

APPENDIX A - 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 Warehouse Clerk, General Clerk or 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>Current Rates</u>	<u>Effective June 4, 2007</u>	<u>Effective June 2, 2008</u>	<u>Effective December 1, 2008</u>	<u>Effective June 1, 2009</u>	<u>Effective December 7, 2009</u>	<u>Effective June 7, 2010</u>	<u>Effective December 6, 2010</u>
<u>Meat Cutters and Apprentices:</u>								
	\$9.25							
	\$10.25							
1st 6 months	\$11.25	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50
	\$12.25	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
Next 6 months	\$13.25							
Next 6 months	\$14.25	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50
Next 6 months	\$15.50	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
Thereafter		\$18.53	\$18.73	\$18.93	\$19.13	\$19.28	\$19.48	\$19.68

	<u>Current Rates</u>	<u>Effective June 4, 2007</u>	<u>Effective June 2, 2008</u>	<u>Effective December 1, 2008</u>	<u>Effective June 1, 2009</u>	<u>Effective December 7, 2009</u>	<u>Effective June 7, 2010</u>	<u>Effective December 6, 2010</u>
<u>Warehouse Clerks & Apprentices, Lead Positions.</u>								
<u>POS Coordinator and General Non-Foods Head Clerk</u>								
First 800 hours	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Next 800 hours	\$8.90	\$8.70	\$8.70	\$8.70	\$8.70	\$8.70	\$8.70	\$8.70
Next 1000 hours	\$9.40	\$9.10	\$9.10	\$9.10	\$9.10	\$9.10	\$9.10	\$9.10
Next 1000 hours	\$9.90	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60
Next 800 hours	\$10.40	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10
Next 800 hours	\$10.90	\$10.60	\$10.60	\$10.60	\$10.60	\$10.60	\$10.60	\$10.60
Next 800 hours	\$11.40	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10
Next 800 hours	\$12.40	\$11.60	\$11.60	\$11.60	\$11.60	\$11.60	\$11.60	\$11.60
Next 800 hours	\$14.45	\$12.60	\$12.60	\$12.60	\$12.60	\$12.60	\$12.60	\$12.60
Next 800 hours		\$13.60	\$13.60	\$13.60	\$13.60	\$13.60	\$13.60	\$13.60
Next 800 hours		\$14.65	\$14.65	\$14.65	\$14.65	\$14.65	\$14.65	\$14.65
Next 600 hours		\$15.25	\$15.25	\$15.25	\$15.25	\$15.25	\$15.25	\$15.25
Next 600 hours		\$16.45	\$16.45	\$16.45	\$16.45	\$16.45	\$16.45	\$16.45
Thereafter		\$17.31	\$17.51	\$17.71	\$17.91	\$18.06	\$18.26	\$18.46

		<u>Effective June 4, 2007</u>	<u>Effective June 2, 2008</u>	<u>Effective December 1, 2008</u>	<u>Effective June 1, 2009</u>	<u>Effective December 7, 2009</u>	<u>Effective June 7, 2010</u>	<u>Effective December 6, 2010</u>
<u>General Clerk and Apprentice</u>								
First 800 hours	\$8.35	\$8.35	\$8.35	\$8.35	\$8.35	\$8.35	\$8.35	\$8.35
Next 1000 hours	\$8.60	\$8.55	\$8.55	\$8.55	\$8.55	\$8.55	\$8.55	\$8.55
Next 1000 hours	\$8.85	\$8.85	\$8.85	\$8.85	\$8.85	\$8.85	\$8.85	\$8.85
Next 1000 hours	\$9.10	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05
Next 1000 hours	\$9.40	\$9.30	\$9.30	\$9.30	\$9.30	\$9.30	\$9.30	\$9.30
Next 800 hours	\$9.75	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60
Next 800 hours	\$10.15	\$9.85	\$9.85	\$9.85	\$9.85	\$9.85	\$9.85	\$9.85
Next 800 hours	\$11.00	\$10.35	\$10.35	\$10.35	\$10.35	\$10.35	\$10.35	\$10.35
Next 800 hours	\$12.40	\$11.20	\$11.20	\$11.20	\$11.20	\$11.20	\$11.20	\$11.20
Next 600 hours		\$12.60	\$12.60	\$12.60	\$12.60	\$12.60	\$12.60	\$12.60
Next 600 hours		\$13.40	\$13.40	\$13.40	\$13.40	\$13.40	\$13.40	\$13.40
Next 600 hours		\$14.20	\$14.20	\$14.20	\$14.20	\$14.20	\$14.20	\$14.20
Thereafter		\$15.25	\$15.45	\$15.65	\$15.85	\$16.05	\$16.30	\$16.55

		<u>Effective</u> <u>June 4,</u> <u>2007</u>	<u>Effective</u> <u>June 2,</u> <u>2008</u>	<u>Effective</u> <u>December</u> <u>1, 2008</u>	<u>Effective</u> <u>June 1,</u> <u>2009</u>	<u>Effective</u> <u>December</u> <u>7, 2009</u>	<u>Effective</u> <u>June 7,</u> <u>2010</u>	<u>Effective</u> <u>December</u> <u>6, 2010</u>
<u>Meat Clerk and Apprentice</u>								
First 800 hours	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25
Next 1000 hours	\$8.60	\$8.45	\$8.45	\$8.45	\$8.45	\$8.45	\$8.45	\$8.45
Next 1000 hours	\$8.90	\$8.85	\$8.85	\$8.85	\$8.85	\$8.85	\$8.85	\$8.85
Next 800 hours	\$9.20	\$9.10	\$9.10	\$9.10	\$9.10	\$9.10	\$9.10	\$9.10
Next 800 hours	\$9.50	\$9.40	\$9.40	\$9.40	\$9.40	\$9.40	\$9.40	\$9.40
Next 800 hours	\$10.25	\$9.70	\$9.70	\$9.70	\$9.70	\$9.70	\$9.70	\$9.70
Next 800 hours		\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Next 800 hours		\$10.45	\$10.45	\$10.45	\$10.45	\$10.45	\$10.45	\$10.45
Next 800 hours		\$11.05	\$11.05	\$11.05	\$11.05	\$11.05	\$11.05	\$11.05
Next 800 hours		\$11.65	\$11.65	\$11.65	\$11.65	\$11.65	\$11.65	\$11.65
Next 800 hours		\$12.25	\$12.25	\$12.25	\$12.25	\$12.25	\$12.25	\$12.25
Next 600 hours		\$12.85	\$12.85	\$12.85	\$12.85	\$12.85	\$12.85	\$12.85
Thereafter		\$13.42	\$13.62	\$13.82	\$14.02	\$14.22	\$14.47	\$14.72

		<u>Effective</u> <u>June 4,</u> <u>2007</u>	<u>Effective</u> <u>June 2,</u> <u>2008</u>	<u>Effective</u> <u>December</u> <u>1, 2008</u>	<u>Effective</u> <u>June 1,</u> <u>2009</u>	<u>Effective</u> <u>December</u> <u>7, 2009</u>	<u>Effective</u> <u>June 7,</u> <u>2010</u>	<u>Effective</u> <u>December</u> <u>6, 2010</u>
<u>Service Clerks and Apprentice</u>								
First 600 hours	\$7.50	\$7.70	1/1/2008 \$8.10	\$8.10	\$8.10	\$8.10	\$8.10	\$8.10
Next 1000 hours	\$7.80	\$8.00	\$8.30	\$8.30	\$8.30	\$8.30	\$8.30	\$8.30
Next 1000 hours	\$8.30	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Next 800 hours	\$8.80	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00
Next 800 hours	\$9.30	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50
Next 800 hours	\$10.25	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Next 800 hours		\$10.45	\$10.45	\$10.45	\$10.45	\$10.45	\$10.45	\$10.45
Next 800 hours		\$11.00	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00
Next 800 hours		\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50
Next 800 hours		\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Next 800 hours		\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50
Next 800 hours		\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
Thereafter		\$13.67	\$13.87	\$14.07	\$14.27	\$14.47	\$14.72	\$14.97

		<u>Current</u> <u>Rates</u>	<u>Effective</u> <u>June 4,</u> <u>2007</u>	<u>Effective</u> <u>June 2,</u> <u>2008</u>	<u>Effective</u> <u>December</u> <u>1, 2008</u>	<u>Effective</u> <u>June 1,</u> <u>2009</u>	<u>Effective</u> <u>December</u> <u>7, 2009</u>	<u>Effective</u> <u>June 7,</u> <u>2010</u>	<u>Effective</u> <u>December</u> <u>6, 2010</u>
<u>Utility Clerks</u>									
First 700 hours	\$7.50	\$7.60	01/01/08 \$8.10	\$8.10	\$8.10	\$8.10	\$8.10	\$8.10	\$8.10
Next 700 hours	\$7.50	\$7.70	\$8.20	\$8.20	\$8.20	\$8.20	\$8.20	\$8.20	
Next 700 hours	\$7.80	\$7.90	\$8.30	\$8.30	\$8.30	\$8.30	\$8.30	\$8.30	
Experienced Rate	\$8.36	\$8.66	\$9.16	\$9.16	\$9.16	\$9.16	\$9.16	\$9.16	

		<u>Current</u> <u>Rates</u>	<u>Effective</u> <u>June 4,</u> <u>2007</u>	<u>Effective</u> <u>January 1,</u> <u>2008</u>	<u>Effective</u> <u>December</u> <u>1, 2008</u>	<u>Effective</u> <u>June 1,</u> <u>2009</u>	<u>Effective</u> <u>December</u> <u>7, 2009</u>	<u>Effective</u> <u>June 7,</u> <u>2010</u>	<u>Effective</u> <u>December</u> <u>6, 2010</u>
<u>Fuel Clerks</u>									
First 800 hours	\$7.50	\$7.75	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25
Next 800 hours	\$7.50	\$7.85	\$8.35	\$8.35	\$8.35	\$8.35	\$8.35	\$8.35	
Next 1000 hours	\$7.50	\$7.95	\$8.45	\$8.45	\$8.45	\$8.45	\$8.45	\$8.45	
Experienced Rate	\$7.80	\$8.40	\$8.55	\$8.70	\$8.85	\$8.95	\$9.15	\$9.25	

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 June 5, 2011.