

Proposal June 22, 2021

St. Paul Collective Bargaining Agreements								
Appendix A Wage Rates								
	Current CBA	Current CBA	Current CBA	Current CBA	Proposed Wage Increase	Proposed Wage Increase	Proposed Wage Increase	
	May-19	10/6/2019	10/4/2020	10/3/2021	10/3/2021	10/2/2022	10/1/2023	Notes
Increases	\$0.0	\$ 0.50	\$ 0.55	<del>\$ 0.60</del>	\$0.85	\$ 0.80	\$ 0.90	Increases in October; not on contract anniversary.
<b>Assistant Manager/Head Stock</b>		\$ 26.12	\$ 26.67	<del>\$ 27.27</del>	\$ 27.52	\$ 28.32	\$ 29.22	
All Other (Non-Meat) Department Heads	\$0.0	\$ 25.72	\$ 26.27	<del>\$ 26.87</del>	\$ 27.12	\$ 27.92	\$ 28.82	
Head Meat Cutter	\$0.0	\$ 26.87	\$ 27.42	<del>\$ 28.02</del>	\$ 28.27	\$ 29.07	\$ 29.97	
Journeyman	\$0.0	\$26.20	\$26.75	<del>\$27.35</del>	\$27.60	\$28.40	\$29.30	
Apprentices					\$0.25	\$0.50	\$0.50	Progression Increase
First 1040 Hours	\$0.0	\$ 17.50	\$ 17.50	<del>\$ 17.50</del>	\$ 17.75	\$ 18.25	\$ 18.75	
1041-2080	\$0.0	\$ 18.75	\$ 18.75	<del>\$ 18.75</del>	\$ 19.00	\$ 19.50	\$ 20.00	
2081-3120	\$0.0	\$ 20.00	\$ 20.00	<del>\$ 20.00</del>	\$ 20.25	\$ 20.75	\$ 21.25	
3121-4160	\$0.0	\$ 21.50	\$ 21.50	<del>\$ 21.50</del>	\$ 21.75	\$ 22.25	\$ 22.75	
4161+ Hours	\$0.0	\$ 26.20	\$ 26.75	<del>\$ 27.35</del>	\$27.60	\$ 28.40	\$ 29.30	
Overscale Increases	\$0.0	\$ 0.50	\$ 0.55	<del>\$ 0.60</del>	\$0.85	\$ 0.80	\$ 0.90	
<b>Wrappers - Hired Before May 2, 1986</b>	\$0.0	\$ 24.39	\$ 24.94	<del>\$ 25.54</del>	\$ 25.79	\$ 26.59	\$ 27.49	TOS \$0.85, \$0.80, \$0.90 increases.
<b>Senior Retail Specialist Employees</b>	\$0.0	\$ 24.68	\$ 25.23	<del>\$ 25.83</del>	\$ 26.08	\$ 26.88	\$ 27.78	TOS \$0.85, \$0.80, \$0.90 increases.
<b>Wrappers After May 1, 1986 and Other Than Journeymen</b>								
		10/6/2019	10/4/2020	10/3/2021	10/3/2021	10/2/2022	10/1/2023	Increases in October; not on contract anniversary.
					\$0.25	\$0.50	\$0.50	Progression Increases
Start - 1 Year	\$0.0	\$ 17.23	\$ 17.23	<del>\$ 17.23</del>	\$ 17.48	\$ 17.98	\$ 18.48	
1-2 Years	\$0.0	\$ 18.23	\$ 18.23	<del>\$ 18.23</del>	\$ 18.48	\$ 18.98	\$ 19.48	
2-3 Years	\$0.0	\$ 19.23	\$ 19.23	<del>\$ 19.23</del>	\$ 19.48	\$ 19.98	\$ 20.48	
3+ Years	\$0.0	\$ 22.28	\$ 22.28	<del>\$ 23.43</del>	\$ 23.13	\$ 23.93	\$ 24.83	
Overscale Increases	\$0.0	\$ 0.50	\$ 0.55	<del>\$ 0.60</del>	\$0.85	\$ 0.80	\$ 0.90	TOS, \$0.85, \$0.80, \$0.90.
The Universal FT wage scale will be as follows (below) effective on the next Sunday 2 weeks following ratification of the CBA.								
Current Retail Specialists will be mapped to the next higher pay rate from their current pay rate and then progress in the scale from that point.								
Example 1: A Retail Specialist employee currently at \$18.00/hour would go to the next highest rate of \$18.40 and then progress to the next rate after 1 more year of service.								
Example 2: A Universal employee currently at \$19.23 would go to the next highest rate of \$19.40 and then progress to the next rate after 1 more year of service.								
<b>Universal Employees</b>	5/12/2019	10/6/2019	10/4/2020	10/3/2021	10/3/2021	10/2/2022	10/1/2023	Increases in October; not on contract anniversary.
					\$0.25	\$0.50	\$0.50	Progression increases.
0-6 Months	\$ 14.40	\$ 14.40	\$ 14.40	<del>\$ 14.40</del>	\$ 14.65	\$ 15.15	\$ 15.65	
6-12 Months	\$ 15.40	\$ 15.40	\$ 15.40	<del>\$ 15.40</del>	\$ 15.65	\$ 16.15	\$ 16.65	
1-2 Years	\$ 16.40	\$ 16.40	\$ 16.40	<del>\$ 16.40</del>	\$ 16.65	\$ 17.15	\$ 17.65	
2-3 Years	\$ 17.40	\$ 17.40	\$ 17.40	<del>\$ 17.40</del>	\$ 17.65	\$ 18.15	\$ 18.65	
3-4 Years	\$ 18.40	\$ 18.40	\$ 18.40	<del>\$ 18.40</del>	\$ 18.65	\$ 19.15	\$ 19.65	
4-5 Years	\$ 19.40	\$ 19.40	\$ 19.40	<del>\$ 19.40</del>	\$ 19.65	\$ 20.15	\$ 20.65	
5-6 Years	\$ 20.40	\$ 20.40	\$ 20.40	<del>\$ 20.40</del>	\$ 20.65	\$ 21.15	\$ 21.65	
6+ Years	\$ 21.78	\$ 22.28	\$ 22.83	<del>\$ 23.43</del>	\$ 23.68	\$ 24.48	\$ 25.38	
Overscale Increases	\$ -	\$ 0.50	\$ 0.55	<del>\$ 0.60</del>	\$0.85	\$ 0.80	\$ 0.90	TOS increases of \$0.85, \$0.80, \$0.90.
<b>Full-Time Maintenance</b>	May-19	10/6/2019	10/4/2020	10/3/2021	10/3/2021	10/2/2022	10/1/2023	Increases in October; not on contract anniversary.
					\$0.25	\$0.50	\$0.50	Progression Increases
0-6 Months	\$0.0	\$ 9.99			\$11.30	\$11.80	\$12.30	
6-12 Months	\$0.0	\$ 10.49	\$ 10.49		\$11.80	\$12.30	\$12.80	
1-2 Years	\$0.0	\$ 11.04	\$ 11.04	<del>\$ 11.04</del>	\$13.05	\$13.55	\$14.05	
2-3 Years	\$0.0	\$ 12.38	\$ 12.38	<del>\$ 12.38</del>	\$14.30	\$14.80	\$15.30	
3-4 Years	\$0.0	\$ 13.23	\$ 13.23	<del>\$ 13.23</del>	\$15.55	\$16.05	\$16.55	
4-5 Years	\$0.0	\$ 14.08	\$ 14.08	<del>\$ 14.08</del>	\$16.80	\$17.30	\$17.80	
5+ Years	\$0.0	\$ 20.13	\$ 20.68	<del>\$ 21.28</del>	\$ 21.53	\$ 22.33	\$ 23.23	
Overscale Increases	\$0.0	\$ 0.50	\$ 0.55	<del>\$ 0.60</del>	\$0.85	\$ 0.80	\$ 0.90	

<p style="text-align: center;"><del>Following ratification-- Current Clean Team/Utility/Courtesy Clerks will be mapped to the same rate on this progression scale with credit given for service in the prior progression step. They will then progress in this new scale according to their continued service.</del></p> <p style="text-align: center;"><del>Example-- Employee at \$10.60 after ratification who had been at that rate for 5 months will move to \$10.60 rate and after one additional month of service will move to \$10.80. Employees at \$9.86 will go to the rate of \$10.60. Employees who have been at the \$10.60 rate for 6 months or more will move to \$10.80 and continue through the progression scale based on their continued service.--</del></p>								
	5/5/2019		4/5/2020	4/4/2021	10/3/2021	4/3/2022	4/2/2023	One increase in October 2021; remainder increases changed back to April.
<b>Clean Team/Utility/Courtesy Clerks</b>								
					\$0.25	\$0.50	\$0.50	Progression Increases
Hire	\$ 10.00		\$ 10.00	\$ 10.00	\$ 10.25	\$ 10.75	\$ 11.25	
After 30 Days	\$ 10.25		\$ 10.25	\$ 10.25	\$ 10.50	\$ 11.00	\$ 11.50	
6 Months	\$ 10.40		\$ 10.40	\$ 10.40	\$ 10.65	\$ 11.15	\$ 11.65	
18 Months	\$ 10.60		\$ 10.60	\$ 10.60	\$ 10.85	\$ 11.35	\$ 11.85	
24 Months	\$ 10.80		\$ 10.80	\$ 10.80	\$ 11.05	\$ 11.55	\$ 12.05	
30 Months	\$ 11.05		\$ 11.05	\$ 11.05	\$ 11.30	\$ 11.80	\$ 12.30	
36 Months	\$ 11.35		\$ 11.35	\$ 11.35	\$ 11.60	\$ 11.85	\$ 12.35	
48 Months	\$ 12.00		\$ 12.00	\$ 12.00	\$ 12.25	\$ 12.85	\$ 13.55	
Overscale Increases	\$ 0.20		\$ 0.30	\$ 0.40	\$0.25	\$0.60	\$0.70	TOS increases of \$0.25, \$0.60, \$0.70.
<p style="text-align: center;"><del>Following ratification-- Current Regular PT and Prime-time PT will be mapped to the same rate on this progression scale with credit given for the hours worked in the prior progression step. They will then progress in this scale based on their work hours. Any employee paid lower than a step on this scale will move to the next higher step in the progression.--</del></p>								
	5/5/2019		4/5/2020	4/4/2021	10/3/2021	4/3/2022	4/2/2023	One increase in October 2021; remainder increases changed back to April.
<b>Regular Part-Time and Prime-Time</b>								
					\$0.25	\$0.50	\$0.50	Progression Increases
Hire - 500	\$ 11.00		\$ 11.00	\$ 11.00	\$ 11.25	\$ 11.75	\$ 12.25	
Next 520	\$ 11.25		\$ 11.25	\$ 11.25	\$ 11.50	\$ 12.00	\$ 12.50	
Next 520	\$ 11.50		\$ 11.50	\$ 11.50	\$ 11.75	\$ 12.25	\$ 12.75	
Next 520	\$ 12.00		\$ 12.00	\$ 12.00	\$ 12.25	\$ 12.75	\$ 13.25	
Next 520	\$ 12.25		\$ 12.25	\$ 12.25	\$ 12.50	\$ 13.00	\$ 13.50	
Next 520	\$ 12.50		\$ 12.50	\$ 12.50	\$ 12.75	\$ 13.25	\$ 13.75	
Next 520	\$ 13.00		\$ 13.00	\$ 13.00	\$ 13.25	\$ 13.75	\$ 14.25	
Next 520	\$ 13.50		\$ 13.50	\$ 13.50	\$ 13.75	\$ 14.25	\$ 14.75	
Next 520	\$ 14.00		\$ 14.00	\$ 14.00	\$ 14.25	\$ 14.75	\$ 15.25	
Next 520	\$ 14.50		\$ 14.50	\$ 14.50	\$ 14.75	\$ 15.25	\$ 15.75	
Top Rate	\$ 15.70		\$ 16.00	\$ 16.40	\$ 16.65	\$ 17.25	\$ 17.95	
Overscale Increases	\$ 0.20		\$ 0.30	\$ 0.40	\$0.25	\$0.60	\$0.70	PT TOS increases of \$0.25, \$0.60, \$0.70.
<p style="text-align: center;">The Employer agrees that promotion opportunities for regular full-time positions shall not hereafter be limited to vacancies in full-time maintenance jobs. Full-time maintenance positions shall count as regular full-time positions for purposes of ratio compliance.</p>								