

UFCW247 WAGE REVIEW 2026 **TENTATIVE AGREEMENT SUMMARY** **SAFEWAY MEAT, DELI, AND SEAFOOD DEPARTMENTS**

This document represents a summary of the Memorandum of Agreement reached between the Union and the Employer over the Wage Review discussions pursuant to Letter of Understanding #22 of the current Collective Agreement.

Note that these changes apply to only those working in the Meat, Deli, and Seafood departments. Full details are available on our website here: www.ufcw247.com/safeway-bargaining/

The wage review provides meaningful increases in the last two years of our collective agreement and a solid foundation for upcoming collective bargaining at the end of the term of the current agreement. If the agreement is not approved, the matter would be turned to Final Offer Selection (FOS) interest arbitration.

Our UFCW Local 247 bargaining committee unanimously recommends members vote YES to accept the tentative agreement.

RATIFICATION VOTE INFORMATION

A ratification vote on the tentative wage review improvements will begin on **June 23rd at 9 AM PDT** and run until **June 25th at 12 PM PDT**.

Voting will take place online. You will receive your voting credentials and information via email when voting opens on June 23rd.

If you haven't received your voting information by Noon on June 23, please check your Spam/Junk folder and/or please call 1-888-361-8329 or email us at ufcw@ufcw247.com.

Union staff will be available to assist members by phone from 9 AM to 7 PM on June 23-24 and through to the close of the poll on June 25 at Noon.

Members with questions about the tentative agreement are encouraged to contact their Union Representative by calling 1-888-361-8329 or emailing ufcw@ufcw247.com

SCAN TO SEE THE MOA & VOTING DETAILS



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WAGE REVIEW IMPROVEMENTS



Seafood Operators & Assistant Deli Managers

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

- **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.



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
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.



Grid A Off Scale Wage Increase

Current Top Rated or Over-scale Grid A Employees 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**



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	

Transition: Employees on the current scale 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.