

			CA	Upon					LA	Upon		
			CURRENT	Ratification					CURRENT	Ratification		
				2021	1/1/2022	6/12/2022	6/11/2023			2021	6/12/2022	6/11/2023
MEAT CUTTERS & APPRENTICE												
Step 10	First 6 months		\$14.20						\$15.20			
Step 20	Next 6 months		\$14.30	\$14.30	\$15.20	\$15.20	\$15.20	First 12 months	\$15.30	\$15.30	\$15.30	\$15.30
Step 30	Next 6 months		\$14.50	\$14.50	\$15.30	\$15.30	\$15.30	Next 6 months	\$15.40	\$15.40	\$15.40	\$15.40
Step 40	Next 6 months		\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	Next 6 months	\$16.00	\$16.00	\$16.00	\$16.00
Step 500	Thereafter		\$21.88	\$22.43		\$22.98	\$23.53	Thereafter	\$21.88	\$22.43	\$22.98	\$23.53
ALL PURPOSE CLERKS --Non Grandfathered (Warehouse Clerks and General Clerks, POS Coordinator, Dairy Clerk, Dairy Primary Clerk, Frozen Clerk & General Non-Foods Head)												
Step 10	First 900 Hours		\$14.20						\$15.20			
Step 20	Next 900 hours		\$14.30	\$14.30	\$15.20	\$15.20	\$15.20	First 900 Hours	\$15.30	\$15.30	\$15.30	\$15.30
Step 30	Next 900 hours		\$14.40	\$14.40	\$15.30	\$15.30	\$15.30	Next 900 hours	\$15.40	\$15.40	\$15.40	\$15.40
Step 40	Next 900 hours		\$14.50	\$14.50	\$15.40	\$15.40	\$15.40	Next 900 hours	\$15.50	\$15.50	\$15.50	\$15.50
Step 50	Next 900 hours		\$14.60	\$14.60	\$15.50	\$15.50	\$15.50	Next 900 hours	\$15.60	\$15.60	\$15.60	\$15.60
Step 60	Next 900 hours		\$14.70	\$14.70	\$15.60	\$15.60	\$15.60	Next 900 hours	\$15.70	\$15.70	\$15.70	\$15.70
Step 70	Next 900 hours		\$14.80	\$14.80	\$15.70	\$15.70	\$15.70	Next 900 hours	\$15.80	\$15.80	\$15.80	\$15.80
Step 80	Next 800 hours		\$14.90	\$14.90	\$15.80	\$15.80	\$15.80	Next 800 hours	\$15.90	\$15.90	\$15.90	\$15.90
Step 90	Next 700 hours		\$15.00	\$15.00	\$15.90	\$15.90	\$15.90	Next 700 hours	\$16.00	\$16.00	\$16.00	\$16.00
Step 100	Next 700 hours		\$15.10	\$15.10	\$16.00	\$16.00	\$16.00	Next 700 hours	\$16.10	\$16.10	\$16.10	\$16.10
Step 110	Next 700 hours		\$15.20	\$15.20	\$16.10	\$16.10	\$16.10	Next 700 hours	\$16.20	\$16.20	\$16.20	\$16.20
Step 120	Next 700 hours		\$15.30	\$15.30	\$16.20	\$16.20	\$16.20	Next 700 hours	\$16.30	\$16.30	\$16.30	\$16.30
Step 500	Thereafter		\$19.00	\$19.55		\$20.10	\$20.65	Thereafter	\$19.00	\$19.55	\$20.10	\$20.65
Grandfathered Warehouse												
Step 640	Thereafter		\$20.66	\$21.21	\$21.21	\$21.76	\$22.31	Thereafter	\$20.66	\$21.21	\$21.76	\$22.31
MEAT SERVICE CLERK												
Step 10	First 600 hours		\$14.20						\$15.20			
Step 20	Next 1000 hours		\$14.30	\$14.30	\$15.20	\$15.20	\$15.20	First 1000 hours	\$15.30	\$15.30	\$15.30	\$15.30
Step 30	Next 1000 hours		\$14.40	\$14.40	\$15.30	\$15.30	\$15.30	Next 1000 hours	\$15.40	\$15.40	\$15.40	\$15.40
Step 40	Next 800 hours		\$14.50	\$14.50	\$15.40	\$15.40	\$15.40	Next 800 hours	\$15.50	\$15.50	\$15.50	\$15.50
Step 50	Next 800 hours		\$14.60	\$14.60	\$15.50	\$15.50	\$15.50	Next 800 hours	\$15.60	\$15.60	\$15.60	\$15.60
Step 60	Next 800 hours		\$14.70	\$14.70	\$15.60	\$15.60	\$15.60	Next 800 hours	\$15.70	\$15.70	\$15.70	\$15.70
Step 70	Next 800 hours		\$14.80	\$14.80	\$15.70	\$15.70	\$15.70	Next 800 hours	\$15.80	\$15.80	\$15.80	\$15.80
Step 80	Next 800 hours		\$14.90	\$14.90	\$15.80	\$15.80	\$15.80	Next 800 hours	\$15.90	\$15.90	\$15.90	\$15.90
Step 90	Next 800 hours		\$15.00	\$15.00	\$15.90	\$15.90	\$15.90	Next 800 hours	\$16.00	\$16.00	\$16.00	\$16.00
Step 100	Next 800 hours		\$15.10	\$15.10	\$16.00	\$16.00	\$16.00	Next 800 hours	\$16.10	\$16.10	\$16.10	\$16.10

	Step 110	Next 800 hours		\$15.20	\$15.20	\$16.10	\$16.10	\$16.10	Next 800 hours	\$16.20	\$16.20	\$16.20	\$16.20
	Step 120	Next 600 hours		\$15.30	\$15.30	\$16.20	\$16.20	\$16.20	Next 600 hours	\$16.30	\$16.30	\$16.30	\$16.30
	Step 500	Thereafter		\$17.17	\$17.72		\$18.27	\$18.82	Thereafter	\$17.17	\$17.72	\$18.27	\$18.82
	FUEL CLERK												
	Step 10	First 800 Hours		\$14.20	\$14.20	\$15.20	\$15.20	\$15.20	First 800 Hours	\$15.20	\$15.20	\$15.20	\$15.20
	Step 20	Next 800 Hours		\$14.30	\$14.30	\$15.30	\$15.30	\$15.30	Next 800 Hours	\$15.30	\$15.30	\$15.30	\$15.30
	Step 30	Next 1000 Hours		\$14.40	\$14.40	\$15.40	\$15.40	\$15.40	Next 1000 Hours	\$15.40	\$15.40	\$15.40	\$15.40
	Step 500	Exp Rate 2,600 hrs		\$14.50	\$15.05	\$15.50	\$16.05	\$16.60	Exp Rate 2,600 h	\$15.50	\$16.05	\$16.60	\$17.15
	UTILITY CLERK												
	Step 10	First 700 hours		\$14.10	\$14.10	\$15.10	\$15.10	\$15.10	First 700 hours	\$15.10	\$15.10	\$15.10	\$15.10
	Step 20	Next 700 hours		\$14.20	\$14.20	\$15.20	\$15.20	\$15.20	Next 700 hours	\$15.20	\$15.20	\$15.20	\$15.20
	Step 30	Next 700 hours		\$14.30	\$14.30	\$15.30	\$15.30	\$15.30	Next 700 hours	\$15.30	\$15.30	\$15.30	\$15.30
	Step 500	Exp Rate 2,100 hrs		\$14.40	\$14.40	\$15.40	\$15.40	\$15.40	Exp Rate 2,100 h	\$15.40	\$15.40	\$15.40	\$15.40
	* Only entry rate associates shall receive a pay step increase as a result of the elimination of the first progression in applicable scales.												
	All other associates shall remain at their current wage with no hours reset.												