

MEMORANDUM OF SETTLEMENT

BETWEEN:

SOBEYS CAPITAL INCORPORATED (Safeway Operations), a body corporate carrying on business in the Province of British Columbia, hereinafter referred to as the "Company"

UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL NO. 247, chartered by the United Food & Commercial Workers International Union, hereinafter referred to as the "Union".

This memorandum forms the full and complete resolve to all outstanding issues between the parties. The parties have agreed to take this package to their respective principles with a unanimous recommendation for ratification. All changes to the Collective Agreement are effective the date of ratification unless otherwise specified. Any legitimate errors in this Memorandum of Settlement shall be subject to correction by the parties.

Errors and Omissions Excluded.

**Sobeys Capital Incorporated (Safeway Operations) and UFCW Local 247
2026 Wage Review**

Section 6.01 : Seafood Operators & Assistant Deli Managers

Current Top Rated or Over-scale Seafood Operators and Assistant Deli Managers shall receive the following off scale increase:

**Effective June 7, 2026 – 2.5% increase
Effective June 6, 2027 – 3.5% increase**

Revise “Seafood Operators & Assistant Deli Managers Hired or Promoted after the Date of Ratification [October 20, 2023]” scale as follows:

Accumulated Hours Worked	Current	June 7, 2026	June 6, 2027
0 to 520	\$18.17	\$19.25	\$19.25
521 to 1040	\$19.16	\$20.25	\$20.25
1041 to 1560	\$20.13	\$21.25	\$21.25
1561 to 2080	\$21.10	\$22.00	\$22.00
2081 to 2600	\$22.05	\$22.50	\$22.75
2601 to 3120	\$23.00	\$23.00	\$23.00
Over 3121	\$25.11	\$25.11	\$25.11

Transition: Non top-rated employees will move to the new rate based on their accumulated hours worked on this scale.

Section 6.01 : Post Ratification Grid A Cutter Scale

Current Top Rated or Over-scale Post Ratification Grid A Meat Cutters shall receive the following off scale increase:

**Effective June 7, 2026 – 2.5% increase
Effective June 6, 2027 – 3.5% increase**

Revise “Post Ratification Meat Cutters Hired or Promoted after the Date of Ratification [October 20, 2023]” scale as follows:

Accumulated Hours Worked	Current	June 7, 2026
0 to 1040	\$16.40	\$19.00
1041 to 2080	\$17.03	\$19.75
2081 to 3120	\$18.86	\$21.50
3121 to 4160	\$20.67	\$23.00

**Sobeys Capital Incorporated (Safeway Operations) and UFCW Local 247
2026 Wage Review**

4161 to 5200	\$22.48	\$24.25
5201 to 6240	\$24.27	\$25.75
Over 6240	\$27.26	\$27.26

Transition: Non top-rated employees move to the new rate based on their accumulated hours worked on this scale including the 1040 hours credit. Newly hired/promoted Meat Cutters receive 520 hours credit on the new scale.

Section 6.01 : Grid A Off Scale Wage Increase

Current Top Rated or Over-scale Grid A at time of payment shall receive the following off scale increase:

**Effective June 7, 2026 – 2.5% increase
Effective Jun 6, 2027 – 3.5% increase**

Section 6.01 : Grid B Off Scale Wage Increase

Current Top Rated or Over-scale Grid B Employees making twenty-one dollars (\$21.00) or more at time of payment shall receive the following off scale increase:

**Effective June 7, 2026 – 2.5% increase
Effective June 6, 2027 – 3.5% increase**

Step	Accumulated Hours Worked	Current	June 7, 2026	June 6, 2027
1	0-1040	\$17.85	\$18.25	MW
2	1041-2080	\$17.85	\$18.30	\$18.75
3	2081-3120	\$17.95	\$18.35	\$18.80
4	3121-4160	\$18.05	\$18.50	\$18.85
5	4161-5200	\$18.15	\$18.60	\$19.00
6	5201-6240	\$18.25	\$18.70	\$19.10
7	6241-7280	\$18.35	\$18.80	\$19.20
8	7281-8320	\$18.50	\$19.00	\$19.30
9	8321-9360	\$18.60	\$19.25	\$19.40
10	9361-10,400	\$18.70	\$19.50	\$21.00
11	10,401-11,440	\$18.80	\$19.75	
12	Over 11,441	\$21.00	\$21.00	

**Sobeys Capital Incorporated (Safeway Operations) and UFCW Local 247
2026 Wage Review**

Transition: Employees will slide across the wage scale with their experience hours and receive the corresponding new rate.

**As of June 6, 2027 any employee in step 10 or 11 shall move to \$21.00 per hour.
As of January 2, 2028 step 10 of the Grid B Wage Scale will move to \$21.50 per hour.**

Retroactivity

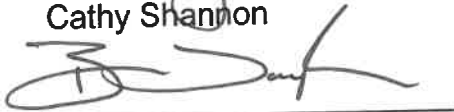
All top-rated and over-scale employees shall receive retroactive pay as outlined above from June 7, 2026 until date of ratification and shall be paid to all employees within thirty (30) calendar days of the date of ratification.

SIGNED THIS 15th DAY OF JUNE, 2026.

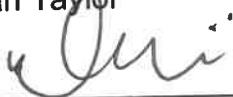
FOR THE UNION



Cathy Shannon



Brian Taylor

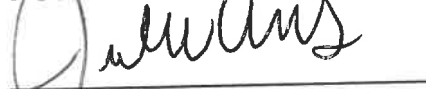


Margaret Robins



Kim Mantel

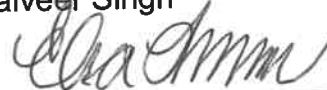
FOR THE COMPANY



Julie Ams



Jaiveer Singh



Eleina Lyngen