

APPENDIX A1 - HOURLY PAY RATES AND PROGRESSIONS FOR EMPLOYEES

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 wage rate the employee is working at the time of conversion. If the closest wage rate is less than \$0.20 cents 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.

<u>MEAT CUTTERS:</u>	<u>Current Rates</u>	<u>Effective March 5, 2007</u>	<u>Effective March 3, 2008</u>	<u>Effective March 2, 2009</u>	<u>Effective March 1, 2010</u>
	\$11.18				
	\$11.38				
1st 6 months	\$11.58	\$11.78	\$11.78	\$11.78	\$11.78
	\$11.78				
Next 6 months	\$12.28	\$12.73	\$12.73	\$12.73	\$12.73
	\$12.78				
	\$13.28				
Next 6 months	\$14.28	\$14.69	\$14.69	\$14.69	\$14.69
	\$15.28				
Next 6 months	\$16.38*	\$16.64	\$16.64	\$16.64	\$16.64
Thereafter		\$19.68	\$20.08	\$20.43	\$20.83

*Meat Cutters, who are at the \$16.38 rate of pay as of the date of ratification of this Agreement, shall be increased to the rate of \$16.88 for 6 months, after which time they shall move to the Thereafter rate of pay.

<u>FOOD CLERK:</u>	<u>Current Rates</u>	<u>Effective March 5, 2007</u>	<u>Effective March 3, 2008</u>	<u>Effective March 2, 2009</u>	<u>Effective March 1, 2010</u>
First 600 hours	\$8.90	\$8.90	\$8.90	\$8.90	\$8.90
Next 600 hours	\$9.10	\$9.10	\$9.10	\$9.10	\$9.10
Next 600 hours	\$9.30	\$9.30	\$9.30	\$9.30	\$9.30
Next 600 hours	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50
Next 800 hours	\$10.00	\$9.70	\$9.70	\$9.70	\$9.70
Next 800 hours	\$10.50	\$10.20	\$10.20	\$10.20	\$10.20
Next 800 hours	\$11.50	\$10.70	\$10.70	\$10.70	\$10.70
Next 1000 hours	\$12.50	\$11.70	\$11.70	\$11.70	\$11.70
Next 1000 hours	\$13.50	\$12.70	\$12.70	\$12.70	\$12.70
Next 1000 hours	\$15.10	\$13.70	\$13.70	\$13.70	\$13.70
Next 1000 hours		\$15.30	\$15.30	\$15.30	\$15.30
Next 1000 hours		\$16.00	\$16.00	\$16.00	\$16.00
Next 600 hours		\$16.50	\$16.50	\$16.50	\$16.50
Thereafter		\$18.40	\$18.80	\$19.15	\$19.55
Department Managers		\$19.40	\$19.80	\$20.15	\$20.55
*Current Dept Managers at \$16.10 and those promoted after ratification:					
Effective 3/5/07:	\$16.30				
Effective 9/3/07:	\$17.00				
Effective 3/3/08:	\$17.50				
Effective 9/1/08:	\$19.80				

<u>GM/MEAT CLERK</u>	<u>Current Rates</u>	<u>Effective March 5, 2007</u>	<u>Effective March 3, 2008</u>	<u>Effective March 2, 2009</u>	<u>Effective March 1, 2010</u>
			<u>Effective 1/1/08</u>		
First 600 hours	\$7.55	\$7.75	\$8.20	\$8.20	\$8.20
Next 600 hours	\$7.75	\$7.95	\$8.30	\$8.30	\$8.30
Next 600 hours	\$7.95	\$8.15	\$8.40	\$8.40	\$8.40
Next 800 hours	\$8.15	\$8.35	\$8.50	\$8.50	\$8.50
Next 800 hours	\$8.55	\$8.55	\$8.60	\$8.60	\$8.60
Next 800 hours	\$8.95	\$8.75	\$8.75	\$8.75	\$8.75
Next 800 hours	\$9.35	\$9.15	\$9.15	\$9.15	\$9.15
Next 800 hours	\$9.85	\$9.55	\$9.55	\$9.55	\$9.55
Next 1000 hours	\$10.35	\$10.05	\$10.05	\$10.05	\$10.05
Next 1000 hours	\$11.05	\$10.55	\$10.55	\$10.55	\$10.55
Next 1000 hours		\$10.90	\$10.90	\$10.90	\$10.90
Next 1000 hours		\$11.25	\$11.25	\$11.25	\$11.25
Thereafter		\$12.67	\$13.07	\$13.47	\$13.97
Department Managers		\$13.77	\$14.17	\$14.57	\$15.07

Current GM Dept Managers at \$12.05 and those promoted after ratification:

Effective 3/5/07: \$12.25
 Effective 9/3/07: \$13.77

Current Service Seafood Dept Heads at \$12.05 and those promoted after ratification:

Effective 3/5/07: \$12.25
 Effective 9/3/07: \$13.67

	<u>Current Rates</u>	<u>Effective March 5, 2007</u>	<u>1/1/2008</u>	<u>Effective March 2, 2009</u>	<u>Effective March 1, 2010</u>
CLERK'S HELPERS					
1st 3 months	\$7.50	\$7.60	\$8.10	\$8.10	\$8.10
Next 6 months	\$7.50	\$7.70	\$8.20	\$8.20	\$8.20
After 9 months	\$7.50	\$7.80	\$8.30	\$8.30	\$8.30

	<u>Current Rates</u>	<u>Effective March 5, 2007</u>	<u>1/1/2008</u>	<u>Effective March 2, 2009</u>	<u>Effective March 1, 2010</u>
APPENDIX G					
First 800 hours	\$7.50	\$7.75	\$8.25	\$8.25	\$8.25
Next 800 hours	\$7.50	\$7.85	\$8.35	\$8.35	\$8.35
Next 1000 hours	\$7.50	\$7.95	\$8.45	\$8.45	\$8.45
Thereafter	\$8.05	\$8.40	\$8.70	\$8.95	\$9.25

(Ralphs) Add a new classification of Chef and Assistant Manager Service Deli/Bakery

	<u>Effective March 5, 2007</u>	<u>Effective March 3, 2008</u>	<u>Effective March 2, 2009</u>	<u>Effective March 1, 2010</u>
Chef	\$13.68	\$14.08	\$14.43	\$14.83
Assistant Manager Service Deli/Bakery	\$13.68	\$14.08	\$14.43	\$14.83

Letter of Agreement

In the event the State or Federal minimum wage increases during the term of this Agreement (2007-2011) to a rate greater than eight dollars (\$8.00), each rate will be at least twenty cents (\$0.20) above the minimum wage and each rate will be at least ten cents (\$0.10) higher than the previous rate in the progression schedule. This letter of Agreement expires March 6, 2011.

Appendix E (Pharmacy Technicians) – Increase the minimum rates in each classification to the following amounts. The Employer retains the right to pay pharmacy employees above scale at its discretion:

	<u>Current Rates</u>	<u>Effective March 5, 2007</u>	<u>Effective March 3, 2008</u>	<u>Effective March 2, 2009</u>	<u>Effective March 1, 2010</u>
1st 26 weeks	\$9.00	\$9.80	\$9.80	\$9.80	\$9.80
Next 26 weeks	\$9.75	\$10.55	\$10.55	\$10.55	\$10.55
Next 26 weeks	\$10.25	\$11.05	\$11.05	\$11.05	\$11.05
Next 26 weeks	\$11.25	\$12.05	\$12.05	\$12.05	\$12.05
Thereafter	\$14.40	\$15.20	\$16.00	\$16.40	\$16.80

Appendix F (Pharmacists) – Increase the minimum rates in each classification to the following amounts. The Employer retains the right to pay pharmacy employees above scale at its discretion:

	<u>Current Rates</u>	<u>Effective March 5, 2007</u>	<u>Effective March 3, 2008</u>	<u>Effective March 2, 2009</u>	<u>Effective March 1, 2010</u>
PHARMACISTS					
Head Pharmacist	\$49.50	\$51.50	\$53.00	\$54.50	\$55.50
Pharmacist	\$49.00	\$51.00	\$52.50	\$54.00	\$55.00
First 520 ST Hours	\$44.25	\$46.25	\$47.75	\$49.25	\$50.25
Next 520 ST Hours	\$44.50	\$46.50	\$48.00	\$49.50	\$50.50
Next 520 ST Hours	\$44.75	\$46.75	\$48.25	\$49.75	\$50.75
Next 520 ST Hours	\$45.00	\$47.00	\$48.50	\$50.00	\$51.00

	<u>Current Rates</u>	<u>Effective March 5, 2007</u>	<u>Effective March 3, 2008</u>	<u>Effective March 2, 2009</u>	<u>Effective March 1, 2010</u>
INTERN PHARMACISTS	\$22.00	\$23.00	\$24.00	\$25.00	\$26.00

UNDERGRADUATE PHARMACISTS

	<u>Current Rates</u>	<u>Effective March 5, 2007</u>	<u>Effective March 3, 2008</u>	<u>Effective March 2, 2009</u>	<u>Effective March 1, 2010</u>
5th Year of Pharm School	\$15.00	\$16.00	\$17.00	\$18.00	\$19.00
4th Year of Pharm School	\$13.50	\$14.50	\$15.50	\$16.50	\$17.50
3rd Year of Pharm School	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00
2nd Year of Pharm School	\$10.50	\$11.50	\$12.50	\$13.50	\$14.50
1st Year of Pharm School	\$9.50	\$10.50	\$11.50	\$12.50	\$13.50