

**Lake Charles/Sulphur/Alexandria Clerks**

Clerks		Fuel Clerks		Night Stockers	
Full-time	Current	Progression	7/11/2021	2/6/2022	8/7/2022
0-6	\$ 9.50	1st Step	\$ 11.00	\$ 11.25	\$ 11.50
6-12	\$ 9.85	2nd Step	\$ 13.50	\$ 13.75	\$ 13.95
12-18	\$ 10.20	3rd Step	\$ 15.90	\$ 16.05	\$ 16.45
18-24	\$ 10.55				
24-30	\$ 10.90				
30-36	\$ 11.25				
36-42	\$ 12.00				
42-48	\$ 12.35				
48-54	\$ 12.75				
54+	\$ 15.00				

  

Pharmacy Techs		Night Stockers			
Full-time	Current	Progression	7/11/2021	2/6/2022	8/7/2022
0-6	\$ 9.50	1st Step	\$ 11.00	\$ 11.25	\$ 11.50
6-12	\$ 9.85	2nd Step	\$ 13.50	\$ 13.75	\$ 13.95
12-18	\$ 10.20	3rd Step	\$ 15.90	\$ 16.05	\$ 16.45
18-24	\$ 10.55				
24-30	\$ 10.90				
30-36	\$ 11.25				
36+	\$ 12.25				

  

Clerks		Pharmacy Techs		Night Stockers	
Part-time	Current	Progression	7/11/2021	2/6/2022	8/7/2022
0-6	\$ 9.50	1st Step	\$ 11.00	\$ 11.25	\$ 11.50
6-12	\$ 9.85	2nd Step	\$ 13.50	\$ 13.75	\$ 13.95
12-18	\$ 10.20	3rd Step	\$ 15.90	\$ 16.05	\$ 16.45
18-24	\$ 10.55				
24-30	\$ 10.90				
30-36	\$ 11.25				
36+	\$ 12.20				

  

Clerks		Pharmacy Techs		Night Stockers	
Courtesy Clerk	Current	Progression	7/11/2021	2/6/2022	8/7/2022
	\$ 8.75		\$ 10.00	\$ 10.50	

  

Clerks		Pharmacy Techs		Night Stockers	
Red Circled FT Clerks	Current	Progression	7/11/2021	2/6/2022	8/7/2022
	\$ 16.81		\$ 18.11	\$ 18.51	
	\$ 15.33		\$ 16.13	\$ 16.53	

  

Clerks		Pharmacy Techs		Night Stockers	
Red Circled Clerks	Current	New Tiers	7/11/2021	8/7/2022	
Head Meat Cutter (Alex)	\$ 20.93	<\$750K	\$ 21.93	\$ 22.93	
		>\$750K	\$ 22.43	\$ 23.43	
		*w/o fuel/RX			

  

Clerks		Pharmacy Techs		Night Stockers	
J-Man Meat Cutter (Alex)	Current	Progression	7/11/2021	2/6/2022	8/7/2022
	\$ 18.99		\$ 20.29	\$ 20.54	

  

Clerks		Pharmacy Techs		Night Stockers	
Dept Head	Current	New Tiers	7/11/2021	8/7/2022	
Tier 1	\$ 18.80	<\$750K	\$ 20.80	\$ 21.30	
Tier 2	\$ 19.30	>\$750K	\$ 21.30	\$ 21.80	
Tier 3	\$ 19.80	*w/o fuel/!			

  

Clerks		Pharmacy Techs		Night Stockers	
Convenience Store Mgr	Current	Progression	7/11/2021	2/6/2022	8/7/2022
	\$ 17.55		\$ 18.55	\$ 18.95	

**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 32+ 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.