

APPENDIX A – HOURLY WAGE RATES

In order to establish the progressions provided herein the initial placement of employees within the wage schedule for the Food Clerk or GM/Meat Clerk classifications shall be to the closest progression rate based upon the age rate the employee is working at the time of conversion. If the closest wage rate is less than twenty cents (.20¢) per hour higher than the rate the employee is currently at, the employee will be moved up one additional step and will then progress based on the hours of that step.

MEAT CUTTERS

<u>Stages</u>	<u>3/5/2007</u>	<u>3/3/2008</u>	<u>3/2/2009</u>	<u>3/1/2010</u>
First 3 months	\$11.80	\$12.04	\$12.26	\$12.50
Next 3 months	12.79	13.05	13.28	13.54
Next 6 months	13.78	14.06	14.30	14.58
Next 6 months	15.74	16.06	16.34	16.66
Next 6 months	17.71	18.07	18.39	18.75
Journeyman	19.68	20.08	20.43	20.83
Head Meat Cutter	20.68	21.08	21.43	21.83

FOOD CLERKS 20 Stage Scale

<u>Stages</u>	<u>3/5/2007</u>	<u>3/3/2008</u>	<u>3/2/2009</u>	<u>3/1/2010</u>
1 0-520	\$9.20	\$9.40	\$9.40	\$9.40
2 521-1040	9.40	9.60	9.60	9.60
3 1041-1560	9.65	9.85	9.85	9.85
4 1561-2080	9.90	10.10	10.10	10.10
5 2081-2600	10.15	10.35	10.35	10.35
6 2601-3120	10.45	10.65	10.65	10.65
7 3121-3640	10.75	10.95	10.95	10.95
8 3641-4160	11.15	11.35	11.35	11.35
9 4161-4680	11.55	11.75	11.75	11.75
10 4681-5200	11.95	12.15	12.15	12.15
11 5201-5720	12.35	12.55	12.55	12.55
12 5721-6240	12.85	13.05	13.05	13.05
13 6241-6760	13.35	13.55	13.55	13.55
14 6761-7280	13.85	14.05	14.05	14.05
15 7281-7800	14.45	14.65	14.65	14.65
16 7801-8320	15.30	15.35	15.35	15.35
17 8321-8840	16.00	16.20	16.20	16.20
18 8841-9360	16.85	17.05	17.05	17.05
19 9361-9880	17.70	17.90	17.90	17.90
20 9881 thereafter	18.40	18.80	19.15	19.55
Department Head	19.40	19.80	20.15	20.55

GENERAL MERCHANDISE CLERKS /MEAT CKERKS – 20 Stage Scale

	<u>Stages</u>	<u>3/5/2007</u>	<u>3/3/2008</u>	<u>3/2/2009</u>	<u>3/1/2010</u>
1	0-520	\$8.15	\$8.40	\$8.40	\$8.40
2	521-1040	8.35	8.60	8.60	8.60
3	1041-1560	8.55	8.80	8.80	8.80
4	1561-2080	8.75	9.00	9.00	9.00
5	2081-2600	8.95	9.20	9.20	9.20
6	2601-3120	9.15	9.40	9.40	9.40
7	3121-3640	9.35	9.60	9.60	9.60
8	3641-4160	9.55	9.80	9.80	9.80
9	4161-4680	9.75	10.00	10.00	10.00
10	4681-5200	9.95	10.20	10.20	10.20
11	5201-5720	10.20	10.45	10.45	10.45
12	5721-6240	10.45	10.70	10.70	10.70
13	6241-6760	10.70	10.95	10.95	10.95
14	6761-7280	10.95	11.20	11.20	11.20
15	7281-7800	11.20	11.45	11.45	11.45
16	7801-8320	11.45	11.70	11.70	11.70
17	8321-8840	11.70	11.95	11.95	11.95
18	8841-9360	11.95	12.45	12.45	12.45
19	9361-9880	12.35	12.85	12.85	12.85
20	9881- thereafter	12.75	13.25	13.60	14.00
	Department Head	13.85	14.35	14.70	15.10

CLERK'S HELPERS

	<u>Stages</u>	<u>3/5/2007</u>	<u>3/3/2008</u>	<u>3/2/2009</u>	<u>3/1/2010</u>
	1 st 3 months	7.75	8.25	8.25	8.25
	Next 6 months	8.00	8.50	8.50	8.50
	After 9 months	\$8.25	\$8.75	\$8.75	\$8.75

SERVICE SEAFOOD

	<u>3/5/2007</u>	<u>3/3/2008</u>	<u>3/2/2009</u>	<u>3/1/2010</u>
Department Head	\$13.85	\$14.35	\$14.70	\$15.10

HEAD DELICATESSEN OPERATOR (active on the payroll of their current Employer as of 11/3/85 - Local 135 only)

Experienced \$17.95

WRAPPERS* (active on the payroll of their current Employer as of 11/3/85)

\$17.90

BAKERY, HEALTH & BEAUTY AIDS &

HOUSEHOLD HARDWARE CLERKS (Hired prior to 8/7/81)

Department Head \$16.09
Experienced Clerk 14.88

GENERAL MERCHANDISE CLERKS (Hired prior to 4/1/69)

Department Head \$16.09
Experienced Clerk 14.88

GENERAL MERCHANDISE CLERKS (Hired prior to 8/7/81)

Department Head	\$13.99
Experienced Clerk	12.81

CLERK'S HELPERS

Hired prior to 8/7/81	\$ 8.80
-----------------------	---------

* or Delicatessen Operators (Local 135 only) except as provided in the arbitration awards of Dean Maxwell effective July 1, 1984.