

Appendix A: Wages attached, Retroactive to April 09, 2022-HOLD

401A: Contributions-HOLD

Year 1: .07 cents per hour increase to all 401A recipients

Year 2: .03 cents per hour increase to all 401A recipients

Meat Pension: The Meat employees will remain in the National Pension Fund-HOLD

Healthcare: Employer increases contributions by 16% in year 1 and 16% in year 2-HOLD

Vacation to PTO conversion: proposal includes pandemic language and EEST for all stores attached-HOLD

All other tentative agreements are still agreed to, and all other dropped or withdrawn items are still dropped or withdrawn.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

Response to Employer Proposals from 6-7-2022

Longevity Bonus: **No**

County Market wage scale adjustment: **No**

The Union reserved the right to add to, subtract from, modify, or delete any of its proposals for any reason.

Jerry's Employer Proposals 6-8-2022

1. Wage Proposal
 - a. Wage 4/10/2022 effective
 - i. FT Top of Scale = \$1 increase
 - ii. PT Top of Scale = \$.75 increase
 - iii. \$.25 Progression scale adjustment
 - b. Wage 4/9/2023 effective
 - i. FT Top of Scale = \$.80 increase
 - ii. PT Top of Scale = \$.65 increase
 - iii. No additional Progression adjustment
2. Inflation bonus: Employee employed at ratification and still employed payment date will be paid the following one-time bonus on or about 9/1/2022: \$300 for FT, \$150 for PT
3. County Market wage scales: Add Step of \$19 for Next 1040 between \$17.00 and \$21.20 – Employer holds
4. Vacation Conversion to PTO - 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.

Jerry's reserves the right to add to, subtract from, modify, or delete any of its proposals for any reason.

PAID TIME OFF (PTO)

Full-Time & Part-Time	Years of Service	Annual Grant	Weekly Rate
	Between 0-1st anniversary	1 weeks (capped at 48 hours)	0.02308 per hour worked
	Between 1st - 7th anniversary	2 weeks (capped at 80 hours)	0.03846 per hour worked
	Between 7th anniversary-15th anniversary	3 weeks (capped at 120 hours)	0.05769 per hour worked
	Between 15th anniversary-19th anniversary	4 weeks (capped at 160 hours)	0.07692 per hour worked
	Beginning 19th anniversary and beyond	5 weeks (capped at 200 hours)	0.09615 per hour worked
Prime Time & Utility Part-Time	Years of Service	Annual Grant	Weekly Grant
	Between 0-1st anniversary	1 weeks (capped at 48 hours)	0.02308 per hour worked
	Between 1st - 7th anniversary	2 weeks (capped at 80 hours)	0.03846 per hour worked
	Beyond 7th anniversary	3 weeks (capped at 120 hours)	0.05769 per hour worked

****Refer to the PTO Accrual Schedule for an illustration of how the weekly grants and annual grant caps are applied**

NOTES:

Employees with less than one (1) year of service will accrue PTO on a weekly basis but will not be granted their accrued PTO until their first anniversary date. Employees with greater than one (1) year of service will earn PTO as they work, and it will be granted on a weekly basis. PTO shall be paid at the employee's straight time rate at the time PTO is used.

PTO benefits cannot be used that have not been granted (i.e. your PTO account cannot have a negative balance). PTO requests must be electronically submitted in the employer's human capital management system by the employee and approved by the employee's manager each time PTO hours are used.

PTO OVERTIME: After each anniversary year, average weekly hours over forty (40) will be computed at one and one-half (1.5) times the employee's current regular straight time rate.