements, such as in 2022, when we created a harmonized Clerk Scale and removed the historic “Trainee” scale and 75/25 system.

They won permanent increases, not lump sums. Our committee wanted our monetary gains to be permanent, so members will benefit from them every hour that they work and so that they can be built on over the years.

We pushed to have more money up front. That way, there’s a greater compounding value of the contract for members.

“It’s hard to overstate the value of getting these increases early,” says UFCW Local 247 President Dan Goodman, “It costs a lot more for the company to put more money up front, but that’s what we pushed Loblaw to do.”

Please review this document, join our Telephone Town Hall Meetings, and VOTE!

Wage Increases for Top Rate and Over-Scale Members on the Food Specialist/Meat/Baker Scales

Instead of the \$0.35 increase scheduled for July of this year, all top-rated and over-scale members in the Food Specialist, Meat Cutter, and Baker classifications will receive the following increases:

- + \$1.60 (July 2026)
- + \$0.40 (Jan 2027)
- + \$0.50 (July 2028)
- + \$0.50 (July 2029)
- + \$0.55 (July 2030)
- + \$0.55 (July 2031)

\$2 in increases within the first 6 months



The largest permanent wage increase at Superstore ever.

Money is front-loaded. No lump sums.

There is a \$2 per hour permanent wage increase within the first 6 months of this collective agreement. Depending on their current rate of pay, this would be in the range of roughly **6.5% - 7.7%** in the first year of the contract alone.

The remaining increases over the term are still larger than those we have seen in recent years - if not decades - in the BC retail grocery industry.

The total increases over the term of the new agreement are **\$4.10 per hour**, which depending on a member's current rate of pay, would be in range of roughly **13.5% - 16%** of their current rate of pay.

The below tables show the **annual value and compounding impact** of these increases using two examples: a part-time member at or above the top of the Specialist scale, and a full-time member at or above the top of the Specialist scale.

Food Specialist working 20 hrs/wk

	Hours	Raise	Annual Value	Compound Value
Jul 2026	500	\$1.60	\$800.00	\$800.00
Jan 2027	1500	\$0.40	\$600.00	\$3,000.00
Jul 2028	1000	\$0.50	\$500.00	\$2,500.00
Jul 2029	1000	\$0.50	\$500.00	\$3,000.00
Jul 2030	1000	\$0.55	\$550.00	\$3,550.00
Jul 2031	1000	\$0.55	\$550.00	\$4,100.00
Total		\$4.10	\$3,500.00	\$16,950.00

Value of increases over the term

Food Specialist working 37 hrs/wk

	Hours	Raise	Annual Value	Compound Value
Jul 2026	962	\$1.60	\$1,539.20	\$1,539.20
Jan 2027	2886	\$0.40	\$1,154.40	\$5,772.00
Jul 2028	1924	\$0.50	\$962.00	\$4,810.00
Jul 2029	1924	\$0.50	\$962.00	\$5,772.00
Jul 2030	1924	\$0.55	\$1,058.20	\$6,830.20
Jul 2031	1924	\$0.55	\$1,058.20	\$7,888.40
Total		\$4.10	\$6,734.00	\$32,611.80

Value of increases over the term

Clerk Scale: Minimum Wage Protection

A major win for Clerks in this contract is that we got **Minimum Wage protection**.

That means our **Clerk scale is now tied to increases to the BC Minimum Wage**, which goes up every June 1 based on the rate of inflation by legislation. All Clerks in the scale will see a wage increase of the same amount. **No more “lost wage increases” every time the minimum wage goes up!** When the Minimum Wage goes up 2% or 6% all rates on the Clerk scale will keep up.

Clerk Scale that increases with Minimum Wage each year and rates that will go to \$24.00/hr by 2031

Hours	Rate	2026	2027	2028	2029	2030	2031
0	\$18.25	\$18.25					
1000	\$18.25	\$18.35					
2000	\$18.25	\$18.45					
3000	\$18.25	\$18.55					
4000	\$18.25	\$18.65					
5000	\$18.35	\$18.75					
5500	\$18.45	\$18.85					
6000	\$18.55	\$18.95					
6500	\$18.65	\$19.05					
7000	\$18.75	\$19.15					
7500	\$18.85	\$19.25					
8000	\$18.95	\$19.35					
8500	\$19.05	\$19.45					
9000	\$19.15	\$19.55					
9500	\$19.25	\$19.65					
10000	\$19.70	\$21.30	21.90	22.40	22.90	23.45	24.00

When the Minimum Wage goes up on June 1 each year, each rate in the Clerk scale will go up, too.

No more “lost raises”



Top rate or Over Scale Clerks

For those at the top or over the Clerk scale, there are permanent increases as follows:

- + **\$1.60** (July 2026)
- + **\$0.60** (July 2027)
- + **\$0.50** (July 2028)
- + **\$0.50** (July 2029)
- + **\$0.55** (July 2030)
- + **\$0.55** (July 2031)

These increases replace the two \$0.30 increases scheduled for July and December 2027.

The total increases over the term for those at the top or above the Clerk scale are \$4.30 per hour, which depending on a member's current rate of pay, would be an increase of nearly **22%** of their current rate of pay.

The tables at the top of the next page show the **annual value and compounding impact** of these increases using two examples: a part-time member at or above the top of the Clerk scale, and a full-time member at or above the top of the Clerk scale.

Top-rate Clerk working 20 hrs/wk

Example	Hours	Raise	Annual Value	Compound Value
Jul 2026	1000	\$1.60	\$1,600.00	\$1,600.00
Jul 2027	1000	\$0.60	\$600.00	\$2,200.00
Jul 2028	1000	\$0.50	\$500.00	\$2,700.00
Jul 2029	1000	\$0.50	\$500.00	\$3,200.00
Jul 2030	1000	\$0.55	\$550.00	\$3,750.00
Jul 2031	1000	\$0.55	\$550.00	\$4,300.00
Total		\$4.30	\$4,300.00	\$17,750.00

Value of increases over the term

Top-rate Clerk working 37 hrs/wk

Example	Hours	Raise	Annual Value	Compound Value
Jul 2026	1924	\$1.60	\$3,078.40	\$3,078.40
Jul 2027	1924	\$0.60	\$1,154.40	\$4,232.80
Jul 2028	1924	\$0.50	\$962.00	\$5,194.80
Jul 2029	1924	\$0.50	\$962.00	\$6,156.80
Jul 2030	1924	\$0.55	\$1,058.20	\$7,215.00
Jul 2031	1924	\$0.55	\$1,058.20	\$8,273.20
Total		\$4.30	\$8,273.20	\$34,151.00

Value of increases over the term



Addressing the Courtesy Clerk Scale

The **Courtesy Clerk pay scale** now has added steps with a higher cap, including fixed increases up to 5,500 hours worked. Importantly, Courtesy Clerks will now also have **minimum wage protection**. That means the **Courtesy Clerk scale will always keep up with the BC Minimum Wage** and members will not “lose” the raises they’ve earned because the Minimum Wage went up. In recognition of the impact of the BC Minimum Wage increases on the Courtesy Clerk scale in the 2022 agreement, there will be a **signing bonus of \$600 paid to all Courtesy Clerks hired prior to July 22, 2023**.



Pharmacy Assistant Pay Scale Increases

Pharmacy Assistants hired prior to ratification who are top rate or over scale will now move back into the Pharmacy Assistant scale as per their class hours worked.

The Pharmacy Assistant scale will now have a top rate that goes from **\$23.50 as of the date of ratification \$26.00** by July 2031. That’s \$2 up front and then \$0.50 per year.

See the PA scale in the full Memorandum, available for download on our Superstore Bargaining page:



www.ufcw247.com/superstorebargaining

Premiums

We also fought hard to gain recognition for those who are asked to do more or in different conditions. We achieved the following improvements to premiums:



Night Premium up from \$0.75 to **\$1 /hour**.



GM Relief Rate up from \$0.75 to **\$1 /hour**.



Assistant Department Managers promoted after July 2022 will receive not less than **\$0.40 per hour above the top rate** of the applicable wage progression (not the fixed \$20/hr).



NEW Power Lift Truck or Fork Lift Training Premium of **\$0.50 per hour** when training new colleagues in operating a Power Lift Truck or Forklift.

Other Improvements

Sick Notes and Payment for Sick Leave

We addressed changes to leaves of absence requirements set out in BC legislation, including clarifying **when a sick note is needed**.

Importantly, we clarified that **sick leave will be automatically paid out when a person calls in sick** unless they request otherwise - not the other way around.

Bereavement Leave

Greater access to leave when grieving the loss of a family member and **clearer language** to understand entitlements.

Single Day Vacation

Members with 6 or more weeks of vacation entitlement may take 1 week of vacation and break it into 5 single days of vacation. This used to only be available to those with 7 weeks' vacation entitlement.

Boot Allowance

The existing boot allowance for Full-Time Receivers and Grocery Clerks is unchanged.

For all other Full-time employees required to purchase and use safety footwear, however, there will be a **new boot allowance of \$80 paid out twice during the term of the agreement** (Jan 2028 and Jan 2030).

Part-time employees will receive this as well – as long as they have 3 years of service as of December 31 of the payment year.

Full-Time Jobs!

Our committee secured the addition of **56 new Full-Time positions** in the province by December 2027.

We also **clarified the process** for being promoted into a Full-Time position.

Scheduling



Transparency in scheduling

Our union will now have **access to member availability and cross training list information**, enabling better enforcement of the scheduling provisions of the collective agreement.

30-Hour Guarantee

Members currently eligible for a 28 hr guarantee will have the **opportunity to increase their weekly guarantee to 30 hrs**.

Shift Marketplace

We had extensive discussions on Shift Marketplace. **Many of the specific changes we wanted could not be made due to constraints from the developer of the software.** The company heard our concerns, and we advised them that we will continue to press them on these issues through different avenues, such as a new provincial committee we've established.

We were still able to gain protections to **reduce abuse of Shift Marketplace**, including ensuring the employer doesn't hold back on scheduling hours as required by the collective agreement only to later put them into Shift Marketplace.

The company agreed to a **trial to allow automatic shift swaps** without manager approval.

Cross-training

We gained clarity on when cross-training is to happen and how a member can request and be offered cross-training. **Our Union will have access to the cross-training list**, to ensure proper enforcement of this opportunity.

Evening Shift Definition

We gained clarity on the definition of an "evening" shift as one that ends on or after 7pm.

Maintaining 4-Hour Gap

Your committee **stood firm and said NO to a company proposal to remove the 4-hour gap** from our scheduling language.



Benefits

Part-time Benefit Trust contributions

We entered negotiations with concerns about the sustainability of our benefit plan. With increased usage rates and costs, we were concerned that plan trustees might have to reduce benefits or change eligibility rules.

Under the Tentative Agreement, the Employer's contributions to the Benefit Trust will be increased, ensuring the sustainability of the current benefit plan. That means **part-time members will continue to have an accessible and meaningful health and dental benefit plan at no cost.**

Increasing employer contributions helps sustain the plan, so that when trustees evaluate benefit levels, coverage improvements are much more likely to happen.

New Full-time Benefit Plan

Under the Tentative Agreement, **all Full-Time employees will transition to a new Benefit Plan** offered to employees across Canada.

These benefits are notably better than the existing coverage, though **members will be required to pay a premium** (\$24 single, \$48 family), which may result in an increased or decreased cost, depending on your current situation. Coverage improvements include:

- **Expanded paramedical**
- **Removed drug maximums**
- **Increased vision maximums**
- **Orthodontics for Dependent Children**
- **Basic Life & Long-Term Disability coverage**

More details are available at:
www.ufcw247.com/superstorebargaining



Respect

Resolving issues

We agreed to the formation of a new **Provincial Employee Relations Committee (PERC)**, where the company will regularly meet with a member-led Union committee to deal with recurring issues.

Topics are likely to include:

- **Health and safety,**
- **Customer abuse situations,**
- **Industry trends,**
- **Communication issues** (i.e. use of WhatsApp and concerns with OSAT),
- **Scheduling,** and more.

We are hopeful that more continual engagement with the company on these issues will promote quicker resolutions to problems as they arise.

Most importantly, this committee is a great opportunity for members to get involved and hone their leadership skills. **Let us know if you would be interested in serving on the PERC by emailing ufcw@ufcw247.com**

Emergency Codes

In this round of bargaining, we achieved some gains, including **greater visibility of emergency codes** and an assurance that the company will continue to work with the Union on **improving member safety in relation to abusive customers.**

Representation rights

We improved our language to ensure **better representation rights** for members in discipline situations, the **quicker removal of discipline records,** and less pressure from managers when distressed members are asked to provide statements.

Health and Safety

Better language for our Health and Safety Committees, including having Union Representatives involved in Health and Safety committee meetings.



Frequently Asked Questions

How can I learn more about the agreement?

The full Memorandum of Agreement is available for download on our website. You can access it by scanning the code at the bottom of this page.

We are holding Telephone Town Hall Meetings on June 29 at 2:30 PM and 7 PM and June 30 at 9:30 AM - all Pacific Time.

To join a call, all you have to do is answer when we call. If you don't get a call or are disconnected, you can dial in by calling **1-877-229-8493** and entering the **ID Code 116389#**.

How and when can I vote on the agreement?

A membership vote will take place using a secure online voting platform only. There will be no in-person or paper ballots.

Voting will open at 10 AM PT on Tuesday, June 30 and will stay open until 12 PM (Noon) PT on Friday, July 3, 2026.

Voting details can be found in the blue column on this page.

What happens if the agreement is rejected?

If a majority of members voting turn down the agreement by voting NO, then **the terms of the agreement will not be implemented.**

There will be no ability to return to the bargaining table until 2027, and it is uncertain what the outcome of those negotiations could be. Most importantly, **members would lose at least one year of earning significantly higher wages** than those set out in the current agreement.

What is the Bargaining Committee's recommendation when it comes to voting?

Your Union Bargaining Committee is proud to unanimously recommend members vote YES to accept the tentative agreement.

VOTING DETAILS

A ratification vote on the tentative agreement will be held online from Tuesday, June 30 at 10 AM PT until Friday, July 3 at 12 PM PT. You can vote at any time, day or night, during the voting period. All you need is a personal email address and internet connection.

Note that @loblaw.ca email addresses will not work for voting.

Provided we have your personal email address, you can expect to receive your voting credentials and information via email when voting opens on June 30.

Voting details will be sent from our secure, third-party voting service, SimplyVoting (vote@simplyvoting.com).

If you haven't received your voting information by Noon on June 30, please be sure to check your Spam/Junk folder. If you find you did not receive your voting information, please contact us for support.

Union staff will be available to assist members with their tentative agreement questions and voting issues from **9 AM to 9 PM PT** throughout the entire voting period. Contact us at **1-888-361-8329** or by email at ufcw@ufcw247.com.

Visit our website for our updates and full voting and support details.



www.ufcw247.com/superstorebargaining