

Jerry's reserves the right to add, modify, subtract, or delete any of its proposals at any time during these negotiations.

Appendix B
Minimum Meat Rates

Head Meat Cutter	\$31.44
Journeyman	\$30.44

Service Meat Employees	
0-6 mo	\$18.00
6-12 mo	\$19.00
1-2 yr	\$20.00
2-3 yr	\$26.55

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

	Effective upon ratification*	3/7/2026	3/6/2027	3/4/2028
Head Meat Cutter	\$0.95	\$0.95	\$0.95	\$0.95
Journeyman	\$0.90	\$0.90	\$0.90	\$0.90
Service Meat Employees	\$0.80	\$0.80	\$0.80	\$0.80

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

Jerry's reserves the right to add, modify, subtract, or delete any of its proposals at any time during these negotiations.

**Appendix C
Minimum Grocery Rates**

Grocery Department Head	\$30.33
Produce Department Head	\$30.33
Frozen Food Department Head	\$30.33
Bookkeeper or Head Cashier	\$30.33
Delicatessen Department Head	\$30.33
Company Designated	\$30.33

	Full-time Food Handlers & Pharmacy	Classified Assistant (hired on or after 3/2/2025)	Classified Assistant (hired after 3/5/2023 but before 3/2/2025)	Classified Assistant (hired before 3/5/2023)	Retail Specialist
0-6 mo	\$20.00				
6-12 mo	\$21.75	\$19.83	\$18.83	\$18.83	\$17.00
1-2 yr	\$23.50	\$20.60	\$19.83	\$19.83	\$17.50
2-3 yr	\$24.50	\$21.50	\$20.60	\$20.60	\$18.00
3-4 yr	\$25.50	\$23.00	\$21.50	\$21.50	\$19.00
4-5 yr	\$26.50	\$25.90	\$23.00	\$27.33	\$19.80
5-6 yr	\$29.33	\$27.33	\$27.33	n/a	\$22.80

ALL PART-TIME

Step 1	hire - 1200 hours	\$13.75
Step 2	next 1200 hours	\$14.00
Step 3	next 600 hours	\$14.50
Step 4	next 600 hours	\$15.00
Step 5	next 600 hours	\$15.50
Step 6	next 600 hours	\$16.00
Step 7	next 600 hours	\$16.75
Step 8	next 600 hours	\$17.25
Step 9	next 600 hours	\$18.00
Step 10	next 600 hours	\$19.10

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

	Effective upon ratification*	3/7/2026	3/6/2027	3/4/2028
Grocery Department Head	\$0.90	\$0.90	\$0.90	\$0.90
Produce Department Head	\$0.90	\$0.90	\$0.90	\$0.90
Frozen Food 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	\$0.90	\$0.90	\$0.90	\$0.90

Full-time Food Handlers & Pharmacy	\$0.90	\$0.90	\$0.90	\$0.90
Classified Assistant (hired on or after 3/2/2025)	\$0.80	\$0.80	\$0.80	\$0.80
Classified Assistant (hired after 3/5/2023 but before 3/2/2025)	\$0.80	\$0.80	\$0.80	\$0.80
Classified Assistant (hired before 3/5/2023)	\$0.80	\$0.80	\$0.80	\$0.80
Retail Specialist	\$0.70	\$0.70	\$0.70	\$0.70

All Part-Time	\$0.60	\$0.60	\$0.60	\$0.60
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*Initial wage increase is retroactive for up to one week if ratified after contract expires and is effective early if ratified before contract expires.