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July 31, 2026

Dear Members,

The economics of this tentative agreement represent the largest overall economic package this bargaining unit has ever received.

In addition to these historic wage improvements, we protected your healthcare by maintaining **zero employee cost-sharing for full-time employees**, preserving **100% employer-paid ancillary benefits for part-time employees**, and retaining the **\$600 annual HRA benefit card for all members** after 18 months of service.

Just as importantly, **there are no concessions in this agreement.**

Please review the attached highlight sheets, which summarize key improvements achieved through these negotiations. The full Memorandum of Agreement (MOA) will be available for review at each voting location.

Union Representatives will be present at every voting location to answer your questions before you cast your vote.

Finally, I want to extend my sincere appreciation to your rank-and-file Negotiating Committee for their dedication and countless hours of hard work throughout this process. I also want to thank each of you for your participation and support. Together, we secured an agreement that reflects your priorities and is one that every member can be proud of.

In Solidarity,

Daniel Ross Jr.
President



Tentative Agreement

HIGHLIGHTS

JULY 26, 2026 – JULY 27, 2030

**SHOPRITE
MEAT
MEMBERS**



HISTORIC WAGE IMPROVEMENTS

- Significant wage increases throughout the life of the agreement.
- Increased contractual starting rates for Department Managers and Classified positions.
- Across-the-Board (ATB) wage increases that reward seniority and reduce wage compression.



SENIORITY WINS

- Part-time employees promoted to full-time will receive full credit toward vacation eligibility beginning January 1, 2027, eliminating the longstanding 2-for-1 vacation calculation.
- Improved job protections for employees with less than one year of service.
- Stronger promotion and job bidding procedures.



VACATION IMPROVEMENTS

- Carry over up to 40 hours of unused vacation into the next vacation year.
- Employees with two or more weeks of vacation may use one full week in single-day increments.



LEAVE OF ABSENCE IMPROVEMENTS

- Immediate family bereavement leave increased to five (5) paid days.
- New leave of absence for full-time college students returning to school while protecting seniority and earned benefits.



HOLIDAY IMPROVEMENTS

- Personal Holidays/PTO may now be used on Martin Luther King Jr. Day and Juneteenth.
- Holidays and Personal Days count as hours worked when calculating overtime.
- Pennsylvania members will receive additional Personal Holidays beginning January 1, 2027:
 - 2 additional Personal Holidays for full-time employees.
 - 1 additional Personal Holiday for part-time employees.
- These additional Personal Holidays address Pennsylvania's lack of state-mandated paid sick leave.



SCHEDULING IMPROVEMENTS

- Weekly schedules posted earlier to help members better plan their lives.



SAFETY & SECURITY

New contract language requires the Company and Union to meet regarding:

- Workplace violence prevention.
- Active shooter response.
- Pandemic preparedness.
- Emergency workplace procedures.



UNION RIGHTS

- New hire union orientation with a Steward or Union Representative.



HEALTH CARE

- Continued employer funding to maintain health benefits throughout the agreement.
- No employee cost share for full-time health coverage maintained.
- Part-time ancillary benefits preserved for the life of the agreement.



RETIREMENT

- Increased Retirement Savings Plan contributions.
- Expanded enrollment periods providing additional opportunities for employee contributions.



YOUR NEGOTIATING COMMITTEE PROTECTED WHAT YOU HAVE



PROTECTED YOUR OVERTIME

Employer Proposal:
Eliminate overtime after 35 hours in certain situations.

Result: **REJECTED.**



STOPPED WEEKEND-ONLY POSITIONS

Employer Proposal:
Create weekend-only positions with no benefits that could have reduced overtime opportunities.

Result: **REJECTED.**



YOUR BARGAINING COMMITTEE

— SUPPORTS AND RECOMMENDS —

THE RATIFICATION OF THIS TENTATIVE AGREEMENT.





Tentative Agreement

WAGE GAINS

REAL PROGRESS.



4 YEARS OF
GUARANTEED
WAGE INCREASES



REWARDING
EXPERIENCE &
LOYALTY

IMMEDIATE WAGE IMPROVEMENTS AT RATIFICATION!



At ratification, members in the positions listed below will **immediately** be moved to the new contractual starting wage rates and will also receive the **first annual across-the-board (ATB) wage increase**.

NEW CONTRACTUAL STARTING HOURLY RATES

DEPARTMENT MANAGERS	STARTING HOURLY RATE
Meat Manager	\$29.50
Deli/Apply Manager	\$27.00
*Seafood Manager	\$22.00
*Food Service Manager	\$22.00

CLASSIFIED POSITIONS	STARTING HOURLY RATE
First Journeyman	\$28.50
Journeyman Meatcutter	\$28.00
Meatcutter Class "A"	\$26.00
*Deli 1st Clerk	\$21.00
*Seafood 1st Clerk	\$19.00
*Food Service 1st Clerk	\$19.00



These positions are Employer-designated positions and may not exist in every location.



YOUR UNION. YOUR VOICE. YOUR FUTURE.
Stronger Together!

RECOGNIZING YOUR DEDICATION. REWARDING YOUR SERVICE.

In addition to substantial increases for Department heads and Classified positions, our new agreement is structured to reward seniority and address wage compression with increases based on your length of service.

ACROSS-THE-BOARD (ATB) INCREASES (7/26/26 – 7/22/29)

	7/26/26	7/25/27	7/23/28	7/22/29	TOTAL
DEPARTMENT MANAGERS	\$1.50	\$1.00	\$1.00	\$1.00	\$4.50
CLASSIFIED POSITIONS	\$1.00	\$1.00	\$1.00	\$1.00	\$4.00
10+ YEARS FT OR PT	\$1.00	\$1.00	\$1.00	\$1.00	\$4.00
4–9 YEARS FT OR PT	\$.90	\$.75	\$.75	\$.75	\$3.15
LESS THAN 4 YEARS FT OR PT	\$.40	\$.30	\$.30	\$.40	\$1.40

Full-time and Part-time employees slide in the ATB scale.
Below illustrates how this contract rewards employees based off years of service.

	7/26/26	7/25/27	7/23/28	7/22/29	TOTAL
10+ YEARS	\$1.00	\$1.00	\$1.00	\$1.00	\$4.00
9 YEARS	\$.90	\$1.00	\$1.00	\$1.00	\$3.90
8 YEARS	\$.90	\$.75	\$1.00	\$1.00	\$3.65
7 YEARS	\$.90	\$.75	\$.75	\$1.00	\$3.40
6 YEARS	\$.90	\$.75	\$.75	\$.75	\$3.15
5 YEARS	\$.90	\$.75	\$.75	\$.75	\$3.15
4 YEARS	\$.90	\$.75	\$.75	\$.75	\$3.15
3 YEARS	\$.40	\$.30	\$.75	\$.75	\$2.20
2 YEARS	\$.40	\$.30	\$.30	\$.75	\$1.75
1 YEAR OR LESS	\$.40	\$.30	\$.30	\$.40	\$1.40