

PT scale starting at \$17.50, including ALL classifications. 50 cents for the first 2 years, after 2 years, 75 cent increment jumps, after 4 years, \$1 jumps

All PT, Courtesy/Custodial, and Group 3

		Yr 1	Yr 2	Yr 3
Step 1	0-6 months	\$17.50	\$18.25	\$19.00
Step 2	6-12 months	\$18.00	\$18.75	\$19.50
Step 3	12-18 months	\$18.50	\$19.25	\$20.00
Step 4	18-24 months	\$19.00	\$19.75	\$20.50
Step 5	2-2.5 years	\$19.75	\$20.50	\$21.25
Step 6	2.5-3 years	\$20.50	\$21.25	\$22.00
Step 7	3-3.5 years	\$21.25	\$22.00	\$22.75
Step 8	3.5-4 years	\$22.00	\$22.75	\$23.50
Step 9	4-4.5 years	\$23.00	\$23.75	\$24.50
Step 10	4.5-5 years	\$24.00	\$24.75	\$25.50
Over & TOS yearly increase		\$2.00	\$2.75	\$3.50

Everyone slots in at least \$1 more than current rate of pay and progress every 6 months on the scale.

All EEs with more than 10 YOS place at TOS

\$2 differential: PT supervisor, MOD, Deli, Overnight (hours worked between 6pm and 6am), training, interpretation

Examples	Current Rate	3/2025	9/2025	3/2026	9/2026	3/2027	9/2027	Over 3 yrs
	\$15.00	\$17.50	\$18.00	\$19.25	\$19.75	\$21.25	\$22.00	\$7.00
	\$17.25	\$18.50	\$19.00	\$20.50	\$21.25	\$22.75	\$23.50	\$6.25
	\$18.00	\$19.00	\$19.75	\$21.25	\$22.00	\$23.50	\$24.50	\$6.50
	\$19.25	\$20.50	\$21.25	\$22.75	\$23.75	\$25.50	\$25.50	\$6.25
	\$21.00	\$22.00	\$23.00	\$24.75	\$24.75	\$31.00	\$31.00	\$10.00

Full Time - Classified Assistant

All Retail Specialists eliminated, reclassify as Classified Assistants and place into this scale at next highest wage rate at least \$1 more than current rate.

When a member is promoted from PT to FT, they slot into Step 1 of the Classified Assistant scale, or the next highest wage rate at least \$1 more than current rate.

		Yr 1	Yr 2	Yr 3
Step 1	0 - 1 yr	\$28.00	\$28.75	\$29.50
Step 2	1 - 2 yr	\$30.50	\$31.25	\$32.00
TOS	2 +	\$33.00	\$33.75	\$34.50
Over & TOS yearly increase		\$2.50	\$2.50	\$2.50

Traditional FT	Yr 1	Yr 2	Yr 3
	\$35.00	\$35.75	\$36.50
Over & TOS yearly increase	\$2.50	\$2.50	\$2.50

Assistant Department Managers* will slot into this classification

* For example: EEs who cover for Department Manager duties, such as: ordering, scheduling, training, etc.

Department Managers	Yr 1	Yr 2	Yr 3
	\$38.50	\$39.25	\$40.00
Over & TOS yearly increase	\$2.50	\$2.50	\$2.50

Additional departments added to this scale/classification: General Merchandise, Floral, Pricing, Gift, Online/Ecommerce

All Dept Managers considered Traditional FT

Head Meat Cutter	Yr 1	Yr 2	Yr 3
	\$40.00	\$40.75	\$41.50
Over & TOS yearly increase	\$2.50	\$2.50	\$2.50

Journeyman

All Classified Assistants in the Meat Department who cut meat will convert to Journeymen

[HOLD for proposal on all other classifications within the meat dept]

	Yr 1	Yr 2	Yr 3
	\$36.50	\$37.25	\$38.00
Over & TOS yearly increase	\$2.50	\$2.50	\$2.50

Meat Service Employee

	Yr 1	Yr 2	Yr 3
	\$33.00	\$33.75	\$34.50
Over & TOS yearly increase	\$2.50	\$2.50	\$2.50

FT Maintenance

	Yr 1	Yr 2	Yr 3
	\$33.00	\$33.75	\$34.50
Over & TOS yearly increase	\$2.50	\$2.50	\$2.50