

**Appendix B
Minimum Meat Rates**

| | |
|---------------------------|---------|
| Head Meat Cutter | \$31.44 |
| Journeyman Meat Cutter | \$30.44 |
| Modified PT Meat Cutter * | \$20.00 |

* Upon successful completion of a twelve (12) month program, Modified PT Meat Cutter will move to Full Time Classified Assistant.

| Meat Helper | |
|---------------------------|---------|
| Step 1 (Hire to Year 1) | \$21.00 |
| Step 2 (Year 2) | \$22.75 |
| Step 3 (Year 3) | \$24.50 |
| Step 4 (Year 4) | \$26.25 |
| Step 5 (Year 5 and after) | \$29.33 |

| Service Meat Employees | |
|------------------------|---------|
| 0-6 Months | \$18.00 |
| 6-12 Months | \$19.00 |
| 1-2 Years | \$20.00 |
| 2-3+ Years | \$26.55 |

Employees that are at or above the top of scale will receive the following increases:

| | Effective Upon Ratification * | 3/1/2026 | 3/7/2026 | 3/5/2028 |
|-------------------------|----------------------------------|----------|----------|----------|
| Heat Meat Cutter | \$0.95 | \$0.95 | \$0.95 | \$0.95 |
| Journeyman Meat Cutter | \$0.90 | \$0.90 | \$0.90 | \$0.90 |
| Modified PT Meat Cutter | \$0.60 | \$0.60 | \$0.60 | \$0.60 |
| Meat Helper | \$0.90 | \$0.90 | \$0.90 | \$0.90 |
| Service Meat Employee | \$0.80 | \$0.80 | \$0.80 | \$0.80 |

*Initial wage increase is retroactive for up to one week from the first Sunday after ratification if ratified after contract expires and is effective early if ratified before contract expires.

These proposals are offered by Haug Companies in a good faith effort to reach a negotiated successor collective bargaining agreement with UFCW Local 663. Any proposals that are withdrawn by Haug Companies during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. A proposal or any withdrawal or modification of a proposal does not constitute a waiver by Haug Companies of any of its present rights. Haug Companies reserves the right to add to, modify or delete proposals at any time. Any agreement as to a specific proposal is considered to be a tentative agreement subject to final agreement between Haug Companies and the Union concerning all matters related to these negotiations.

**Appendix C
Minimum Grocery Rates**

| | |
|--|---------|
| Assistant Manager | \$30.33 |
| Produce Department Head | \$30.33 |
| Frozen Department Head | \$30.33 |
| Bookkeeper or Head Cashier | \$30.33 |
| Delicatessen Department Head | \$30.33 |
| Company Designated (up to 3 per store) | \$30.33 |

| | FT Food Handlers & Pharmacy Employees* | Retail Specialists | Classified Assistants* |
|-------------------------|--|--------------------|------------------------|
| Step 1 (Hire to Year 1) | \$21.00 | \$17.00 | \$19.33 |
| Step 2 (Year 2) | \$22.75 | \$17.50 | \$20.33 |
| Step 3 (Year 3) | \$24.50 | \$18.00 | \$21.10 |
| Step 4 (Year 4) | \$26.25 | \$19.00 | \$22.00 |
| Step 5 (Year 5)* | \$27.79 | \$19.80 | \$24.67 |
| Step 6 (Year 6+) | \$29.33 | \$22.80 | \$27.33 |

*FT Food Handlers & Pharmacy Employees and Classified Assistants must complete step 5 only if they were hired after ratification

Employees that are at or above the top of scale will receive the following increases:

| | Effective Upon Ratification * | 3/1/2026 | 3/7/2026 | 3/5/2028 |
|--|-------------------------------|----------|----------|----------|
| Assistant Manager | \$0.90 | \$0.90 | \$0.90 | \$0.90 |
| Produce Department Head | \$0.90 | \$0.90 | \$0.90 | \$0.90 |
| Frozen Department Head | \$0.90 | \$0.90 | \$0.90 | \$0.90 |
| Bookkeeper or Head Cashier | \$0.90 | \$0.90 | \$0.90 | \$0.90 |
| Delicatessen Department Head | \$0.90 | \$0.90 | \$0.90 | \$0.90 |
| Company Designated (up to 3 per store) | \$0.90 | \$0.90 | \$0.90 | \$0.90 |
| FT Food Handlers & Pharmacy Employees | \$0.90 | \$0.90 | \$0.90 | \$0.90 |
| Retail Specialists | \$0.70 | \$0.70 | \$0.70 | \$0.70 |
| Classified Assistants | \$0.80 | \$0.80 | \$0.80 | \$0.80 |

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**Appendix D
All Part-Time Minimum Rates**

| | Years | Hours | |
|---------|---------------------|---------------|---------|
| Step 1 | 0-1 | 0 - 1200 Hrs | \$13.75 |
| Step 2 | 1 | 1201-1800 Hrs | \$14.00 |
| Step 3 | 6 Months | 1801-2400 Hrs | \$14.50 |
| Step 4 | 6 Months | 2401-3000 Hrs | \$15.00 |
| Step 5 | 6 Months | 3001-3600 Hrs | \$15.50 |
| Step 6 | 6 Months | 3601-4200 Hrs | \$16.00 |
| Step 7 | 6 Months | 4201-4800 Hrs | \$16.75 |
| Step 8 | 6 Months | 4801-5400 Hrs | \$17.25 |
| Step 9 | 6 Months | 5401-6000 Hrs | \$18.00 |
| Step 10 | 6 Months | 6000+ Hrs | \$19.10 |

Employees that are at or above the top of scale will receive the following increases:

| | Effective Upon Ratification * | 3/1/2026 | 3/7/2026 | 3/5/2028 |
|-------------------------|-------------------------------|----------|----------|----------|
| All Part-Time Positions | \$0.60 | \$0.60 | \$0.60 | \$0.60 |

*Initial wage increase is retroactive for up to one week from the first Sunday after ratification if ratified after contract expires and is effective early if ratified before contract expires.

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