

**Knowlan's Counter to Union Wage Proposal 2022 APPENDIX "A" WAGE RATES - 5/5/22**

	10/3/2021	4/10/2022	10/2/2022	4/9/2023	10/1/2023
ASST. MGR / HEAD STOCK	\$27.27	\$27.52	\$27.77	\$28.02	\$28.27
ALL OTHER (NON MEAT) DEPT. HEADS	\$26.87	\$27.12	\$27.37	\$27.62	\$27.87
HEAD MEAT CUTTER	\$28.02	\$28.27	\$28.52	\$28.77	\$29.02
JOURNEYMAN	\$27.35	\$27.60	\$27.85	\$28.10	\$28.35
OVERSCALE INCREASES	\$0.60	\$0.25	\$0.25	\$0.25	\$0.25

APPRENTICES		4/10/2022	10/2/2022	4/9/2023	10/1/2023
Progression Increases		\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
FIRST 1040 HOURS	\$22.50	\$ 22.60	\$ 22.70	\$ 22.80	\$ 22.90
1041 - 2080 HOURS	\$23.00	\$ 23.10	\$ 22.20	\$ 23.30	\$ 23.40
2081 - 3120 HOURS	\$23.50	\$ 23.60	\$ 23.70	\$ 23.80	\$ 23.90
3121 - 4160 HOURS	\$24.00	\$ 24.10	\$ 24.20	\$ 24.30	\$ 24.40
4161 + HOURS	\$27.35	\$ 27.60	\$ 27.85	\$ 28.10	\$ 28.35
OVERSCALE INCREASES	\$0.60	\$0.25	\$0.25	\$0.25	\$0.25

APPRENTICES (New Progression)					
6-MO. INTERVALS	10/3/2021	4/10/2022	10/2/2022	4/9/2023	10/1/2023
1					
2					
3					
4					
5					
JOURNEYMAN	\$27.35				
OVERSCALE INCREASES	\$0.60				

SENIOR RETAIL SPECIALIST EMPLOYEES	\$25.83	\$26.08	\$26.33	\$26.58	\$26.83
OVERSCALE INCREASES		\$0.25	\$0.25	\$0.25	\$0.25

UNIVERSAL EMPLOYEES	10/3/2021	4/10/2022	10/2/2022	4/9/2023	10/1/2023
Progression Increases		\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
START - 1 YEAR	\$17.23	\$ 17.33	\$ 17.43	\$ 17.53	\$ 17.63
1 - 2 YEARS	\$18.23	\$ 18.33	\$ 18.43	\$ 18.53	\$ 18.63
2 - 3 YEARS	\$19.23	\$ 19.33	\$ 19.43	\$ 19.53	\$ 19.63
3 + YEARS	\$23.43	\$ 23.68	\$ 23.93	\$ 24.18	\$ 24.43
OVERSCALE INCREASES	\$0.60	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25

WRAPPERS AFTER MAY 1, 1986 & OTHER THAN JRYMN.	10/3/2021	4/10/2022	10/2/2022	4/9/2023	10/1/2023
Progression Increases			\$ 0.10	\$ 0.10	\$ 0.10
0 - 1040	\$14.66	\$ 16.50	\$ 16.60	\$ 16.70	\$ 16.80
1041 - 2080	\$15.66	\$ 17.00	\$ 17.10	\$ 17.20	\$ 17.30
2081 - 3119	\$17.00	\$ 17.50	\$ 17.60	\$ 17.70	\$ 17.80
3120 - 4158	\$18.00	\$ 18.10	\$ 18.20	\$ 18.30	\$ 18.40
4159 - 6239	\$19.00	\$ 19.10	\$ 19.20	\$ 19.30	\$ 19.40
6240 + HOURS	\$22.64	\$ 22.89	\$ 23.14	\$ 23.39	\$ 23.64
OVERSCALE INCREASES	\$0.60	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25

<b>RETAIL SPECIALIST</b>	<b>10/3/2021</b>	<b>4/10/2022</b>	<b>10/2/2022</b>	<b>4/9/2023</b>	<b>10/1/2023</b>
Progression increase			\$ 0.10	\$ 0.10	\$ 0.10
0 - 1040 HOURS	\$12.75	\$16.50	\$16.60	\$16.70	\$16.80
1041 - 2080 HOURS	\$13.25	\$17.00	\$17.10	\$17.20	\$17.30
2081 - 3120 HOURS	\$13.80	\$17.50	\$17.60	\$17.70	\$17.80
3121 - 4160 HOURS	\$14.05	\$18.00	\$18.10	\$18.20	\$18.30
4161 - 4680 HOURS	\$15.00	\$18.50	\$18.60	\$18.70	\$18.80
4681 - 5200 HOURS	\$16.00	\$19.00	\$19.10	\$19.20	\$19.30
5201 + HOURS	\$19.65	\$19.90	\$20.15	\$20.40	\$20.65
OVERSCALE INCREASES	\$0.60	\$0.25	\$0.25	\$0.25	\$0.25

<b>FULL TIME MAINTENANCE</b>	<b>10/3/2021</b>	<b>4/10/2022</b>	<b>10/2/2022</b>	<b>4/9/2023</b>	<b>10/1/2023</b>
0-6 MONTHS	\$9.99				
6-12 MONTHS	\$10.49				
1-2 YEARS	\$11.04				
2-3 YEARS	\$12.38				
3-4 YEARS	\$13.23				
4-5 YEARS	\$14.08				
5+ YEARS	\$21.28				
OVERSCALE	\$0.60				

<b>COURTESY CLERKS (merge youth into this scale)</b>	<b>4/4/2021</b>	<b>4/10/2022</b>	<b>10/2/2022</b>	<b>4/9/2023</b>	<b>10/1/2023</b>
Progression Increase			\$ 0.10	\$ 0.10	\$ 0.10
HIRE	\$10.50	\$10.75	\$10.85	\$10.95	\$11.05
AFTER PROB.	\$10.60	\$10.85	\$10.95	\$11.05	\$11.15
6 MONTHS	\$10.75	\$11.00	\$11.10	\$11.20	\$11.30
12 MONTHS	\$11.00	\$11.25	\$11.35	\$11.45	\$11.55
18 MONTHS	\$11.30	\$11.55	\$11.65	\$11.75	\$11.85
24 MONTHS	\$11.80	\$12.05	\$12.30	\$12.55	\$12.80
OVERSCALE INCREASES	\$0.40	\$0.25	\$0.25	\$0.25	\$0.25

<b>COURTESY CLERK YOUTH UNDER 18</b>	<b>4/4/2021</b>	<b>4/10/2022</b>	<b>10/2/2022</b>	<b>4/9/2023</b>	<b>10/1/2023</b>
HIRE	\$8.35				
6 MONTHS	\$8.60				
12 MONTHS	\$9.10				
18 MONTHS	\$10.75				
OVERSCALE INCREASES	\$0.40				

REGULAR PART-TIME	4/4/2021	4/10/2022	10/2/2022	4/9/2023	10/1/2023
Progression Increase			\$ 0.10	\$ 0.10	\$ 0.10
0 - 520 HOURS YOUTH 520	\$9.85	\$10.25	\$10.35	\$10.45	\$10.55
521 - 1040 HOURS YOUTH 520	\$10.35	\$10.50	\$10.60	\$10.70	\$10.80
1041 - 1560 HOURS NEXT 520	\$10.80	\$10.90	\$11.00	\$11.10	\$11.20
1561 - 2080 HOURS NEXT 520	\$11.10	\$11.20	\$11.30	\$11.40	\$11.50
2081 - 2600 HOURS NEXT 520	\$11.50	\$11.60	\$11.70	\$11.80	\$11.90
2601 - 3120 HOURS NEXT 520	\$12.25	\$12.35	\$12.45	\$12.55	\$12.65
3121 - 3640 HOURS NEXT 520	\$13.00	\$13.10	\$13.20	\$13.30	\$13.40
3641 - 4160 HOURS NEXT 520	\$13.50	\$13.60	\$13.70	\$13.80	\$13.90
4161 - 4680 HOURS NEXT 520	\$14.00	\$14.10	\$14.20	\$14.30	\$14.40
4681 - 5200 HOURS NEXT 520	\$14.50	\$14.60	\$14.70	\$14.80	\$14.90
5201 + TOP RATE	\$16.40	\$16.65	\$16.90	\$17.15	\$17.40
OVERSCALE INCREASES	\$0.40	\$0.25	\$0.25	\$0.25	\$0.25

**Manager On Duty Premium**

**\$0.00**