

October 3, 2021 –
October 5, 2024
In partnership with
UFCW Local 555



Your New Portland Contract

- Provides More Money for You
- Maintains Affordable Health Care

To Our QFC Associates:

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

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

- **Provides more pay for all associates**
- **Maintains affordable health care benefits**
- **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 QFC is a win for everyone! Thank you for your ongoing commitment and service to our customers. You are a valued member of our QFC team.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Albi".

Chris Albi
President, QFC

More Money for You

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

Wage increases for all Journeyperson associates effective October 3, 2021.

- **Head Clerks/Journeyperson** Associates at the top rate of their progression will receive a dollar increase, every year of the contract term. That's a 3 dollar increase over the contract period!

Apprentices (associates who are working their way through the wage progressions) will receive increases retroactive to January 2, 2022.

- **Apprentices** will receive up to \$2.75 per hour at ratification plus additional increases through the life of the contract.

All increases will be applied in accordance with contract.

Investing in you — our associates



Maintains affordable health care benefits and Secures pension benefits for your retirement.

- The company contributing nearly \$30 million each year for your health care. No changes to your current healthcare benefits.
- The company continues to pay towards your retirement with \$5 million in annual pension contributions.

Benefit Enhancements

- **Bereavement Pay** – Funeral Leave has been expanded to allow associate to grieve, whether or not they attend a funeral for a covered family member as outlined in the contract. The company will also pay on the date the associate is notified if they need to leave work early.
- **Sick Leave Pay** – In addition to aligning with the law on sick leave accrual, and qualifications, the associates with full banks on December 1st and who meet the contract criteria may cash out up to 40 hours of the leave bank!

Commitment to Safety Measures

- **First Aid Kits** – QFC will continue to furnish and maintain a first aid kit in a designated place in stores and will check and replenish any needed supplies on a monthly basis.
- **Master Safety Committee** – In addition to the store level safety committees, with this ratified agreement, we will also establish a Master Safety Committee to review workplace safety matters.



These benefits are made available to eligible employees and their dependents under the terms and conditions of the Collective Bargaining Agreement between UFCW Local 555 and QFC., effective October 3, 2021, through October 5, 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.