

APPENDIX A *ju*

Wage Rates All Areas

	<u>Current</u>	<u>5/12/2019</u>	<u>4/26/2020</u>	<u>4/25/2021</u>
Head Meat Cutter	\$23.55	\$24.00	\$24.50	\$25.00
Journeyman hired before 10/1/14	\$22.18	\$22.53	\$22.93	\$23.33

Journeyman hired after 9/30/14

Hourly "Catch up" adjusted rate based on the following increases:

5/12/2019	+50¢ (35¢ + 15¢)
10/1/2019	+15¢
4/26/2020	+55¢ (40¢ + 15¢)
10/1/2020	+15¢
4/25/2021	\$23.33

Journeyman covered by the Catch up scale will continue to receive catch up adjustments until the employee's hourly wage rate matches that of Journeyman meatcutters hired before 10/1/2014 and thereafter shall move to the pre-10/1/2014 Journeyman scale.

Apprentice Meat Cutter

	<u>5/12/2019</u>	<u>4/26/2020</u>	<u>4/25/2021</u>
Start	\$13.15	\$13.15	\$13.15
Step 1 (+1040 hrs)	\$13.70	\$13.70	\$13.70
Step 2 (+1040 hrs)	\$14.54	\$14.54	\$14.54
Step 3 (+1040 hrs)	\$16.26	\$16.26	\$16.26
Step 4 (+1040 hrs)	\$16.53	\$16.53	\$16.53
Step 5 (+1040 hrs)	\$16.95	\$16.95	\$16.95
Step 6 (+1040 hrs)	\$17.60	\$17.60	\$17.60
Step 7 (+1040 hrs)	\$20.03	\$20.03	\$20.03

Employees promoted to apprentice (or any other wage scale, i.e. full-time grocery) will be moved to the next higher rate and progress from there.

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Full Time Meat Handlers: (same scale as Full Time Bakery Deli)

	Current	5/12/2019	4/26/2020	4/25/2021
Start (12 months)	\$13.20	\$13.55	\$13.65	\$13.95
Step 1 (12 months)	\$13.48	\$13.83	\$13.95	\$14.30
Step 2 (12 months)	\$14.00	\$14.35	\$14.75	\$15.00
Step 3 (12 months)	\$14.50	\$14.85	\$15.05	\$15.35
Step 4 (12 months)	\$14.75	\$15.10	\$15.40	\$15.70
Step 5 (12 months)	\$15.05	\$15.40	\$15.70	\$16.00
Step 6 (12 months)	\$15.35	\$15.70	\$16.00	\$16.30
Step 7 (12 months)	\$15.65	\$16.00	\$16.30	\$16.55
Step 8 (12 months)	\$15.95	\$16.30	\$16.60	\$16.85
Step 9 (12 months)	\$16.25	\$16.65	\$16.90	\$17.25
Top and over scale:		+35¢	+40¢	+40¢

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Part Time Meat Handlers (same scale as Grocery Part-time/ *ThirtyPlus* Employees)

	Current		5/12/2019	4/26/2020	4/25/2021
Start	\$9.70		\$10.55	\$11.50	\$11.90
Step 1 +1560 Hours	\$10.00	Step 1 +1040 Hours	\$11.05	\$11.90	\$12.15
Step 2 +1560 Hours	\$10.55	Step 2 +1040 Hours	\$11.50	\$12.15	\$12.40
Step 3 +1560 Hours	\$11.05	Step 3 +1040 Hours	\$11.90	\$12.40	\$12.75
Step 4 +1560 Hours	\$11.50	Step 4 +1040 Hours	\$12.15	\$12.75	\$13.10
Step 5 +1560 Hours	\$11.90	Step 5 +1040 Hours	\$12.40	\$13.10	\$13.45
Step 6 +1560 Hours	\$12.15	Step 6 +1040 Hours	\$12.75	\$13.45	\$13.70
		Step 7 +1040 Hours	\$13.10	\$13.70	\$13.95
		Step 8 +1040 Hours	\$13.45	\$13.95	\$14.20
		Step 9 +1040 Hours	\$13.95	\$14.20	\$14.50
Top and over scale:			+30¢	+35¢	+35¢

* On 5/12/2019 employee will move to the next higher wage rate and progress forward through the steps (example: Step 4 on current wage rate of \$11.50 moves to Step 3 rate of \$11.90 on 5/12/2019).

** Over scale employees on 5/12/2019 will immediately move to the next higher wage rate on the 5/12/2019 scale and progress forward through the steps.

Non Food Handling Employees

	Current	DOR	4/26/2020	4/25/2021
	\$9.70	\$10.25	\$10.55	\$10.85
Top and over scale:		+30¢	+35¢	+35¢

Start rate will always be not less than 10¢ above minimum wage.