

**RECOMMENDED TENTATIVE AGREEMENT  
BETWEEN  
ARROWHEAD RETAIL GROCERS  
AND  
UFCW LOCAL 1189**

**ARTICLE 3  
UNION SECURITY**

**3.4 New Employees.** The Employer agrees, to have a new Employee, working in a Minnesota Store, complete a union membership card and dues authorization at the time of hiring, to be effective on the 31<sup>st</sup> day of employment. The Union agrees that should the Employer take an initial deduction prior to the completion of the Employee's probationary period, such amount shall be promptly refunded by the Union to the Employee. A Union Representative will be allowed to have a fifteen (15) minute session with newly hired employees on the first and second Tuesday of each month, from 9:00 pm to 9:15 pm, with the exception of school age new hires who will be excused at 9:00 pm. A second meeting day will be held on the first and second Saturday of each month from 9:00am to 9:15 am and from 1:00 pm to 1:15 pm to discuss the benefits under this Agreement and of Union Membership. The Union agrees to hold the employer harmless for any actions or claims made by, or on behalf of employees relating to this clause.

**ARTICLE 4  
HOURS OF LABOR GROCERY, MEAT  
Work Schedule Postings**

**4.7 Work Schedule Posting.** Work schedules for all Employees shall be made up for a two week period. The schedule shall be posted for any two week period no later than Friday at 2:00 p.m. preceding the first week of the two week period. When posting the schedules, the Employer shall show, **in seniority order**, the Employee's first and last name on the schedule in ink. All Employees shall have the opportunity prior to the posting of the schedule to request of the Company, in writing, a particular day or days off. Written day-off requests must be received no later than five (5) days prior to the time the work schedule is posted. If the requested day or days off are for a justifiable reason, the Employer will grant the request based on the needs of the business so that the Employee receives **their** ~~his/her~~ requested day or days off without loss of hours, based on seniority. Untimely requests (those that come in with less than five (5) days' notice), if granted, may result in loss of hours. Once the schedule for any period is posted, there shall be no change in the schedule for that period, except for emergencies. Where the Employer knows in advance that the scheduled hours will not be available, the store manager will make every effort to notify the Employee. Employees will notify the Employer in advance when they will not be available for work. Each Employer shall designate a store contact person per written store policy, including contact persons' names and phone numbers, which will be posted on the Employee bulletin board. **The Employer will provide schedules for all employees in all departments, performing bargaining unit work, to the Union on the date in which the schedules are to be posted in the stores. The method by which schedules are supplied will be consistent with Company current practice, as may be updated from time to time.**

## Technological Changes and Automation 4.12 (grocery) 4.18 (Meat)

A. The parties recognize that automated equipment and technology is now available and will be available for the Retail Food Industry. Employer recognizes that there is a desire to protect and preserve work opportunities for bargaining unit employees. At the same time, the Union recognizes the Company has the right to avail itself of modern technology and automation. With this common objective, the parties agree as follows: In the event the Employer introduces technological changes, which for the purposes of this article is defined as price marking and electronic scanners that would result in the elimination of bargaining unit work, sixty (60) days advance notice of such change will be given to the Union. Less than sixty (60) days advance notice of such change will be appropriate if the Employer is unable, due to sales or marketing difficulties or circumstances that reduce the Employer's ability to provide such notice, but, in such case, the Employer will give as much advance notice as possible.

B. In addition, the Employer agrees:

1. Any retraining necessary will be furnished by the Employer at no expense to the employee.
2. Where retraining is not applicable or possible, the Employer will make every effort to affect a transfer of the effected employee to another store.
3. In the event an employee is not retrained or transferred, and is permanently displaced as a result of major technological changes, as defined above, the Employer agrees that it will bargain with the Union over the effects of such displacement.

C. It is further agreed and understood between the parties that the layoff provisions contained in this Agreement shall be complied with in the event of any technological changes causing layoff.

### 4.13 (Grocery)

All demo and sampling of any products produced in house shall be considered bargaining unit work and shall be compensated at the Food Handler rate of pay and benefits. All demo and sampling hours will count towards the weekly scheduled hours of the individual. Staffing of demo and sample work shall be by volunteers by department seniority first. If there aren't enough volunteers within the department then volunteers by other departments will be given preference based on hire date. If there is an insufficient number of volunteers, then the employer may either assign by inverse seniority the most junior employee on straight time within the department, or staff from outside of the bargaining unit. Volunteers will be sought using a sign-up sheet.

## ARTICLE 5

### MISCELLANEOUS PROVISIONS

5.2 **Over-rate Wages.** The Employer shall have the right to adjust wages of its Employees provided such adjustments are made over the contract wage rate range, and provided further that such adjustments are made within the contract period. When an adjustment is made, an Employee shall be given credit for the hours and/or years of service and progress from that point, **for wage purposes only.** ~~for Employees hired before 5/1/05. Overtime Employees hired after April 30, 2005 may be frozen at the higher starting rate and not progress on the wage scale until after 24 months of continuous service. Any Employee, at the date of entering into this Agreement, receiving a higher rate of pay than those herein specified, shall suffer no loss as a result of this Agreement.~~

## ARTICLE 8 VACATIONS

### Full-time (FortyPlus) Employees

**8.1 Vacation Benefit.** ~~Full-time Employees hired before May 1, 2005 with seven (7) years of service or more with the Employer shall receive three (3) weeks' vacation with pay. Full-time Employees hired before May 1, 2005 with fifteen (15) years of service or more with the Employer shall receive four (4) weeks' vacation with pay. Full-time Employees hired after April 30, 2005 shall be entitled to annual vacation of one week after one (1) year of employment, two (2) weeks after the second year, three (3) weeks after the eighth year,~~ and four (4) weeks after the fifteenth year.

**8.9 Part-time Nonfood Handling Employees.** ~~Part-time Nonfood Handling Employees, Baggers, and Utilities, shall be entitled to annual vacation of~~ hired before May 1, 2005 shall be entitled to two (2) weeks of paid vacation. Part-time non-food handling employees hired after May 1, 2005 will be eligible for one (1) week of paid vacation after two (2) three (3) years of employment and two (2) weeks of paid vacation after five (5) years, based on average hours worked. of employment.

**8.13 Vacation Changes.** The Employer reserves the right to make changes in vacation periods when considered advisable for efficient operation. If a vacation week that was granted and approved prior to March 1<sup>st</sup> becomes available after March 1<sup>st</sup>, that vacation time shall be offered in order of seniority. Vacations for each year must be taken during the year or be forfeited, with the exception of unusual and compelling circumstances acceptable to the employer. Requests will not be unreasonably denied.

### **Vacation Time in 4-hour increments 8.16 and 8.18**

Change any reference to one day at a time vacation to minimum of 4 hour increments or the balance.

## ARTICLE 9 Holidays General

**9.6 Full-time Holiday Pay.** Full-time Food Handling Employees who have ~~worked 2 consecutive years~~ completed a full year of employment for the Employer, whether as part-time or full-time employees, shall receive eight (8) hours straight time pay for any of the above-mentioned days, if the Employee has worked during the holiday week ~~his/her~~ their scheduled day before and scheduled day after the holiday, except for bona fide illness.

**9.12 Part-time Holiday Pay.** Part-time Food Handling Employees ~~hired before June 28, 2008 working in any holiday week, Baggers, Utilities and Part-time Non-Food Handling Employees hired before May 1, 2005,~~ who have completed 7 consecutive years, working in any holiday week, and who have worked

their last scheduled work day before, the holiday itself (if scheduled), and their first scheduled work day after a holiday, except for bona fide illness, shall be entitled to 6 hours of holiday pay.

~~9.13 — Ineligible for Holiday Pay. Part-time Non-Food Handling Employees hired after April 30, 2005 shall not be entitled to holiday pay. Part-time Food Handling Employees hired after June 27, 2008 (including former PPT employees and Non-food Handling Employees that converted to Part-time Food Handling Employee status after June 27, 2008) shall not be entitled to holiday pay.~~

**ARTICLE 15  
HEALTH AND WELFARE AND PENSION**

**Full-time (*FortyPlus*) Employees**

15.16 **Contribution Rate.** The Employer will pay the full monthly Family contribution to the Health and Welfare Fund for each *FortyPlus* (Full-time) Food Handling Employee (as defined in paragraph 10.8) with dependents and hired before May 1, 2005 according to the following schedule:

Effective Date	Amount
First of the month after ratification	\$1,700
January 1, 2023	\$1,725
January 1, 2024	\$1,750

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**Eligible Part-time Employees**

15.22 **Contribution Rate.** The Employer agrees to continue to pay monthly contribution for Single coverage for each *ThirtyPlus* Part-time Food Handling Employee, each *Grandfathered* Part-time Food Handling Employee, and each Non-food Handling Employee working 30 hours per week or more (hereafter “Eligible Part-time Employees” as defined in paragraph 10.8) to the Health and Welfare Fund according to the following schedule:

Effective Date	Amount
First of the month after ratification	\$715
January 1, 2023	\$740
January 1, 2024	\$765

15.26 **Pre 10/1/14 Eligible Employee Premium Share.** The Employer will continue to pay the full Single contribution rate for *ThirtyPlus* employees hired before October 1, 2014 and *Grandfathered* Part-time Employees as defined in paragraph 10.8. Effective January 1, 2018, The Employer will pay the Single contribution rate for Eligible Employees hired before October 1, 2014 who elect health care coverage under the Health and Welfare Fund reduced by a “premium share” to be paid by the Eligible Employee through a payroll deduction of \$9 for the first 4 pay periods (total of \$36) each month toward the monthly contribution rate. Effective January 1, 2023 the foregoing payroll deduction shall increase to \$10 for the

first 4 pay periods (total of \$40) and effective January 1, 2024 the foregoing payroll deduction shall increase to \$11 for the first 4 pay periods (total of \$44).

15.27 **Post 10/1/14 Eligible Employee Premium Share.** The Employer will continue to pay the Single contribution rate for Non-Food Handling Employees averaging 30 hours per week or more Sunday through Saturday and for *ThirtyPlus* Employees hired after September 30, 2014 who elect health care coverage under the Health and Welfare Fund reduced by a “premium share” to be paid by the employee through a payroll deduction of \$30 for the first 4 pay periods of each month. Effective January 1, 2023 the foregoing payroll deduction shall increase to \$31 for the first 4 pay periods and effective January 1, 2024 the foregoing payroll deduction shall increase to \$32 for the first 4 pay periods.

~~15.28 **Transitional Employee Premium Share.** The Employer will pay the Single contribution rate for *Transitional* Part-time Employees as defined in paragraph 10.3 who have elected to continue health care coverage under the Health and Welfare Fund after September 30, 2014 subject to a “premium share” paid by the employee through a payroll deduction of \$43.75 for the first 4 pay periods each month. Effective January 1, 2020 the foregoing payroll deduction shall increase to \$45 for the first 4 pay periods and effective January 1, 2021 the foregoing payroll deduction shall increase to \$46 for the first 4 pay periods.~~

**Note: Any transitional employee effected by this change will move to the post 10/1/14 employee group for purposes of all other wage and benefits.**

## ARTICLE 18

### BEREAVEMENT LEAVE

**18.1 Bereavement Pay.** The Employer agrees to pay Employees for necessary absence on account of death in the immediate family up to and including a maximum of three (3) scheduled work days at straight time not to exceed eight (8) hours per day **to grieve, arrange for, travel to, or to attend the funeral.** A maximum of four (4) days **bereavement** leave shall be granted in the event of the death of a spouse **or children (child, step-child, adopted child, foster child and legal guardian’s child).** In the event an Employee would be entitled to **bereavement** leave during the period they are on vacation, **such employee shall be allowed to take the bereavement leave on later days.**

**18.2 Definition.** Under the term “immediate family” shall mean spouse, parents and step-parents, children and step children, brothers and step-brothers, sisters and step-sisters, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, legal guardian or any relative residing with the Employee or with whom the Employee is residing. A maximum of one (1) day **bereavement** leave shall be granted in the event of the death of a current sister-in-law and brother-in-law.

## **ARTICLE 19 LEAVES OF ABSENCE**

19.4.B S.P.U.R. (Special Project Union Representative). A leave of absence will be provided for a period of time, not to exceed one (1) year, for an employee requested by the Union to assist the UFCW International or Local 1189 for temporary work as a Union Representative in the SPUR program, but not in any matter or project related to any signatory employer. The Union will provide a 30 day minimum notice to the Employer. It is understood that the Union would make any contributions necessary to continue the Employee's participation in H&W and Pension Programs as provided by the agreement during the leave of absence. The Employer would provide the leave without loss of seniority. The SPUR leave will be granted only upon mutual agreement of the Employer and the Union. No request will be unreasonably denied.

### **Gender Neutral Language**

Whenever any words are used in this Agreement in the masculine or feminine gender, they shall also be construed to include all genders in all situations where they would so apply. Whenever any **gender descriptive** words are used in the singular, they shall also be construed to include the plural in all situations where they would so apply; and wherever any words are used in the plural, they shall also be construed to include the singular.

### **Health and Safety**

#### **A. Commitment to Safety**

1. The Employer agrees that it will provide a safe and healthy workplace and to correct any unsafe condition or safety or health hazard.
2. The Employer agrees to promptly investigate all hazards, unsafe conditions and accidents brought to its attention and to promptly remedy all hazards and unsafe conditions its investigation reveals.
3. The Employer will establish and publish a written policy setting out its guidelines for employees safety and store security. These guidelines shall make clear that no employee is required to take action in response to theft or security incidents which may endanger the safety of the employee.

#### **B. Safety Training**

The Employer will provide training to its employees as to how they should perform their jobs safely and employees shall be paid for said training. The Employer will not allow any employee to operate any equipment or handle hazardous materials until the employee has received all relevant training.

#### **C. Protective Equipment**

1. The Employer shall continue to provide necessary PPE at its own cost.
2. The Employer shall continue to maintain anti-fatigue mats where appropriate in the store.

#### **D. Safety Meetings**

1. Safety meetings will be held consistent with the Employer's health and safety practices and the law. Meeting dates and meeting outcomes will be posted in-store for all employees to review and provide feedback.
2.
  - a. A storewide committee composed of one (1) union appointed bargaining unit member, one (1) Union Representative or designee, four (4) store employees and up to three (3) Employer representative. Should the union appointed member be unable to make a committee meeting, then another union member that does not hold the role of Department Manager will participate. (Super One)
  - b. A storewide committee composed of one (1) union appointed bargaining unit member, one (1) Union Representative or designee, two (2) store employees and up to two (2) Employer representatives. Should the union appointed member be unable to make a committee meeting, then another union member that does not hold the role of Department Manager will participate. (Mt. Royal)
3. Employees shall be paid for any time spent in safety meetings.

#### **E-Commerce**

##### **New Article-Grocery**

E-Commerce: The Employer may operate an E-Commerce Department in their stores and such work will be performed by bargaining unit employees. The Employer may retain a third-party service provider to deliver direct customer service orders. In addition, third-party service providers are allowed to shop orders in the store when such orders are generated through the third party's platform. Such work is not required to be done by the bargaining unit, and such work is not prohibited by this Agreement.

#### **TRAVEL TIME AND MILEAGE**

##### **New Article-Grocery and Meat**

When an employee uses their personal vehicle to travel from one store to another in any one (1) day, to make deliveries of product to a store or customer, or travel from one (1) store to any other location for any business reason, such travel time will be considered as time worked and the employee shall be paid mileage not less than the specified IRS rate.

No employee will be required by the Employer to make a delivery to a store or customer.

**Wages – Grocery**

**Food Handling Department Managers  
Including Bakery / Deli Managers**

	<u>Current</u>	<u>Effective Date</u>	<u>04/23/2023</u>	<u>04/21/2024</u>
Start (12 months)	18.13	→ \$19.28	\$19.28	\$19.28
Step 1 (12 months)	18.67	→ \$19.82	\$19.82	\$19.82
Step 2 (12 months)	19.62	→ \$20.77	\$20.77	\$20.77
Step 3 (12 months)	20.20	→ \$21.35	\$21.35	\$21.35
Step 4(12 months)	20.60	→ \$21.75	\$21.75	\$21.75
Step 5 (12 months)	20.90	→ \$22.05	\$22.05	\$22.05
Step 6 (12 months)	21.20	→ \$22.35	\$22.35	\$22.35
Step 7 (12 months)	21.50	→ \$22.65	\$22.65	\$22.65
Step 8 (12 months)	21.80	→ \$22.95	\$22.95	\$22.95
Step 9 (12 months)	22.10	→ \$23.25	\$23.25	\$23.25
Step 10 (12 months)	22.55	→ \$23.75	\$23.75	\$23.75
Top and over scale		1.15	+.85	+.85

- Newly appointed Department Manager enters wage progression on next higher wage rate above ~~his/her~~ **their** current wage rate.

Assistant Store Managers receive additional 50¢/hour over applicable rate



**Full Time Food Handling Employees:**

Eliminate the first two current steps and start at \$16.42

	Current	Effective Date	04/23/2023	04/21/2024
<b>Start (12 months)</b>	<del>\$14.14</del>	\$16.42	\$16.42	\$16.42
<b>Step 1 (12 months)</b>	<del>\$15.00</del>	\$17.42	\$17.42	\$17.42
<b>Step 2 (12 months)</b>	<del>\$16.07</del>	\$17.67	\$17.67	\$17.67
<b>Step 3 (12 months)</b>	<del>\$16.37</del>	\$17.97	\$17.97	\$17.97
<b>Step 4 (12 months)</b>	<del>\$16.67</del>	\$18.27	\$18.27	\$18.27
<b>Step 5 (12 months)</b>	<del>\$16.92</del>	\$18.57	\$18.57	\$18.57
<b>Step 6 (12 months)</b>	<del>\$17.22</del>	\$18.87	\$18.87	\$18.87
<b>Step 7 (12 months)</b>	<del>\$17.52</del>	\$19.27	\$19.27	\$19.27
<b>Step 8 (12 months) New</b>	17.82	\$19.57	\$19.57	\$19.57
<b>Step 9 (12 months) new</b>	18.22	\$19.87	\$19.87	\$19.87
<b>Top and over scale:</b>		+1.05	+75¢	+75¢

- If an employee is at a rate of \$19.27 or higher on the effective date, their rate will increase by \$1.05 the first year.

**Full Time Bakery Deli, includes FT Decorators**

	Current	Effective Date	4/23/2023	4/21/2024
Start (12 months)	\$13.95 → \$15.00	\$15.00	\$15.00	\$15.00
Step 1 (12 months)	\$14.30 → \$15.35	\$15.35	\$15.35	\$15.35
Step 2 (12 months)	\$15.00 → \$16.05	\$16.05	\$16.05	\$16.05
Step 3 (12 months)	\$15.35 → \$16.40	\$16.40	\$16.40	\$16.40
Step 4 (12 months)	\$15.70 → \$16.75	\$16.75	\$16.75	\$16.75
Step 5 (12 months)	\$16.00 → \$17.05	\$17.05	\$17.05	\$17.05
Step 6 (12 months)	\$16.30 → \$17.35	\$17.35	\$17.35	\$17.35
Step 7 (12 months)	16.55 → \$17.60	\$17.60	\$17.60	\$17.60
Step 8 (12 months)	16.85 → \$17.90	\$17.90	\$17.90	\$17.90
Step 9 (12 months)	17.25 → \$18.30	\$18.30	\$18.30	\$18.30
Top and over scale:		+1.05	+.75¢	+.75¢

- If an employee is at a rate of \$17.60 or higher on the effective date, their rate will increase by \$1.05 the first year.

**Part Time Grocery and *ThirtyPlus* Food Handling Employees**

	Current	Effective Date	04/23/2023	04/21/2024
Start	<del>\$11.90</del>	13.70	13.70	13.70
Step 1 +560 Hours	<del>\$12.15</del>	14.35	14.35	14.35
Step 2 +1040 Hours	<del>\$12.40</del>	14.60	14.60	14.60
Step 3 +1040 Hours	<del>\$12.75</del>	14.85	14.85	14.85
Step 4 +1040 Hours	<del>\$13.10</del>	15.10	15.10	15.10
Step 5 +1040 Hours	<del>\$13.45</del>	15.65	15.65	15.65
Step 6 +1040 Hours	<del>\$13.70</del>	16.20	16.20	16.20
Step 7 +1040 Hours	<del>\$13.95</del>	16.70	16.70	16.70
Step 8 +1040 Hours	<del>\$14.20</del>	17.25	17.25	17.25
Step 9 +1040 Hours	<del>\$14.50</del>	17.80	17.80	17.80
Top and over scale:		+.90	+.60	+.55

\* On the effective date employee will move to the wage rate indicated above and progress forward through the steps from there.

.\*\* Over scale employees on the effective date will immediately move to the next higher wage rate on the effective date scale (so long as this results in an increase of at least \$0.25) and progress forward through the steps. If moving to the next higher wage rate on the effective date would result in an increase of less than \$0.25, the employee will move up another step on the scale and progress from that point.

\*\*\* If an employee is at a rate of \$17.80 or higher on the effective date, their rate will increase by \$.90 the first year.

\*\*\*\*This negotiations only – hours worked in any given step will be carried forward.

### Non Food Handling Employees

	<u>Current</u>	<u>Effective Date</u>	<u>04/23/2023</u>	<u>04/21/2024</u>
	\$10.85 → 12.50		\$12.50	\$12.50
<b>Top and over scale:</b>		<b>+50¢</b>	<b>+40¢</b>	<b>+40¢</b>

\*If an employee is making less than \$12/hr or less they will move to \$12.50/hr on the effective date. Employees currently earning more than \$12/hr shall receive a \$0.50 increase.

Meat Contract Wages –

**APPENDIX A  
(Super One)**

**Wage Rates All Areas**

	<u>Current</u>	<u>Effective Date</u>	<u>4/23/2023</u>	<u>4/21/2024</u>
Head Meat Cutter	\$26.00 → \$27.15		\$28.00	\$28.85
Journeyman	\$24.33 → \$25.38		\$26.13	\$26.88
Over Scale (Head Meat Cutter)		1.15	.85	.85
Over Scale (Journeyman)		1.05	.75	.75

**Apprentice Meat Cutter**

	<u>Current</u>	<u>Effective Date</u>	<u>4/23/2023</u>	<u>4/21/2024</u>
Start	\$13.15	\$14.05	\$14.05	\$14.05
Step 1 (+1040 hrs)	\$13.70 → \$14.55		\$14.55	\$14.55
Step 2 (+1040 hrs)	\$14.54 → \$15.05		\$15.05	\$15.05
Step 3 (+1040 hrs)	\$16.26 → \$16.61		\$16.61	\$16.61
Step 4 (+1040 hrs)	\$16.53 → \$16.88		\$16.88	\$16.88
Step 5 (+1040 hrs)	\$16.95 → \$17.30		\$17.30	\$17.30
Step 6 (+1040 hrs)	\$17.60 → \$17.95		\$17.95	\$17.95
Step 7 (+1040 hrs)	\$20.03 → \$20.38		\$20.38	\$20.38

**Employees promoted to apprentice following the effective date will progress according to the scale set forth above.**

**Apprentice Meat Cutters currently in progression as of the effective date shall move to the wage rate in their current level and will be credited for hours worked within their current step as of the effective date.**

**Full Time Meat helpers:**

Eliminate the first two current steps and start at \$16.42

	Current	Effective Date	04/23/2023	04/21/2024
Start (12 months)	<del>\$14.14</del>	\$16.42	\$16.42	\$16.42
Step 1 (12 months)	<del>\$15.00</del>	\$17.42	\$17.42	\$17.42
Step 2 (12 months)	<del>\$16.07</del>	\$17.67	\$17.67	\$17.67
Step 3 (12 months)	\$16.37	\$17.97	\$17.97	\$17.97
Step 4 (12 months)	\$16.67	\$18.27	\$18.27	\$18.27
Step 5 (12 months)	\$16.92	\$18.57	\$18.57	\$18.57
Step 6 (12 months)	\$17.22	\$18.87	\$18.87	\$18.87
Step 7 (12 months)	\$17.52	\$19.27	\$19.27	\$19.27
Step 8 (12 months) New	\$17.82	\$19.57	\$19.57	\$19.57
Step 9 (12 months) new	18.22	\$19.87	\$19.87	\$19.87
Top and over scale:		+1.05	+75¢	+75¢

- If an employee is at a rate of \$19.27 or higher as of the effective date, their rate will increase by \$1.05 the first year.

**Part-time Meat Helpers/Part-time Meat Handlers – same as Grocery Part-time and ThirtyPlus Food Handling Employees**

	Current	Effective Date	04/23/2023	04/21/2024
Start	<del>\$11.90</del>	13.70	13.70	13.70
Step 1 +560 Hours	<del>\$12.15</del>	14.35	14.35	14.35
Step 2 +1040 Hours	<del>\$12.40</del>	14.60	14.60	14.60
Step 3 +1040 Hours	<del>\$12.75</del>	14.85	14.85	14.85
Step 4 +1040 Hours	<del>\$13.10</del>	15.10	15.10	15.10
Step 5 +1040 Hours	\$13.45	15.65	15.65	15.65
Step 6 +1040 Hours	\$13.70	16.20	16.20	16.20
Step 7 +1040 Hours	\$13.95	16.70	16.70	16.70
Step 8 +1040 Hours	\$14.20	17.25	17.25	17.25
Step 9 +1040 Hours	\$14.50	17.80	17.80	17.80
Top and over scale:		+90	+60	+55

\* On the effective date employee will move to the wage rate indicated above and progress forward through the steps from there.

\*\* Over scale employees on the effective date will immediately move to the next higher wage rate on the effective date scale (so long as this results in an increase of at least \$0.25) and

