

Lake Charles/Sulphur/Alexandria Clerks

Clerks						Fuel Clerks						Night Stockers					
Full-time	Current	Progression	7/11/2021	2/6/2022	8/7/2022	Full-time	Current	Progression	7/11/2021	2/6/2022	8/7/2022	Full-time	Current	Progression	7/11/2021	2/6/2022	8/7/2022
0-6	\$ 9.50	1st Step	\$ 11.00	\$ 11.50	\$ 11.50	0-6	\$ 9.50	1st Step	\$ 11.00	\$ 11.50	\$ 11.50	0-6	\$ 9.85	1st Step	\$ 11.00	\$ 11.50	\$ 11.50
6-12	\$ 9.85	2nd Step	\$ 13.50	\$ 13.75	\$ 13.95	6-12	\$ 9.85	2nd Step	\$ 13.50	\$ 13.75	\$ 13.95	6-12	\$ 10.20	2nd Step	\$ 13.50	\$ 13.75	\$ 13.95
12-18	\$ 10.20	3rd Step	\$ 15.90	\$ 15.90	\$ 16.15	12-18	\$ 10.20	3rd Step	\$ 15.90	\$ 15.90	\$ 16.15	12-18	\$ 10.55	3rd Step	\$ 15.90	\$ 15.90	\$ 16.15
18-24	\$ 10.55					18-24	\$ 10.55					18-24	\$ 10.90				
24-30	\$ 10.90					24-30	\$ 10.90					24-30	\$ 11.25				
30-36	\$ 11.25					30-36	\$ 11.25					30-36	\$ 11.85				
36-42	\$ 12.00					36+	\$ 12.25					36-42	\$ 12.85				
42-48	\$ 12.35											42+	\$ 15.40				
48-54	\$ 12.75																
54+	\$ 15.00																

Pharmacy Techs					
Full-time	Current	Progression	7/11/2021	2/6/2022	8/7/2022
0-6	\$ 11.00	1st Step	\$ 14.00	\$ 15.00	\$ 15.00
6-12	\$ 11.50	2nd Step	\$ 16.35	\$ 16.85	\$ 17.05
12-18	\$ 12.00	3rd Step	\$ 18.55	\$ 18.55	\$ 18.80
18-24	\$ 12.50				
24-30	\$ 13.00				
30+	\$ 17.40				

Part-time					
Full-time	Current	Progression	7/11/2021	2/6/2022	8/7/2022
0-6	\$ 9.50	1st Step	\$ 11.00	\$ 11.50	\$ 11.50
6-12	\$ 9.85	2nd Step	\$ 13.50	\$ 13.75	\$ 13.95
12-18	\$ 10.20	3rd Step	\$ 15.90	\$ 15.90	\$ 16.15
18-24	\$ 10.55				
24-30	\$ 10.90				
30-36	\$ 11.25				
36+	\$ 12.20				

Clerks			
Current	7/11/2021	8/7/2022	
\$ 8.75	\$ 10.00	\$ 10.50	

Red Circled FT Clerks			
Current	7/11/2021	8/7/2022	
\$ 16.81	\$ 18.11	\$ 18.36	
\$ 15.33	\$ 16.13	\$ 16.38	

Red Circled Clerks			
Current	New Tiers	7/11/2021	8/7/2022
\$ 20.93	<\$750K	\$ 21.93	\$ 22.18
	>\$750K	\$ 22.43	\$ 22.68

*w/o fuel/RX

J-Man Meat Cutter (Alex)			
Current	7/11/2021	8/7/2022	
\$ 18.99	\$ 20.29	\$ 20.54	

Dept Heads					
Current	New Tiers	7/11/2021	8/7/2022		
\$ 18.80	<\$750K	\$ 20.80	\$ 21.05		
\$ 19.30	>\$750K	\$ 21.30	\$ 21.55		
\$ 19.80					*w/o fuel/RX

Convenience Store Mgr			
Current	7/11/2021	8/7/2022	
\$ 17.55	\$ 18.55	\$ 18.80	

Notes on Wage Progression

- Upon completion of the one-year waiting period, the standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective on the general wage increase date.
- Associates will first become eligible to move between steps starting January 1, 2023, based on the average weekly hours worked from Oct. 2021 to Sept. 2022.
- **Upon completion of the one-year waiting period, associates at the 1st step will have the ability to progress to the 2nd step of the scale:**
 - ✓ If they average 34+ hours weekly for the 2022 measurement period (Oct. 2021-Sept 2022)
 - ✓ If they average 36+ hours weekly for the 2023 measurement period (Oct. 2022-Sept 2023)
- **Upon completion of the one-year waiting period, associates at the 2nd Step will have the ability to progress to the 3rd step of the scale:**
 - ✓ If they average 36+ hours weekly for the 2022 measurement period (Oct. 2021-Sept 2022)
 - ✓ If they average 38+ hours weekly for the 2023 measurement period (Oct. 2022-Sept 2023)
- Vacations, Holidays, and Personal days are counted just like hours worked. **Paid Time Off (PTO) hours are considered hours worked** when determining your average.
- If an associate starting at the 3rd Step averages less than 36+ weekly hours worked during the 2022 measurement period and 38+ hours during the 2023 measurement period, they move to the 2nd Step in the subsequent year. They have the ability to re-qualify for the 3rd Step in a particular year if they average 38+ weekly hours worked in a subsequent measurement period.
- Associates who qualify for the 2nd Step will not fall below that Step due to a drop in hours but may re-qualify for the 3rd step if they average 36+ hours for the 2022 measurement period and 38+ hours weekly for the 2023 measurement period.

Lake Charles/Sulphur Meat Clerks											
Apprentice					Service Clerks						
Full-time	Current	Progression	7/11/2021	2/6/2022	8/7/2022	Full-time	Current	Progression	7/11/2021	2/6/2022	8/7/2022
0-6	\$ 9.50	1st Step	\$ 11.00	\$ 11.50	\$ 11.50	0-6	\$ 9.50	1st Step	\$ 11.00	\$ 11.50	\$ 11.50
6-12	\$ 9.85	2nd Step	\$ 13.50	\$ 13.75	\$ 13.95	6-12	\$ 9.85	2nd Step	\$ 13.50	\$ 13.75	\$ 13.95
12-18	\$ 10.20	3rd Step	\$ 15.90	\$ 15.90	\$ 16.15	12-18	\$ 10.20	3rd Step	\$ 15.90	\$ 15.90	\$ 16.15
18-24	\$ 10.55					18-24	\$ 10.55				
24-30	\$ 10.90	Certified Cutter	\$ 17.15	\$ 17.15	\$ 17.40	24-30	\$ 10.90				
30-36	\$ 11.25					30-36	\$ 11.25				
36-42	\$ 12.00					36-42	\$ 12.00				
42+	\$ 12.35					42-48	\$ 12.35				
Certified Cutter	\$ 16.75					48+	\$ 15.00				
Part-time (Assigned after 4/3/2004)											
Current	Progression	7/11/2021	2/6/2022	8/7/2022	Current	Progression	7/11/2021	2/6/2022	8/7/2022		
0-6	\$ 9.50	1st Step	\$ 11.00	\$ 11.50	\$ 11.50	0-6	\$ 9.50	1st Step	\$ 11.00	\$ 11.50	\$ 11.50
6-12	\$ 9.85	2nd Step	\$ 13.50	\$ 13.75	\$ 13.95	6-12	\$ 9.85	2nd Step	\$ 13.50	\$ 13.75	\$ 13.95
12-18	\$ 10.20	3rd Step	\$ 15.90	\$ 15.90	\$ 16.15	12-18	\$ 10.20	3rd Step	\$ 15.90	\$ 15.90	\$ 16.15
18-24	\$ 10.55					18-24	\$ 10.55				
24-30	\$ 10.90					24-30	\$ 10.90				
30-36	\$ 11.25					30-36	\$ 11.25				
36+	\$ 12.20					36+	\$ 12.20				
Head Meat Cutter											
Current	New Tiers	7/11/2021	8/7/2022								
\$ 20.93	<\$750K	\$ 21.93	\$ 22.93								
*w/o fuel/RX	>\$750K	\$ 22.43	\$ 23.43								
Meat Cutter											
Current	7/11/2021	8/7/2022									
\$ 18.99	\$ 20.29	\$ 20.69									
Red Circle											
\$ 16.61	\$ 17.41	\$ 17.81									
Service Managers											
\$ 15.20	\$ 16.00	\$ 16.40									
RC Wrappers											
\$ 15.20	\$ 16.00	\$ 16.40									

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- Associates who qualify for the 2nd Step will not fall below that Step due to a drop in hours but may re-qualify for the 3rd step if they average 36+ hours for the 2022 measurement period and 38+ hours weekly for the 2023 measurement period.