

Knowlan'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
Modified PT Meat Cutter	\$20.00

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

	Effective upon ratification*	3/2/2026	3/8/2027	3/6/2028
Head Meat Cutter	\$0.95	\$0.95	\$0.95	\$0.95
Journeyman	\$0.90	\$0.90	\$0.90	\$0.90
Modified PT Meat Cutter	\$0.60	\$0.60	\$0.60	\$0.60

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

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**Appendix C**  
**Minimum Grocery Rates**

Assistant Manager	\$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
Step 1	\$21.00	\$19.33
Step 2	\$22.75	\$20.33
Step 3	\$24.50	\$21.10
Step 4	\$26.25	\$22.00
Step 5*	\$29.33	\$25.00
Step 6	N/A	\$27.33

\*Classified Assistants must complete step 5 only if they were hired after ratification

	ALL PART-TIME	Courtesy/Part-Time Maintenance
Step 1	hire - 600 hours	\$13.25
Step 2	next 600 hours	\$13.65
Step 3	next 600 hours	\$14.05
Step 4	next 600 hours	\$14.45
Step 5	next 600 hours	\$14.85
Step 6	next 600 hours	\$15.25
Step 7	next 600 hours	\$15.65
Step 8	next 600 hours	\$16.05
Step 9	next 600 hours	\$16.45
Step 10	next 600 hours	\$16.85
Step 11	next 600 hours	\$17.25
Step 12	next 600 hours	\$18.05

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

	Effective upon ratification*	3/2/2026	3/8/2027	3/6/2028
Assistant Manager	\$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	\$0.80	\$0.80	\$0.80	\$0.80
All Part-Time	\$0.55	\$0.55	\$0.55	\$0.55
Courtesy/Part-Time Maintenance	\$0.45	\$0.45	\$0.45	\$0.45

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