

Memorandum of Agreement  
UFCW Local 919

The Stop & Shop Supermarket Company LLC (“the Company”) and the United Food and Commercial Workers Union Local 919 (“the Union”), reached a Memorandum of Agreement for a Successor Agreement on February 12, 2026. Upon ratification, the Successor Agreement will have a term of March 1, 2026 through February 23, 2030. The Successor Agreement will contain the provisions of the Collective Bargaining Agreement that expired on February 28, 2026, except as modified as herein. This Memorandum of Agreement represents the entire Agreement between the Company and the Union.

1. COVER PAGE, AGREEMENT, & ARTICLE 44 – DURATION:

Change dates to reflect the new agreement term of March 1, 2026 through February 23, 2030.

2. ARTICLE 12 – HOURS, SECTION 2(B): HOURS OF WORK FOR PART-TIME:

Amend so that: Effective upon ratification, any part-time employee hired prior to 09/30/2012, who desires to work twenty (20) hours per week or more shall be scheduled for a minimum of twenty (20) hours per week (excluding Sundays), provided they request the additional hours and have a reasonable availability. Grievances involving this minimum shall not be subject to a retroactive remedy.

3. ARTICLE 13 – WEARING APPAREL AND TOOLS:

Amend so that: Eligible employees will receive a \$50 allowance for safety shoes a maximum of one (1) time per year. If a new vendor or authorized retailer is established, the union will be notified. The employer shall continue its practice of offering shoes to be purchased through a vendor or reimbursing an employee for non-slip shoes up to a total of \$50.00 per year.

4. ARTICLE 14 - WAGES:

General Wage Increases (GWI)

Department Heads, Lead Clerks, Night Crew Chiefs and Full-time Clerks who are at or above the top of their respective full-time wage scale (the first full-time GWI applies to all active full-time associates):

	3/1/2026	2/28/2027	2/27/2028	2/25/2029
Full-Time with more than 20 years of FT service*	\$1.25	\$1.00	\$1.00	\$0.75
Full-Time with 12 or more but less than 20 years of FT service*	\$1.00	\$0.90	\$0.90	\$0.70
Full-Time with 7 or more but less than 12 years of FT service*	\$0.875	\$0.85	\$0.85	\$0.675
Full-Time with 3 or more but less than 7 years of FT service*	\$0.825	\$0.75	\$0.75	\$0.675
Full-Time with less than 3 years of FT service*	\$0.75	\$0.70	\$0.675	\$0.625

\*Associates will receive one year of full-time service credit for every two completed years of service prior to their most recent full-time appointment date. For example, an associate most recently hired on January 1, 2003 with a most recent full-time date of January 1, 2024 will receive two (2) years of credit for their current period of full-time service and ten (10) years of credit for their service prior to their most recent full-time date for a total of twelve (12) years of credit.

~~Clerks made full-time on or after April 20, 2016 who are at or above the top of their respective full-time wage scale will receive the GWIs in the above table for the duration of this contract.~~

3/1/2026	2/28/2027	2/27/2028	2/25/2029
N/A	N/A	N/A	N/A

The first full-time GWI applies to all active full-time associates and then they will move to the full-time scale. If, after the 3/1/2026 GWI is applied, the employee's rate is at or beyond the midpoint between the two steps, the employee's rate will be adjusted to the next step. Subsequent GWIs will only apply to full-time associates at the top of the scale.

Part-Time Associates:

	3/1/2026	2/28/2027	2/27/2028	2/25/2029
Part-Time (15 or more years of service)	\$1.00	\$0.90	\$0.90	\$0.70
Part-Time (more than 8 years but less than 15 years of service)	\$0.875	\$0.85	\$0.85	\$0.675
Part-Time (more than 3 years but less than 8 years of service)	\$0.45	\$0.40	\$0.35	\$0.35
Part-Time (more than 6 months but less than 3 years of service)	\$0.40	\$0.30	\$0.30	\$0.30

5. ARTICLE 14 – WAGES, SECTION 4:

Wage Scales for Full-Time Associates ~~Hired or Promoted on or after 4/19/16:~~

Effective 03/01/2026, the Full-Time Clerks scale step of \$797 (\$19.925) will change to \$800 (\$20.00).

Effective 03/01/2027, the Full-time clerks scale will be as follows:

Connecticut

Start	\$20.00
6 months	\$20.50
6 months	\$21.00
6 months	\$21.50
6 months	\$22.00
6 months	\$22.50
6 months	\$23.00
6 months	\$23.50
6 months	\$24.05

On the effective dates above, associates will be placed on the new wage scale based upon their rate of pay immediately before the effective date.

Associates promoted will be placed on the full-time wage scale. If the associate’s rate is less than the midpoint between two steps, the associate will remain in the current step and move to the next step after the required amount of time. If the associate’s rate is at or beyond the midpoint between two steps, the associate’s rate will be adjusted to the next step.

Any associate currently in the progression scale shall remain at least \$2.30 above minimum wage.

If an associate moves to a higher step in this scale due to an increase in minimum wage or movement onto a new scale, they will move to the next higher step six months from the effective date of the increase.

~~For Full-Time Employees Hired or Promoted before 4/19/16, if the employee's~~ whose rate is below the top rate of the scale on the effective dates above, the employee will follow the above wage scale until reaching the top of the scale.

6. ARTICLE 14 WAGES:

Update Classified Stated Rates:

	Current	06/07/2026	06/04/2028
Grocery Dept. Head	\$24.00	\$25.00	\$26.00
Produce Dept. Head	\$24.00	\$25.00	\$26.00
Bakery Lead	\$21.00	\$22.00	\$22.00
Night Crew Chief	\$22.00	\$23.00	\$24.00
Cash Dept. Head	\$23.00	\$24.00	\$25.00
Floral Lead	\$20.00	\$21.00	\$21.00
Assistant Grocery Head	\$20.00	\$21.00	\$21.00
Assistant Produce Head	\$20.00	\$21.00	\$21.00
Online Shopping Lead	\$20.00	\$21.00	\$22.00

Those appointed to any of the classified stated positions on or after April 1, 2026 will receive the stated rate or sixty dollars (\$60.00) per week over their current rate, whichever is greater.

7. ARTICLE 14 WAGES – SECTION 14, PHARMACY TECHNICIANS:

Effective 3/29/26, the starting rate for a Part-Time Certified Pharmacy Technician with or upon completion of certification training provided by Stop & Shop or National Certified Pharmacy Technician (CPhT) Training program will be \$18.00/hr. in Connecticut. Part-Time Pharmacy technicians are eligible for appropriate General Wage Increases.

Effective 6/4/28, the starting rate for a Part-Time Certified Pharmacy Technician with or upon completion of certification training provided by Stop & Shop or National Certified Pharmacy Technician (CPhT) Training program will be \$19.00/hr. in Connecticut. Part-Time Pharmacy technicians are eligible for appropriate General Wage Increases.

No newly hired certified technician shall make more than an incumbent certified technician in the same location, with the same years of certification.

All Full-Time Certified Pharmacy Technicians shall remain at least \$2.30 above minimum wage and shall follow the Full-Time Wage Scale.

Delete Exhibit L.

8. ARTICLE 14 WAGES – SECTION 19, RELIEF MANAGER:

Effective upon ratification, modify:

- A. Change \$7.00 for a daily replacement to ten dollars (\$10.00) for a daily replacement.
- B. Change \$35.00 over their current rate to fifty dollars (\$50.00) over their current rate.
- C. Night Crew Key Holder: When a night crew clerk performs the role of night crew chief, they shall receive ten dollars (\$10.00) for a daily replacement of a night crew chief.

9. ARTICLE 21 - HEALTH & WELFARE

The company contribution rates to the UFCW New England Health Fund for each eligible employee will be as follows. The 30-hour part-time contribution will be made only on those electing coverage.

	Monthly FT Contribution (including opt outs)	Monthly 30+ Hour PT Contribution for those electing health coverage	PT Monthly ancillary benefits only (including 30+ hour PT who opt out)
Current:	\$1,000.00	\$662.00	\$23.00
March 1, 2026	\$1,212.00	\$771.00	\$24.00
March 1, 2027	\$1,391.00	\$871.00	\$24.50
March 1, 2028	\$1,498.00	\$945.00	\$25.50
March 1, 2029	\$1,610.00	\$1,010.00	\$26.00

The Company will maintain a 2.0 month maintenance of reserve to the fund.

Healthcare Bonus and HSA continues for eligible part-time associates.

*Associate Contributions:*

The weekly pre-tax payroll deductions for Health & Welfare will be as follows:

	Associate	Associate + Spouse	Associate + Child(ren)	Family	Part-time (30-hour)
Current	\$19.00	\$30.00	\$30.00	\$38.00	\$19.00
January 1, 2027	\$20.00	\$32.00	\$32.00	\$41.00	\$20.00
January 1, 2028	\$21.00	\$34.00	\$34.00	\$44.00	\$21.00

10. ARTICLE 22 – RETIREMENT:

Effective January 1, 2027, remove 87.5% phase-in for part-time and full-time active participants (75% phase-in remains in place for first five years of participation)

And delete “Support for Rehabilitation Plan” in its entirety from Article 22 – Retirement.

11. ARTICLE 40 – SICK LEAVE:

Amend so that:

For Part-Time Employees hired on or after March 1, 2025:

Effective March 1, 2026, employees with less than twelve (12) months' service shall receive paid sick leave in accordance with State mandated accrual rates, caps and waiting periods.

On January 1st following date of hire, the Company will carry over all unused accrued sick leave. Upon completion of twelve (12) months' service, no additional sick leave shall be accrued under State rules; however, employees shall retain their current unused sick leave.

On an anniversary when an employee receives a new contractual entitlement, if the employee has more unused sick leave than the contractual amount, their balance remains unchanged.

Unused sick leave, up to the applicable annual contractual entitlement will be paid out each January after the first anniversary. Any unused hours in excess of the paid out amount will be carried over to the extent they exceed the contractual amount loaded in January. For example, an employee with a fifteen (15) hour entitlement has thirty-four (34) hours at year end. Fifteen (15) hours get paid out in January and nineteen (19) hours remain. That employee will start the new year with nineteen (19) hours rather than the contractual fifteen (15) hours.

12. EXHIBIT L – PHARMACY TECHNICIAN WAGE MATRIX:

Delete.

13. EXHIBIT O – TECHNOLOGY:

Replace with:

- a. The Employer reserves the right to introduce new technology. The Employer will meet and discuss with the Union the impact of this technology on the workforce.
- b. If the Company desires to make a Technological Change, including implementation of artificial intelligence technology or a change involving new equipment, it agrees to discuss said changes with the Union. This excludes any technology being utilized by the Company at the time of ratification. The Company must provide the Union with twenty-one (21) days advanced notice of said changes. Beginning as soon as twenty-one (21) calendar days after the Employer provides the Union with notice of the changes, the Employer may implement said changes provided no violations of the law or the collective bargaining agreement. Disputes related to any such implementation or use shall be subject to the grievance and arbitration procedure in an expedited fashion.
- c. The Company agrees that it will not use Artificial Intelligence to imitate an employee's likeness and/or voice.

14. Add New Side Letter: MEMBERSHIP APPLICATION

The Company agrees to work with the Union to implement the UFCW Union Membership Application link as part of the Company's onboarding process.

15. A one-time, lump sum ratification bonus, less usual deductions for eligible associates active on the payroll on ratification as follows:

Full Time	\$500
Part-Time (1 or more years of service on ratification)	\$250

The parties agree upon contract drafting to remove or modify any language that is redundant or is no longer deemed relevant.

The parties have hereunto set their hands and seals by their duly authorized officers as of the day and year first written above.

UFCW LOCAL UNION 919:

THE STOP & SHOP SUPERMARKET  
COMPANY LLC:

By: \_\_\_\_\_ date:  
President

By: \_\_\_\_\_ date: