

# HIGHLIGHTS OF THE **COSTCO** **TEAMSTERS** **NATIONAL MASTER** **TENTATIVE AGREEMENT**

Your bargaining committee fought hard and won major improvements in your new contract. Here's some of what's on the table:

## **ECONOMIC GAINS:**

- ✓ \$3 per hour total wage increase by Feb. 2027 (Top of Scale)
- ✓ 22 percent increase in pension contributions in the first year – to be \$2.56/hr.
- ✓ Six weeks (240 hours) of paid vacation for 30-year employees.
- ✓ Pharmacy technician premium increased to \$3 per hour.
- ✓ Lead wage premium increased to \$2 per hour.

## **STRONGER WORKPLACE PROTECTIONS:**

- ✓ Significantly expanded rights for shop stewards.
- ✓ Stronger seniority protections to prevent unfair treatment.
- ✓ Stricter discharge protections to safeguard your job.
- ✓ New safeguards against surveillance to protect your privacy.

This contract is a result of our unity. *But the fight doesn't stop here.*  
The more Costco Teamsters we organize, the more power we have to win even stronger contracts.

***If we want to build on these gains,  
it's up to us to organize!***

## **PROTECT WHAT WE'VE WON.**

# **VOTE YES.**

**VIEW THE FULL  
AGREEMENT:**



**Build our power. Become a Teamsters organizer.  
Talk to your business agent to get involved.**