

YOUR FIRST CONTRACT

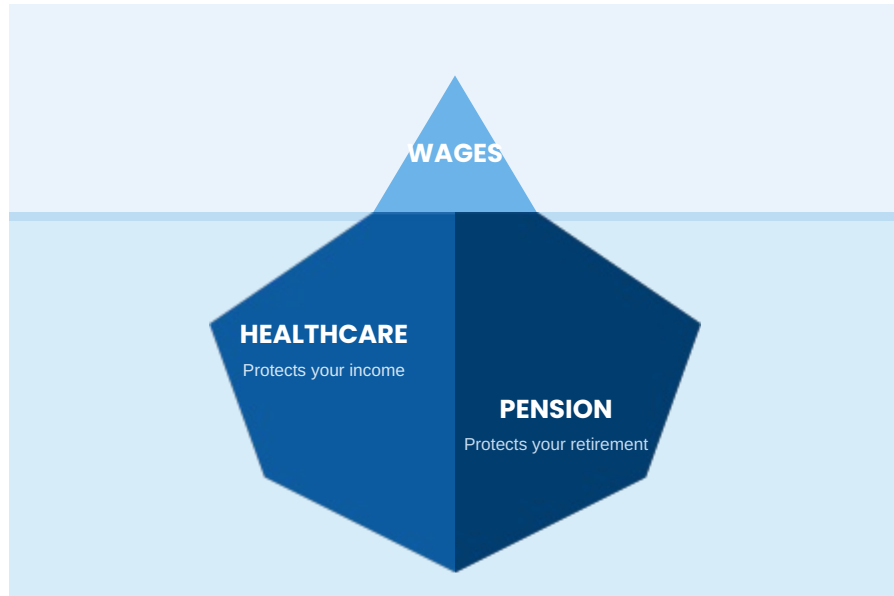
Your Total Compensation

More than the number on your paycheck — wages are just the visible part.

Understanding Our Investment in You

In simple terms, bargaining is how the Company and Union decide where the Company directs its investment in your total contract package — wages, healthcare, and retirement benefits together.

We believe the strongest first contract is one that accounts for the total compensation you're already receiving.



↑ What you see on your paycheck

What's working beneath it ↓

Illustrative only — not drawn to scale of actual dollar value.



Wages

The number on your check stub — visible, direct, and what most people think of first.



Healthcare

A major investment that works quietly in the background to protect your income from medical costs.



Pension

A long-term investment building toward your retirement, on top of your everyday pay.

THE BOTTOM LINE

Bargaining means balancing all three together. **Reaching the right first contract** means weighing wages, healthcare, and retirement as one package — not any single piece alone.

Questions? Talk to your store leader or visit the Contact page.

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