



Name or Classification: Department Leader

Current Wage Rates

**Average Sales		Clerk Leaders	Meat Leaders
Tier 1	Under \$500K	\$ 19.30	\$ 21.43
Tier 2	\$500K - \$750K	\$ 19.80	
Tier 3	Over \$750K	\$ 20.30	

****excluding Fuel/Rx sales**

New Wage Rates

Clerk Department Leaders					
**Average Sales		Current	10/4/2020	8/8/2021	4/3/2022
Tier 1	Under \$750K	\$ 19.30/19.80	\$ 20.30	\$ 20.80	\$ 21.30
Tier 2	Over \$750K	\$ 20.30	\$ 20.80	\$ 21.30	\$ 21.80
Convenience Store Mgr		\$ 17.75	\$ 18.15	\$ 18.55	\$ 18.95

****excluding Fuel/Rx sales**

New Wage Rates

Meat Department Leaders					
**Average Sales		Current	10/4/2020	8/8/2021	4/3/2022
Tier 1	Under \$750K	\$ 21.43	\$ 21.93	\$ 22.43	\$ 22.93
Tier 2	Over \$750K		\$ 22.43	\$ 22.93	\$ 23.43

****excluding Fuel/Rx sales**

<p>Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus</p>
<p><i>Department Heads - \$600</i></p>



Classification: Assistant Department Head Positions

Current Wage Rates

	<u>Current</u>	<u>10/4/2020</u>	<u>8/8/2021</u>	<u>4/3/2022</u>
Full-time	\$ 15.25	\$ 15.65	\$ 16.05	\$ 16.45

	<u>Current</u>	<u>10/4/2020</u>	<u>8/8/2021</u>	<u>4/3/2022</u>
Part-time	\$ 12.15	\$ 12.55	\$ 12.95	\$ 13.35

Department Leads = Top Rate + Premium of:

<u>Sales Volume</u>	<u>Current</u>	<u>10/4/2020</u>
\$750,001+	\$0.90	\$1.00
\$500,001 - \$750,000	\$0.65	\$1.00
\$500,000 and less	\$0.50	\$1.00

Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus
<i>Top-Rate Part-time Lump Sum - \$300</i>
<i>Top-Rate Full-time Lump Sum - \$500</i>



Classification: Lead Positions

Current Wage Rates

	Current	10/4/2020	8/8/2021	4/3/2022
Full-time	\$ 15.25	\$ 15.65	\$ 16.05	\$ 16.45

	Current	10/4/2020	8/8/2021	4/3/2022
Part-time	\$ 12.15	\$ 12.55	\$ 12.95	\$ 13.35

Department Leads = Top Rate + Premium of:

- \$ 0.50 Apparel, Bistro Chef, Cake Decorator, Coffee Shop, File Maintenance, Frozen Food, Fuel, Grocery, Head Checker, Murray's Cheese, Nature Market, Scan Coordinator Seafood, Wine Consultant*
- \$ 1.00 Back Door Receiver, Floral, e-Commerce, Dairy

<p>Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus</p>
<p><i>Top-Rate Part-time Lump Sum - \$300</i></p> <p><i>Top-Rate Full-time Lump Sum - \$500</i></p>



Classification: Full-Time Clerks

Current and New Wage Rates

<u>Current</u>	<u>10/4/2020</u>	<u>2/7/2021</u>	<u>8/8/2021</u>	<u>2/6/2022</u>	<u>4/3/2022</u>
\$10.00/\$10.20/\$10.60	\$10.00/\$10.20/\$10.60	\$ 11.00		\$ 11.50	
\$11.00/\$11.40	\$11.00/\$11.40	\$ 12.00		\$ 12.50	
\$ 12.00	\$ 12.00	\$ 13.00		\$ 13.50	
\$ 13.00	\$ 13.00	\$ 14.00		\$ 14.50	
\$ 14.00	\$ 14.00	\$ 15.65	\$ 16.05		\$ 16.45

<u>Current</u>	<u>10/4/2020</u>	<u>8/8/2021</u>	<u>4/3/2022</u>
\$ 15.25	\$ 15.65	\$ 16.05	\$ 16.45

Department Leads = Top Rate + Premium of:

- \$ 0.50 Apparel, Bistro Chef, Cake Decorator, Coffee Shop, File Maintenance, Frozen Food, Fuel, Grocery, Head Checker, Murray's Cheese, Nature Market, Scan Coordinator Seafood, Wine Consultant*
**Wine Consultant - Store must maintain average weekly sales in excess of \$25,000 in wine (beer excluded)*
- \$ 1.00 Back Door Receiver, Floral, e-Commerce, Dairy

New Full-Time Top Rate would be \$16.45 by the end of the contract.

**All calculations are based on base rate of pay minus premium, and all store premiums should be added to base rate of pay to figure new rate. Premiums associated with specialized roles are currently included in rates reflected in Express HR.

Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus

Top-Rate Full-time Lump Sum - \$500



Classification:

Part-Time Clerks

Current Wage Rates

Current	10/4/2020	2/7/2021	8/8/2021	2/6/2022	4/3/2022
\$10.00/\$10.20/\$10.60	\$10.00/\$10.20/\$10.60	\$ 11.00	\$ 11.00	\$ 11.50	\$ 11.50
\$ 11.00	\$ 11.00	\$ 11.45	\$ 11.45	\$ 11.95	\$ 11.95
\$ 11.40	\$ 11.40	\$ 12.00	\$ 12.00	\$ 12.50	\$ 12.50
\$ 11.80	\$ 11.80	\$ 12.55	\$ 12.95		\$ 13.35

Current	10/4/2020	8/8/2021	4/3/2022
\$ 12.15	\$ 12.55	\$ 12.95	\$ 13.35

New Part-Time Top Rate would be \$13.35 by the end of the contract.

**All calculations are based on base rate of pay minus premium, and all store premiums should be added to base rate of pay to figure new rate. Premiums associated with specialized roles are currently included in rates reflected in Express HR.

Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus
<i>Top-Rate Part-time Lump Sum - \$300</i>



Classification:

Courtesy Clerks

Current and New Wage Rates

	<u>Current</u>	<u>10/4/2020</u>	<u>2/7/2021</u>	<u>2/6/2022</u>
	\$ 9.50	\$ 9.50	\$ 10.00	\$ 10.50



Classification: **Red Circle Clerks**

Current and New Wage Rates

	Current	10/4/2020	8/8/2021	4/3/2022
Promoted prior to 2/24/91	\$ 17.31	\$ 17.71	\$ 18.11	\$ 18.51

Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus
<i>Top-Rate Full-time Lump Sum - \$500</i>



Classification: **Head Checkers**

Current and New Wage Rates

	Current	10/4/2020	8/8/2021	4/3/2022
Promoted prior to 2/24/91	\$ 17.81	\$ 18.21	\$ 18.61	\$ 19.01
	\$ 15.75	\$ 16.15	\$ 16.55	\$ 16.95

Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus
<i>Top-Rate Full-time Lump Sum - \$500</i>



Classification: Full-Time Pharmacy Technicians

Current and New Wage Rates

<u>Current</u>	<u>10/4/2020</u>	<u>2/7/2021</u>	<u>8/8/2021</u>	<u>2/6/2022</u>	<u>4/3/2022</u>
\$ 12.00	\$ 12.00	\$ 14.00		\$ 15.00	
\$ 12.50	\$ 12.50	\$ 14.50		\$ 15.50	
\$ 13.00	\$ 13.00	\$ 15.00		\$ 16.00	
\$ 13.50	\$ 13.50	\$ 15.50		\$ 16.50	
\$ 14.00	\$ 14.00	\$ 18.30	\$ 18.70		\$ 19.10

<u>Current</u>	<u>10/4/2020</u>	<u>8/8/2021</u>	<u>4/3/2022</u>
\$ 17.90	\$ 18.30	\$ 18.70	\$ 19.10

New Full-Time Top Rate would be \$19.10 by the end of the contract.

**All calculations are based on base rate of pay minus premium, and all store premiums should be added to base rate of pay to figure new rate. Premiums associated with specialized roles are currently included in rates reflected in Express HR.

Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus
<i>Top-Rate Full-time Lump Sum - \$500</i>



Classification: Part-Time Pharmacy Technicians

Current and New Wage Rates

<u>Current</u>	<u>10/4/2020</u>	<u>2/7/2021</u>	<u>8/8/2021</u>	<u>2/6/2022</u>	<u>4/3/2022</u>
\$ 12.00	\$ 12.00	\$ 14.00		\$ 15.00	
\$ 12.50	\$ 12.50	\$ 14.50		\$ 15.50	
\$ 13.00	\$ 13.00	\$ 15.00		\$ 16.00	
\$ 13.50	\$ 13.50	\$ 17.30	\$ 17.70		\$ 18.10

<u>Current</u>	<u>10/4/2020</u>	<u>8/8/2021</u>	<u>4/3/2022</u>
\$ 16.90	\$ 17.30	\$ 17.70	\$ 18.10

New Full-Time Top Rate would be \$18.10 by the end of the contract.

**All calculations are based on base rate of pay minus premium, and all store premiums should be added to base rate of pay to figure new rate. Premiums associated with specialized roles are currently included in rates reflected in Express HR.

<p>Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus</p>
<p><i>Top-Rate Part-time Lump Sum - \$300</i></p>



Classification: Full-Time Overnight Stockers

Current and New Wage Rates

<u>Current</u>	<u>10/4/2020</u>	<u>2/7/2021</u>	<u>8/8/2021</u>	<u>2/6/2022</u>	<u>4/3/2022</u>
\$10.35/\$10.55	\$10.35/\$10.55	\$ 11.00		\$ 11.50	
\$10.95/\$11.35	\$10.95/\$11.35	\$ 12.00		\$ 12.50	
\$ 11.75	\$ 11.75	\$ 13.00		\$ 13.50	
\$ 12.15	\$ 12.15	\$ 14.00		\$ 14.50	
\$ 12.55	\$ 12.55	\$ 15.65	\$ 16.05		\$ 16.45

<u>Current</u>	<u>10/4/2020</u>	<u>8/8/2021</u>	<u>4/3/2022</u>
\$ 15.60	\$ 15.65	\$ 16.05	\$ 16.45

<u>Night Shift Premium</u>	<u>Hourly Rate</u>
Current	\$0.35
Effective 10/4/2020	\$1.00
Effective 8/8/2021	\$1.50

Effective 10/4/2020, a night premium of one-dollar (\$1.00) will be paid for work performed between 10:00 pm and 6:00 am to regularly scheduled night crew employees. Grocery Night Stockers will be paid the overnight premium for all hours worked.

Effective 8/8/2021, a night premium of one-dollar and fifty cents (\$1.50) will be paid for work performed between 10:00 pm and 6:00 am to regularly scheduled night crew employees. Grocery Night Stockers will be paid the overnight premium for all hours worked.

New Full-Time Top Rate would be \$16.45 by the end of the contract.

**All calculations are based on base rate of pay minus premium, and all store premiums should be added to base rate of pay to figure new rate. Premiums associated with specialized roles are currently included in rates reflected in Express HR.

Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus
<i>Top-Rate Full-time Lump Sum - \$500</i>



Classification: Part-Time Overnight Stockers

Current Wage Rates

Current	10/4/2020	2/7/2021	8/8/2021	2/6/2022	4/3/2022
\$10.35/\$10.55	\$10.35/\$10.55	\$ 11.00		\$ 11.50	
\$ 10.95	\$ 10.95	\$ 11.45		\$ 11.95	
\$ 11.35	\$ 11.35	\$ 12.00		\$ 12.50	
\$ 11.75	\$ 11.75	\$ 12.55	\$ 12.95		\$ 13.35

Current	10/4/2020	8/8/2021	4/3/2022
\$ 12.55	\$ 12.55	\$ 12.95	\$ 13.35

Night Shift Premium	Hourly Rate
Current	\$0.35
Effective 10/4/2020	\$1.00
Effective 8/1/2021	\$1.50

Effective 10/4/2020, a night premium of one-dollar (\$1.00) will be paid for work performed between 10:00 pm and 6:00 am to regularly scheduled night crew employees. Grocery Night Stockers will be paid the overnight premium for all hours worked.

Effective 8/8/2021, a night premium of one-dollar and fifty cents (\$1.50) will be paid for work performed between 10:00 pm and 6:00 am to regularly scheduled night crew employees. Grocery Night Stockers will be paid the overnight premium for all hours worked.

New Part-Time Top Rate would be \$13.35 by the end of the contract.

**All calculations are based on base rate of pay minus premium, and all store premiums should be added to base rate of pay to figure new rate. Premiums associated with specialized roles are currently included in rates reflected in Express HR.

Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus

Top-Rate Part-time Lump Sum - \$300



Classification:

Red Circle Meat Clerks

Current and New Wage Rates

		10/4/2020	8/8/2021	4/3/2022
RC Journeyman Meat Cutter	\$ 19.49	\$ 19.89	\$ 20.29	\$ 20.69

RC Weighers & Wrappers (<i>Hired PRIOR to 2/18/1990; Assigned prior to 4/4/2004</i>)	\$ 17.11	\$ 17.51	\$ 17.91	\$ 18.31
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RC Weighers & Wrappers (<i>Hired AFTER 2/18/1990; Assigned prior to 4/1/2007</i>)	\$ 15.70	\$ 16.10	\$ 16.50	\$ 16.90
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Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus
Top-Rate Full-time Lump Sum - \$500



Classification: Full-Time Apprentice/Certified Meat Cutter

Current and New Wage Rates

<u>Current</u>	<u>10/4/2020</u>	<u>2/7/2021</u>	<u>8/8/2021</u>	<u>2/6/2022</u>	<u>4/3/2022</u>
\$ 10.00	\$10.00/\$10.20/\$10.60	\$ 11.00		\$ 11.50	
\$ 11.00	\$11.00/\$11.40	\$ 12.00		\$ 12.50	
\$ 12.00	\$ 12.00	\$ 13.00		\$ 13.50	
\$ 13.00	\$ 13.00	\$ 14.00		\$ 14.50	
\$ 14.00	\$ 14.00	\$ 15.65	\$ 16.05		\$ 16.45
\$ 15.25	\$ 15.65		\$ 16.05		\$ 16.45

<u>Current</u>	<u>10/4/2020</u>	<u>8/8/2021</u>	<u>4/3/2022</u>
\$ 16.50	\$ 16.90	\$ 17.30	\$ 17.70

New Full-Time Top Rate would be \$16.45 by the end of the contract.

**All calculations are based on base rate of pay minus premium, and all store premiums should be added to base rate of pay to figure new rate. Premiums associated with specialized roles are currently included in rates reflected in Express HR.

<p>Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus</p>
<p><i>Top-Rate Full-time Lump Sum - \$500</i></p>



**Classification: Part-Time Apprentice
Assigned after 4/3/2004**

Current Wage Rates

<u>Current</u>	<u>10/4/2020</u>	<u>2/7/2021</u>	<u>8/8/2021</u>	<u>2/6/2022</u>	<u>4/3/2022</u>
\$ 10.00	\$10.00/\$10.20/\$10.60	\$ 11.00	\$ 11.00	\$ 11.50	\$ 11.50
\$ 11.00	\$ 11.00	\$ 11.45	\$ 11.45	\$ 11.95	\$ 11.95
\$ 11.40	\$ 11.40	\$ 12.00	\$ 12.00	\$ 12.50	\$ 12.50
\$ 11.80	\$ 11.80	\$ 12.55	\$ 12.95		\$ 13.35

<u>Current</u>	<u>10/4/2020</u>	<u>8/8/2021</u>	<u>4/3/2022</u>
\$ 12.15	\$ 12.55	\$ 12.95	\$ 13.35

New Part-Time Top Rate would be \$13.35 by the end of the contract.

**All calculations are based on base rate of pay minus premium, and all store premiums should be added to base rate of pay to figure new rate. Premiums associated with specialized roles are currently included in rates reflected in Express HR.

<p>Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus</p>
<p><i>Top-Rate Part-time Lump Sum - \$300</i></p>



Classification: **Full-Time Weighers/Wrappers (hired after 4/1/2007)**
Full-Time Service Clerks

Current and New Wage Rates

<u>Current</u>	<u>10/4/2020</u>	<u>2/7/2021</u>	<u>8/8/2021</u>	<u>2/6/2022</u>	<u>4/3/2022</u>
\$ 10.00	\$10.00/\$10.20/\$10.60	\$ 11.00		\$ 11.50	
\$ 11.00	\$11.00/\$11.40	\$ 12.00		\$ 12.50	
\$ 12.00	\$ 12.00	\$ 13.00		\$ 13.50	
\$ 13.00	\$ 13.00	\$ 14.00		\$ 14.50	
\$ 14.00	\$ 14.00	\$ 15.65	\$ 16.05		\$ 16.45

<u>Current</u>	<u>10/4/2020</u>	<u>8/8/2021</u>	<u>4/3/2022</u>
\$ 15.25	\$ 15.65	\$ 16.05	\$ 16.45

New Full-Time Top Rate would be \$16.45 by the end of the contract.

**All calculations are based on base rate of pay minus premium, and all store premiums should be added to base rate of pay to figure new rate. Premiums associated with specialized roles are currently included in rates reflected in Express HR.

Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus
<i>Top-Rate Full-time Lump Sum - \$500</i>



Classification: **Part-Time Weighers/Wrappers (hired after 4/1/2007)**
Part-Time Service Clerks

Current Wage Rates

<u>Current</u>	<u>10/4/2020</u>	<u>2/7/2021</u>	<u>8/8/2021</u>	<u>2/6/2022</u>	<u>4/3/2022</u>
\$ 10.00	\$10.00/\$10.20/\$10.60	\$ 11.00	\$ 11.00	\$ 11.50	\$ 11.50
\$ 11.00	\$ 11.00	\$ 11.45	\$ 11.45	\$ 11.95	\$ 11.95
\$ 11.40	\$ 11.40	\$ 12.00	\$ 12.00	\$ 12.50	\$ 12.50
\$ 11.80	\$ 11.80	\$ 12.55	\$ 12.95		\$ 13.35

<u>Current</u>	<u>10/4/2020</u>	<u>8/8/2021</u>	<u>4/3/2022</u>
\$ 12.15	\$ 12.55	\$ 12.95	\$ 13.35

New Part-Time Top Rate would be \$13.35 by the end of the contract.

**All calculations are based on base rate of pay minus premium, and all store premiums should be added to base rate of pay to figure new rate. Premiums associated with specialized roles are currently included in rates reflected in Express HR.

<p>Ratification Bonuses-contract must be ratified by September 4, 2020 for ratification bonus</p>
<p><i>Top-Rate Part-time Lump Sum - \$300</i></p>