

These scales are Minimums

Employees will move to the next higher  
Wage rate on the appropriate scale

	Current			12/3/2023		12/8/2024	
Head Meat Cutter	\$	25.69	\$	26.79	\$	27.54	
Journeyman	\$	24.64	\$	25.64	\$	26.39	
<b>Apprentices</b>							
First year	\$	17.21	\$	18.71	\$	18.71	
Second year	\$	18.64	\$	20.14	\$	20.14	
Third year	\$	20.07	\$	21.57	\$	21.57	
Fourth Year	\$	20.99	\$	22.49	\$	22.49	
Thereafter Journeyman	\$	24.64	1.00 plus 70 cents	\$	25.64	\$	26.39
<b>Wrappers</b>							
0-1040 hours	\$	13.00	\$	14.00	\$	14.00	
+2080	\$	13.75	\$	15.00	\$	15.00	
+2080	\$	15.03	\$	16.00	\$	16.00	
+2080	\$	16.19	\$	16.80	\$	16.80	
+2080	\$	16.93	\$	17.50	\$	17.50	
+2080 Top of scale	\$	18.50	\$	19.00	\$	19.00	
over top scale	\$	0.70	\$	1.00	\$	0.75	
<b>Grocery/Bakery/Deli Dept Heads</b>							
Assistant Manager	\$	24.86	\$	25.96	\$	26.71	
Produce Manager	\$	24.86	\$	25.96	\$	26.71	
Frozen Dairy Manage	\$	24.86	\$	25.96	\$	26.71	
Head Cashier Bookke	\$	24.86	\$	25.96	\$	26.71	
Deli Manager	\$	24.86	\$	25.96	\$	26.71	
Bakery Manager	\$	24.86	\$	25.96	\$	26.71	
overate	\$	0.70	\$	1.10	\$	0.75	
<b>Full-time Grocery bakery deli</b>							
Start	\$	12.75	\$	15.00	\$	15.00	
after 1 year	\$	13.75	\$	16.00	\$	16.00	
After 2 years	\$	14.75	\$	17.00	\$	17.00	
After 3 years	\$	16.50	\$	18.00	\$	18.00	
After 4 Years	\$	18.00	\$	19.00	\$	19.00	
After 5 years	\$	19.55	\$	20.00	\$	20.00	
After 6 Years	\$	23.41	\$	24.00	\$	24.00	
Over top Scale3	\$	0.45	\$	1.00	\$	0.75	

Part-time Grocery/Bakery/Deli

0-1041	\$	12.75	\$	14.00	\$	14.00
+1041 Hours	\$	13.25	\$	14.75	\$	14.75
+1041 Hours	\$	14.25	\$	15.50	\$	15.50
+1041 Hours	\$	15.25	\$	16.25	\$	16.25
+1041 Hours	\$	16.50	\$	17.00	\$	17.00
+1041 Top of scale	\$	17.25	\$	17.75	\$	17.75
over the Top .25	\$	0.60	\$	0.75	\$	0.75

Part-time

Utility, Bagger, clean-up, Custodial

Start	\$	10.50	\$	12.00	\$	12.00
12 months	\$	11.00	\$	12.50	\$	12.50
18 months	\$	11.50	\$	13.00	\$	13.00
2 years	\$	12.00	\$	13.50	\$	13.50
Overrate	\$	0.50	\$	0.50	\$	0.50

each employee will move to the next higher rate from where they are now on the new scale with no less than a .75 cent increase excluding utility employees