

Knowlan's Wage Proposal 2022 APPENDIX "A" WAGE RATES - 7/21/22

	10/3/2021	4/10/2022	4/9/2023
ASST. MGR / HEAD STOCK	\$27.27	\$28.77	\$29.77
ALL OTHER (NON MEAT) DEPT. HEADS	\$26.87	\$28.37	\$29.37
HEAD MEAT CUTTER	\$28.02	\$29.52	\$30.52
JOURNEYMAN	\$27.35	\$28.85	\$29.85
OVERSCALE INCREASES	\$0.60	\$1.50	\$1.00

APPRENTICES		4/10/2022	4/9/2023
Progression Increases			
FIRST 1040 HOURS	\$22.50	\$ 22.50	\$ 22.50
1041 - 2080 HOURS	\$23.00	\$ 23.00	\$ 23.00
2081 - 3120 HOURS	\$23.50	\$ 23.50	\$ 23.50
3121 - 4160 HOURS	\$24.00	\$ 24.00	\$ 24.00
4161 + HOURS	\$27.35	\$ 28.85	\$ 29.85
OVERSCALE INCREASES	\$0.60	\$1.50	\$1.00

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

SENIOR RETAIL SPECIALIST EMPLOYEES	\$25.83	\$27.33	\$28.33
OVERSCALE INCREASES		\$1.50	\$1.00

UNIVERSAL EMPLOYEES	10/3/2021	4/10/2022	4/9/2023
Progression Increases			
START - 1 YEAR	\$17.23	\$ 17.23	\$ 17.23
1 - 2 YEARS	\$18.23	\$ 18.23	\$ 18.23
2 - 3 YEARS	\$19.23	\$ 19.23	\$ 19.23
3 + YEARS	\$23.43	\$ 24.93	\$ 25.93
OVERSCALE INCREASES	\$0.60	\$ 1.50	\$ 1.00

WRAPPERS AFTER MAY 1, 1986 & OTHER THAN JRYMN.	10/3/2021	4/10/2022	4/9/2023
Progression Increases			
0 - 1040	\$14.66	\$ 17.00	\$ 17.00
1041 - 2080	\$15.66	\$ 17.50	\$ 17.50
2081 - 3119	\$17.00	\$ 18.00	\$ 18.00
3120 - 4158	\$18.00	\$ 18.50	\$ 18.50
4159 - 6239	\$19.00	\$ 19.50	\$ 19.50
6240 + HOURS	\$22.64	\$ 24.14	\$ 25.14
OVERSCALE INCREASES	\$0.60	\$ 1.50	\$ 1.00
RETAIL SPECIALIST	10/3/2021	4/10/2022	4/9/2023
Progression increase			
0 - 1040 HOURS	\$12.75	\$17.00	\$17.00
1041 - 2080 HOURS	\$13.25	\$17.50	\$17.50
2081 - 3120 HOURS	\$13.80	\$18.00	\$18.00
3121 - 4160 HOURS	\$14.05	\$18.50	\$18.50
4161 - 4680 HOURS	\$15.00	\$19.00	\$19.00
4681 - 5200 HOURS	\$16.00	\$19.50	\$19.50
5201 + HOURS	\$19.65	\$21.15	\$22.15
OVERSCALE INCREASES	\$0.60	\$1.50	\$1.00

FULL-TIME MAINTENANCE	10/3/2021	4/10/2022	4/9/2023
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		

COURTESY CLERKS (merge youth into this scale)	4/4/2021	4/10/2022	4/9/2023
Progression Increase			
HIRE	\$10.50	\$10.50	\$10.50
AFTER PROB.	\$10.60	\$10.60	\$10.60
6 MONTHS	\$10.75	\$11.00	\$11.00
12 MONTHS	\$11.00	\$11.25	\$11.25
18 MONTHS	\$11.30	\$11.55	\$11.55
24 MONTHS	\$11.80	\$12.80	\$13.65
OVERSCALE INCREASES	\$0.40	\$1.00	\$0.85

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

REGULAR PART-TIME/PRIME TIME PART-TIME	4/4/2021	4/10/2022	4/9/2023
Progression Increase			
0 - 520 HOURS YOUTH 520	\$9.85	\$10.25	\$10.25
521 - 1040 HOURS YOUTH 520	\$10.35	\$10.35	\$10.35
1041 - 1560 HOURS NEXT 520	\$10.80	\$10.80	\$10.80
1561 - 2080 HOURS NEXT 520	\$11.10	\$11.10	\$11.10
2081 - 2600 HOURS NEXT 520	\$11.50	\$11.50	\$11.50
2601 - 3120 HOURS NEXT 520	\$12.25	\$12.25	\$12.25
3121 - 3640 HOURS NEXT 520	\$13.00	\$13.00	\$13.00
3641 - 4160 HOURS NEXT 520	\$13.50	\$13.50	\$13.50
4161 - 4680 HOURS NEXT 520	\$14.00	\$14.00	\$14.00
4681 - 5200 HOURS NEXT 520	\$14.50	\$14.50	\$14.50
5201 - 5720 (hired or promoted after ratification)		\$16.00	\$16.00
Top rate	\$16.40	\$17.40	\$18.25
OVERSCALE INCREASES	\$0.40	\$1.00	\$0.85