



Name or Classification: Department Leader

Current Wage Rates

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

| Meat Leaders | |
|---------------------|-------|
| \$ | 21.43 |

****excluding Fuel/Rx sales**

New Wage Rates

| Clerk Department Leaders | | | | | |
|---------------------------------|---------------------|----------------|--------------------------|-----------------|-----------------|
| **Average Sales | | Current | Upon Ratification | 8/6/2021 | 8/7/2022 |
| Tier 1 | Under \$750K | \$ 19.30/19.80 | \$ 20.15 | \$ 20.50 | \$ 20.85 |
| Tier 2 | Over \$750K | \$ 20.30 | \$ 20.65 | \$ 21.00 | \$ 21.35 |
| Convenience Store Mgr | | \$ 17.75 | \$ 18.10 | \$ 18.45 | \$ 18.80 |

****excluding Fuel/Rx sales**

New Wage Rates

| Meat Department Leaders | | | | | |
|--------------------------------|---------------------|----------------|--------------------------|-----------------|-----------------|
| **Average Sales | | Current | Upon Ratification | 8/6/2021 | 8/7/2022 |
| Tier 1 | Under \$750K | \$ 21.43 | \$ 21.78 | \$ 22.13 | \$ 22.48 |
| Tier 2 | Over \$750K | | \$ 22.28 | \$ 22.63 | \$ 22.98 |

****excluding Fuel/Rx sales**



Classification: Assistant Department Head Positions

Current Wage Rates

| | <u>Current</u> | <u>Upon Rat</u> | <u>8/6/2021</u> | <u>8/7/2022</u> |
|------------------|----------------|-----------------|-----------------|-----------------|
| Full-time | \$ 15.25 | \$ 15.60 | \$ 15.95 | \$ 16.30 |

| | <u>Current</u> | <u>Upon Rat</u> | <u>8/6/2021</u> | <u>8/7/2022</u> |
|------------------|----------------|-----------------|-----------------|-----------------|
| Part-time | \$ 12.15 | \$ 12.45 | \$ 12.75 | \$ 13.05 |

Department Leads = Top Rate + Premium of:

| <u>Sales Volume</u> | <u>Current</u> | <u>Upon Rat</u> |
|-----------------------|----------------|-----------------|
| \$750,001+ | \$0.90 | \$1.00 |
| \$500,001 - \$750,000 | \$0.65 | \$1.00 |
| \$500,000 and less | \$0.50 | \$1.00 |



Classification: Lead Positions

Current Wage Rates

| | <u>Current</u> | <u>Upon Rat</u> | <u>8/6/2021</u> | <u>8/7/2022</u> |
|------------------|----------------|-----------------|-----------------|-----------------|
| Full-time | \$ 15.25 | \$ 15.60 | \$ 15.95 | \$ 16.30 |

| | <u>Current</u> | <u>Upon Rat</u> | <u>8/6/2021</u> | <u>8/7/2022</u> |
|------------------|----------------|-----------------|-----------------|-----------------|
| Part-time | \$ 12.15 | \$ 12.45 | \$ 12.75 | \$ 13.05 |

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



Classification:

Full-Time Clerks

Current and New Wage Rates

| <u>Current</u> | <u>Upon Rat</u> | <u>2/7/2021</u> | <u>8/6/2021</u> | <u>2/6/2022</u> | <u>8/7/2022</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 | \$ 15.60 | \$ 15.95 | | \$ 16.30 |

| <u>Current</u> | <u>Upon Rat</u> | <u>8/6/2021</u> | <u>8/7/2022</u> |
|----------------|-----------------|-----------------|-----------------|
| \$ 15.25 | \$ 15.60 | \$ 15.95 | \$ 16.30 |

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

would be \$16.30 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.



Classification:

Part-Time Clerks

Current Wage Rates

| Current | Upon Rat | 2/7/2021 | 8/6/2021 | 2/6/2022 | 8/7/2022 |
|-------------------------|-------------------------|-----------------|-----------------|-----------------|-----------------|
| \$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 | \$ 12.45 | \$ 12.75 | | \$ 13.05 |

| Current | Upon Rat | 8/6/2021 | 8/7/2022 |
|----------------|-----------------|-----------------|-----------------|
| \$ 12.15 | \$ 12.45 | \$ 12.75 | \$ 13.05 |

New Part-Time Top Rate would be \$13.05 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.



Classification:

Courtesy Clerks

Current and New Wage Rates

| | <u>Current</u> | <u>Upon Rat</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

| | <u>Current</u> | <u>Upon Rat</u> | <u>2/7/2021</u> | <u>2/6/2022</u> |
|--------------------------------------|-----------------------|------------------------|------------------------|------------------------|
| Promoted prior to 2/24/91 | \$ 17.31 | \$ 17.66 | \$ 18.01 | \$ 18.36 |



Classification:

Head Checkers

Current and New Wage Rates

| | Current | Upon Rat | <u>2/7/2021</u> | <u>2/6/2022</u> |
|--------------------------------------|----------------|-----------------|------------------------|------------------------|
| Promoted prior to 2/24/91 | \$ 17.81 | \$ 18.16 | \$ 18.51 | \$ 18.86 |
| | \$ 15.75 | \$ 16.10 | \$ 16.45 | \$ 16.80 |



Classification:

Full-Time Pharmacy Technicians

Current and New Wage Rates

| <u>Current</u> | <u>Upon Rat</u> | <u>2/7/2021</u> | <u>8/6/2021</u> | <u>2/6/2022</u> | <u>8/7/2022</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 | \$ 18.25 | \$ 18.60 | | \$ 18.95 |

| <u>Current</u> | <u>Upon Rat</u> | <u>8/6/2021</u> | <u>8/7/2022</u> |
|----------------|-----------------|-----------------|-----------------|
| \$ 17.90 | \$ 18.25 | \$ 18.60 | \$ 18.95 |

New Full-Time Top Rate would be \$18.95 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.



Classification:

Part-Time Pharmacy Technicians

Current and New Wage Rates

| <u>Current</u> | <u>Upon Rat</u> | <u>2/7/2021</u> | <u>8/6/2021</u> | <u>2/6/2022</u> | <u>8/7/2022</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 | \$ 17.20 | \$ 17.50 | | \$ 17.80 |

| <u>Current</u> | <u>Upon Rat</u> | <u>8/6/2021</u> | <u>8/7/2022</u> |
|-----------------------|------------------------|------------------------|------------------------|
| \$ 16.90 | \$ 17.20 | \$ 17.50 | \$ 17.80 |

New Full-Time Top Rate would be \$17.80 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.



Classification: Full-Time Overnight Stockers

Current and New Wage Rates

| Current | Upon Rat | 2/7/2021 | 8/6/2021 | 2/6/2022 | 8/7/2022 |
|-----------------|-----------------|----------|----------|----------|----------|
| \$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 | \$ 15.60 | \$ 15.95 | | \$ 16.30 |

| Current | Upon Rat | 8/6/2021 | 8/7/2022 |
|----------|----------|----------|----------|
| \$ 15.60 | \$ 15.60 | \$ 15.95 | \$ 16.30 |

| Night Shift Premium | Hourly Rate |
|---------------------|-------------|
| Current | \$0.35 |
| Upon Ratification | \$1.00 |
| Effective 8/1/2021 | \$1.50 |

Effective upon ratification - Night premium shall be paid on all hours worked between 10:00 PM and 6:00 AM. If majority of shift is worked between 10:00 PM and 6:00 AM, a \$1.00 premium will be paid for all hours worked during the shift.

Effective 8/1/2021 - Night premium shall be paid on all hours worked between 9:00 10:00 PM and 6:00 AM. If majority of shift is worked between 9:00 10:00 PM and 6:00 AM, a \$1.50 premium will be paid for all hours worked during the shift.

New Full-Time Top Rate would be \$16.30 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.



Classification: **Part-Time Overnight Stockers**

Current Wage Rates

| Current | Upon Rat | 2/7/2021 | 8/6/2021 | 2/6/2022 | 8/7/2022 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| \$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 | \$ 12.85 | | \$ 13.15 |

| Current | Upon Rat | 8/6/2021 | 8/7/2022 |
|----------------|-----------------|-----------------|-----------------|
| \$ 12.55 | \$ 12.55 | \$ 12.85 | \$ 13.15 |

| Night Shift Premium | Hourly Rate |
|----------------------------|--------------------|
| Current | \$0.35 |
| Upon Ratification | \$1.00 |
| Effective 8/1/2021 | \$1.50 |

Effective upon ratification - Night premium shall be paid on all hours worked between 10:00 PM and 6:00 AM. If majority of shift is worked between 10:00 PM and 6:00 AM, a \$1.00 premium will be paid for all hours worked during the shift.

Effective 8/1/2021 - Night premium shall be paid on all hours worked between 10:00 PM and 6:00 AM. If majority of shift is worked between 10:00 PM and 6:00 AM, a \$1.50 premium will be paid for all hours worked during the shift.

New Part-Time Top Rate would be \$13.15 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.



Classification:

Red Circle Meat Clerks/Journeyman Cutters

Current and New Wage Rates

| | Current | Upon Rat | 8/6/2021 | 8/7/2022 |
|---------------------------|----------------|-----------------|-----------------|-----------------|
| RC Journeyman Meat Cutter | \$ 19.49 | \$ 19.84 | \$ 20.19 | \$ 20.54 |

| | | | | |
|---|----------|----------|----------|----------|
| RC Weighers & Wrappers (<i>Hired PRIOR to 2/18/1990; Assigned prior to 4/4/2004</i>) | \$ 17.11 | \$ 17.46 | \$ 17.81 | \$ 18.16 |
|---|----------|----------|----------|----------|

| | | | | |
|--|----------|----------|----------|----------|
| RC Weighers & Wrappers (<i>Hired AFTER 2/18/1990; Assigned prior to 4/1/2007</i>) | \$ 15.70 | \$ 16.05 | \$ 16.40 | \$ 16.75 |
|--|----------|----------|----------|----------|



Classification: **Full-Time Apprentice/Certified Meat Cutter**

Current and New Wage Rates

| <u>Current</u> | <u>Upon Rat</u> | <u>2/7/2021</u> | <u>8/6/2021</u> | <u>2/6/2022</u> | <u>8/7/2022</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 | \$ 15.60 | \$ 15.95 | | \$ 16.30 |
| \$ 15.25 | \$ 15.60 | | \$ 15.95 | | \$ 16.30 |

| <u>Current</u> | <u>Upon Rat</u> | <u>8/6/2021</u> | <u>8/7/2022</u> |
|----------------|-----------------|-----------------|-----------------|
| \$ 16.50 | \$ 16.85 | \$ 17.20 | \$ 17.55 |

New Full-Time Top Rate would be \$16.30 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.



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

Current Wage Rates

| <u>Current</u> | <u>Upon Rat</u> | <u>2/7/2021</u> | <u>8/6/2021</u> | <u>2/6/2022</u> | <u>8/7/2022</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 | \$ 12.45 | \$ 12.75 | | \$ 13.05 |

| <u>Current</u> | <u>Upon Rat</u> | <u>8/6/2021</u> | <u>8/7/2022</u> |
|-----------------------|------------------------|------------------------|------------------------|
| \$ 12.15 | \$ 12.45 | \$ 12.75 | \$ 13.05 |

New Part-Time Top Rate would be \$13.05 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.



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

Current and New Wage Rates

| <u>Current</u> | <u>Upon Rat</u> | <u>2/7/2021</u> | <u>8/6/2021</u> | <u>2/6/2022</u> | <u>8/7/2022</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 | \$ 15.60 | \$ 15.95 | | \$ 16.30 |

| <u>Current</u> | <u>Upon Rat</u> | <u>8/6/2021</u> | <u>8/7/2022</u> |
|-----------------------|------------------------|------------------------|------------------------|
| \$ 15.25 | \$ 15.60 | \$ 15.95 | \$ 16.30 |

New Full-Time Top Rate would be \$16.30 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.



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

Current Wage Rates

| Current | Upon Rat | <u>2/7/2021</u> | <u>8/6/2021</u> | <u>2/6/2022</u> | <u>8/7/2022</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 | \$ 12.45 | \$ 12.75 | | \$ 13.05 |

| Current | Upon Rat | <u>8/6/2021</u> | <u>8/7/2022</u> |
|----------------|-----------------|------------------------|------------------------|
| \$ 12.15 | \$ 12.45 | \$ 12.75 | \$ 13.05 |

New Part-Time Top Rate would be \$13.05 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.