



Current CBA		New CBA				
Full-time & Part-time rates	Current	Progression	7/11/2021	2/6/2022	8/7/2022	1/1/2023*
0-6 months	\$9.50	1st Step	\$11.00	\$11.25	\$11.50	\$11.50
6-12 months	\$9.85	2nd Step	\$13.50	\$13.75	\$13.95	\$13.95
12-18 months	\$10.20	3rd Step	\$15.90	\$16.05	\$16.45	\$16.45
18-24 months	\$10.55					
24-30 months	\$10.90	*Associates will become eligible to move between steps starting January 1, 2023, based on the average weekly hours worked from Oct. 2021 to Sept. 2022.				
30-36 months	\$11.25					
36-42 months	\$12.00					
36+ months (PT cap)	\$12.20					
42-48 months	\$12.35					
48-54 months	\$12.75					
54+	\$15.00					

## Wage Proposal – 3-Step Progression New Wage Rules Made Easy

- The **measurement period works just like your health care measurement period**. We will measure the associate’s average weekly hours from October to September every year. The associate is then placed on their new step from January 1- December 31 based on their hours worked during the measurement period of October through September of the previous year.
- Vacations, Holidays, and Personal days are counted just like hours worked. **Paid Time Off (PTO) hours are considered hours worked** when determining your average.
- **Associates at the 1<sup>st</sup> Step must pass through the 2<sup>nd</sup> Step before progressing to the 3<sup>rd</sup> Step.** Once an associate progresses to the 2<sup>nd</sup> Step, they do not fall back to the 1<sup>st</sup> Step.
- **Associates who qualify for the 2<sup>nd</sup> Step will not fall below that Step** due to a drop in hours but may qualify for the 3<sup>rd</sup> step if they average 36+ hours for the 2022 measurement period or 38+ hours weekly for the 2023 measurement period.
- **Upon completion of the one-year waiting period, associates at the 1<sup>st</sup> step will have the ability to progress to the 2<sup>nd</sup> 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 2<sup>nd</sup> Step will have the ability to progress to the 3<sup>rd</sup> 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)
- If an associate starting at the 3<sup>rd</sup> Step averages less than 36 weekly hours worked during the 2022 measurement period, or less than 38 hours during the 2023 measurement period, they move to the 2<sup>nd</sup> Step in the subsequent year. They **could re-qualify for the 3<sup>rd</sup> Step in a particular year if they average 38+ weekly hours** worked in a subsequent measurement period.



# Lake Charles Retail and Meat Clerks Last, Best and Final Offer 3-Step Wage Progression

New CBA KEY				
Progression	7/11/2021	2/6/2022	8/7/2022	1/1/2023*
1st Step	\$11.00	\$11.25	\$11.50	\$11.50
2nd Step	\$13.50	\$13.75	\$13.95	\$13.95
3rd Step	\$15.90	\$16.05	\$16.45	\$16.45

\*Associates will become eligible to move between steps starting January 1, 2023, based on the average weekly hours worked from Oct. 2021 to Sept. 2022.

