

1. **Appendix A:** Wages attached, Retroactive to April 09, 2022 – See new proposal

2. **401A:** Contributions – Employer holds
Year 1: .07 cents per hour increase to all 401A recipients
Year 2: .03 cents per hour increase to all 401A recipients

3. **Meat Pension:** The Meat employees will remain in the National Pension Fund – Employer holds

4. **Healthcare:** Employer increases contributions by 16% in year 1 and 16% in year 2 – Employer holds

5. **Vacation to PTO conversion:** proposal includes pandemic language and EEST for all stores attached

Employer will TA the Vacation conversion to PTO concept with the modifications attached.
Further clarification on transition details for partial year accruals for all employees at conversion date. Conversion date is within two months of ratification to allow for transition efforts.

6. All other tentative agreements are still agreed to, and all other dropped or withdrawn items are still dropped or withdrawn.

Union/Jerry's Wages 6/7/22

	Current				
	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
<i>Progression Raises</i>		0.25	0.25	0.25	0.25
<i>Top and overscale Increases</i>		1.50	1.50	1.00	1.00
Asst. MGR / Head Stock	\$27.27	\$28.77	\$30.27	\$31.27	\$32.27
All Other (Non Meat) Dept. Heads	\$26.87	\$28.37	\$29.87	\$30.87	\$31.87
Journeymen	\$27.35	\$28.85	\$30.35	\$31.35	\$32.35
Head Meat Cutter	\$28.02	\$29.52	\$31.02	\$32.02	\$33.02
<i>Top and overscale Increases</i>		1.50	1.50	1.00	1.00

	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
Apprentices					
<i>Progression Raises</i>		0.25	0.25	0.25	0.25
FIRST 1040 HOURS	\$15.60	\$15.85	\$16.10	\$16.35	\$16.60
1041 - 2080 HOURS	\$16.45	\$16.70	\$16.95	\$17.20	\$17.45
2081 - 3120 HOURS	\$18.00	\$18.25	\$18.50	\$18.75	\$19.00
3121 - 4120 HOURS	\$20.00	\$20.25	\$20.50	\$20.75	\$21.00
4161 + HOURS	\$27.35	\$28.85	\$30.35	\$31.35	\$32.35
<i>Top and overscale Increases</i>		1.50	1.50	1.00	1.00
SENIOR RETAIL SPECIALIST EMPLOYEES	\$25.83	\$27.33	\$28.83	\$29.83	\$30.83
		1.50	1.50	1.00	1.00

	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
<i>Progression Raises</i>		0.25	0.25	0.25	0.25
WRAPPERS & OTHER THAN JOURNEYMEN					
START - 1 YEAR	\$17.23	\$17.48	\$17.73	\$17.98	\$18.23
1 - 2 YEARS	\$18.23	\$18.48	\$18.73	\$18.98	\$19.23
2 - 3 YEARS	\$19.23	\$19.48	\$19.73	\$19.98	\$20.23
3 + YEARS	\$23.43	\$24.93	\$26.43	\$27.43	\$28.43
<i>Top and overscale Increases</i>		1.50	1.50	1.00	1.00

	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
<i>Progression Raises</i>		0.25	0.25	0.25	0.25
UNIVERSAL EMPLOYEES					
0 - 6 MONTHS	\$14.40	\$14.65	\$14.90	\$15.15	\$15.40
6-12 MONTHS	\$15.40	\$15.65	\$15.90	\$16.15	\$16.40
1 - 2 YEARS	\$16.40	\$16.65	\$16.90	\$17.15	\$17.40
2 - 3 YEARS	\$17.40	\$17.65	\$17.90	\$18.15	\$18.40
3 - 4 YEARS	\$18.40	\$18.65	\$18.90	\$19.15	\$19.40
4 - 5 YEARS	\$19.40	\$19.65	\$19.90	\$20.15	\$20.40
5 - 6 YEARS	\$20.40	\$20.65	\$20.90	\$21.15	\$21.40
6 + YEARS	\$23.43	\$24.93	\$26.43	\$27.43	\$28.43
<i>Top and overscale Increases</i>		1.50	1.50	1.00	1.00

Progression Raises		0.25	0.25	0.25	0.25
Full-Time Maintenance	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
1 - 2 YEARS	\$11.04	\$11.29	\$11.54	\$11.79	\$12.04
2 - 3 YEARS	\$12.28	\$12.53	\$12.78	\$13.03	\$13.28
3 - 4 YEARS	\$13.23	\$13.48	\$13.73	\$13.98	\$14.23
4 - 5 YEARS	\$14.08	\$14.33	\$14.58	\$14.83	\$15.08
5+ YEARS	\$21.28	\$22.28	\$23.78	\$24.78	\$25.78
Top and overscale Increases		1.50	1.50	1.00	1.00

Utility, Regular Part-Time and Prime-Time Part-Time

Progression Raises		0.25	0.25	0.25	0.25
Top and overscale Increases		\$1.50	\$1.50	\$1.00	\$1.00
Progression Raises	Current	0.25	0.25	0.25	0.25
Utility	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
Year 1	\$10.00	\$10.25	\$10.50	\$10.75	\$11.00
Year 2	\$10.50	\$10.75	\$11.00	\$11.25	\$11.50
Year 3	\$11.00	\$11.25	\$11.50	\$11.75	\$12.00
Year 4	\$11.50	\$11.75	\$12.00	\$12.25	\$12.50
Year 5	\$12.50	\$14.00	\$15.50	\$16.50	\$17.50
Top and overscale Increases		\$1.50	\$1.50	\$1.00	\$1.00

Progression Raises	Current	0.25	0.25	0.25	0.25
Regular Part-time	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
Hire-520	\$10.25	\$10.50	\$10.75	\$11.00	\$11.25
next 520	\$10.50	\$10.75	\$11.00	\$11.25	\$11.50
next 520	\$11.10	\$11.35	\$11.60	\$11.85	\$12.10
next 520	\$11.50	\$11.75	\$12.00	\$12.25	\$12.50
next 520	\$12.25	\$12.50	\$12.75	\$13.00	\$13.25
next 520	\$13.00	\$13.25	\$13.50	\$13.75	\$14.00
next 520	\$13.50	\$13.75	\$14.00	\$14.25	\$14.50
next 520	\$14.00	\$14.25	\$14.50	\$14.75	\$15.00
next 520	\$14.50	\$14.75	\$15.00	\$15.25	\$15.50
Top Rate	\$16.40	\$17.90	\$19.40	\$20.40	\$21.40
Top and overscale increases		\$1.50	\$1.50	\$1.00	\$1.00

Progression Raises	Current	0.25	0.25	0.25	0.25
Prime-Time Part-time	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
Year 1	\$10.25	\$10.50	\$10.75	\$11.00	\$11.25
Year 2	\$10.50	\$10.75	\$11.00	\$11.25	\$11.50
Year 3	\$11.00	\$11.25	\$11.50	\$11.75	\$12.00
Year 4	\$12.00	\$12.25	\$12.50	\$12.75	\$13.00
Year 5	\$13.60	\$13.85	\$14.10	\$14.35	\$14.60
Year 6	\$14.00	\$14.25	\$14.50	\$14.75	\$15.00
Year 7	\$16.40	\$17.90	\$19.40	\$20.40	\$21.40
Top and overscale increases		\$1.50	\$1.50	\$1.00	\$1.00

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<i>Progression Raises</i>		0.25	0.25	0.25	0.25
<i>Top and overscale Increases</i>		1.50	1.50	1.00	1.00
Appendix "A" Wages	Progression	0.25	0.25	0.25	0.25
	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
WI-START					
FIRST 520	\$9.00				
NEXT 520	\$9.60				
MN-START	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
Hired-next 1040	\$10.25	\$10.50	\$10.75	\$11.00	\$11.25
NEXT 520	\$10.50	\$10.75	\$11.00	\$11.25	\$11.50
NEXT 520	\$11.25	\$11.50	\$11.75	\$12.00	\$12.25
NEXT 1040	\$12.00	\$12.25	\$12.50	\$12.75	\$13.00
NEXT 1040	\$12.50	\$12.75	\$13.00	\$13.25	\$13.50
NEXT 1040	\$13.25	\$13.50	\$13.75	\$14.00	\$14.25
NEXT 1040	\$14.00	\$14.25	\$14.50	\$14.75	\$15.00
NEXT 1040	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75
NEXT 1040	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25
NEXT 1040	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00
NEXT 1040	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00
TOP OF SCALE	\$21.20	\$22.70	\$24.20	\$25.20	\$26.20
OVERSCALE INCREASES		1.50	1.50	1.00	1.00

MEAT CUTTERS	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
JOURNEYMEN	\$27.35	\$28.85	\$30.35	\$31.35	\$32.35
OVERSCALE INCREASES		1.50	1.50	1.00	1.00
	Progression	0.25	0.25	0.25	0.25
APPRENTICES HIRED AFTER 5/4/2019	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
0 -1040	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00
1041 - 2080	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00
2081 - 3120	\$17.50	\$17.75	\$18.00	\$18.25	\$18.50
3121 - 4160	\$19.00	\$19.25	\$19.50	\$19.75	\$20.00
4161 - 5300	\$21.00	\$21.25	\$21.50	\$21.75	\$22.00
5301 - 6440	\$24.00	\$24.25	\$24.50	\$24.75	\$25.00
6440 -Top of Scale	\$27.35	\$28.85	\$30.35	\$31.35	\$32.35
OVERSCALE INCREASES		1.50	1.50	1.00	1.00

Assistant department heads, Manager on duty and lead pricing and bookkeeping, will be paid at their regular rate of pay plus two dollars and sixty cents (\$2.60) per hour for all hours worked up to forty (40) per week. Effective 10/2/2016 Assistant Meat Managers at the Journeyman rate will not receive the additional premium outlined above.

Nationally Certified Pharmacy Techs will be paid at their regular rate of pay plus one dollar (\$1) per hour premium for all hours worked up to forty (40) per week.

Employees who have completed the employers training and certification program will be paid their regular rate of pay plus an additional two dollars and fifty cents (\$2.50) per hour for all hours they are assigned to cut meat.

DEPARTMENT HEADS

	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
Meat Manager	\$28.90	\$30.40	\$31.90	\$32.90	\$33.90
Produce Manager	\$27.90	\$29.40	\$30.90	\$31.90	\$32.90
Grocery Manager	\$27.90	\$29.40	\$30.90	\$31.90	\$32.90
Dairy/Frozen Manager	\$27.90	\$29.40	\$30.90	\$31.90	\$32.90
Deli Manager	\$27.90	\$29.40	\$30.90	\$31.90	\$32.90
Customer Service Manager	\$27.90	\$29.40	\$30.90	\$31.90	\$32.90
OVERSCALE INCREASES		1.50	1.50	1.00	1.00

PRIME TIME PART-TIME hired after 8/4/2016	Progression	0.25	0.25	0.25	0.25
	10/3/2021	4/10/2022	10/2/2022	4/1/2023	10/1/2023
Year 1	\$10.00	\$10.25	\$10.50	\$10.75	\$11.00
Year 2	\$10.50	\$10.75	\$11.00	\$11.25	\$11.50
Year 3	\$11.00	\$11.25	\$11.50	\$11.75	\$12.00
Year 4	\$12.00	\$12.25	\$12.50	\$12.75	\$13.00
Year 5	\$14.40	\$15.90	\$17.40	\$18.40	\$19.40
OVERSCALE INCREASES		1.50	1.50	1.00	1.00