

May 19, 2022

Bob McLauchlin  
Director, Labor Relations  
Albertson's/Safeway – Seattle & Intermountain Divisions  
1121 124th Ave NE  
Bellevue, WA 98005

RE: Newly Negotiated Wage Increases

Dear Mr. McLauchlin:

As you are aware, all the collective bargaining agreements with Safeway and Albertsons were ratified on May 4<sup>th</sup> and 5<sup>th</sup>, 2022. Local 367 negotiated in good faith with the Company and we were able to reach an agreement on Pierce County and all outlying contracts without a labor dispute prior to expiration. The terms of the new contract require payment of the newly negotiated increases effective May 8th for all Pierce County stores.

We understand through the Company's communications that the estimated time for implementation of the wage increases could be several weeks. This is unacceptable. If the Company fails to implement the wages increases on time, please be advised that Local 367 will seek all remedies including retroactive pay and the applicable interest rate for Washington State on all delayed payments.

Sincerely,



Michael Hines  
President  
UFCW UNION NO. LOCAL 367

cc: Officers & Directors