

### Lake Charles/Sulphur Meat Clerks

Full-time	Apprentice		Progression		
	Current		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	\$ 14.00
12-18	\$ 10.20	3rd Step	\$ 15.90	\$ 16.05	\$ 16.45
18-24	\$ 10.55				
24-30	\$ 10.90	Certified Cutter	\$ 17.15	\$ 17.40	\$ 17.70
30-36	\$ 11.25				
36-42	\$ 12.00				
42+	\$ 12.35				
Certified Cutter	\$ 16.75				

Full-time	Service Clerks		Progression		
	Current		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	\$ 14.00
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+	\$ 12.75				
	\$ 15.00				

**Part-time**

(Assigned after 4/3/2004)			Progression		
	Current		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	\$ 14.00
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				

Part-time			Progression		
	Current		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	\$ 14.00
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				

	Current	New Tiers	7/11/2021	8/7/2022
Head Meat Cutter	\$ 20.93	<\$750K	\$ 21.93	\$ 22.93
	*w/o fuel/R3	>\$750K	\$ 22.43	\$ 23.43
			7/11/2021	8/7/2022
RC Journeyman Meat Cutter	\$ 18.99		\$ 20.29	\$ 20.69
Red Circle Service Managers	\$ 16.61		\$ 17.41	\$ 17.81
	\$ 15.20		\$ 16.00	\$ 16.40
RC Wrappers	\$ 15.20		\$ 16.00	\$ 16.40

Lake Charles/Sulphur/Alexandria Meat Agreement Last, Best, and Final Offer 9-17-21. The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, modify, clarify or add to any proposals. There shall be no final agreement on any issues, regardless of procedural tentative agreements, until a full and complete agreement is reached on all issues which are the subject of matter for bargaining and only after that full agreement is ratified by the parties.



Lake Charles, Sulphur, and Alexandria Clerks and Meat Clerks Last, Best and Final  
Offer September 18, 2021  
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.