

Knowlan's reserves the right to add, modify, subtract, or delete any of its proposals at any time during these negotiations.

**Appendix B**  
**Minimum Meat Rates**

Head Meat Cutter	\$31.44
Journeyman	\$30.44
Modified PT Meat Cutter	\$20.00

Employees who are at the top or above scale will receive the following increases:

	Effective upon ratification*	3/2/2026	3/8/2027	3/6/2028
Head Meat Cutter	\$0.75	\$0.75	\$0.75	\$0.75
Journeyman	\$0.75	\$0.75	\$0.75	\$0.75
Modified PT Meat Cutter	\$0.50	\$0.50	\$0.50	\$0.50

\*Initial wage increase is retroactive for up to one week if ratified after contract expires and is effective early if ratified before contract expires.

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**Appendix C**  
**Minimum Grocery Rates**

Assistant Manager	\$30.33
Produce Department Head	\$30.33
Frozen Food Department Head	\$30.33
Bookkeeper or Head Cashier	\$30.33
Delicatessen Department Head	\$30.33
Company Designated	\$30.33

	Full-time Food Handlers & Pharmacy	Classified Assistant
Step 1	\$21.00	\$19.33
Step 2	\$22.75	\$20.33
Step 3	\$24.50	\$21.10
Step 4	\$26.25	\$22.00
Step 5*	\$29.33	\$25.00
Step 6	N/A	\$27.33

\*Classified Assistants must complete step 5 only if they were hired after ratification

	ALL PART-TIME	Courtesy/Part-Time Maintenance
Step 1	hire - 700 hours	\$13.25 \$12.00
Step 2	next 700 hours	\$13.65 \$12.50
Step 3	next 700 hours	\$14.05 \$13.00
Step 4	next 700 hours	\$14.45 \$13.50
Step 5	next 700 hours	\$14.85 \$14.00
Step 6	next 700 hours	\$15.25 N/A
Step 7	next 700 hours	\$15.65 N/A
Step 8	next 700 hours	\$16.05 N/A
Step 9	next 700 hours	\$16.45 N/A
Step 10	next 700 hours	\$16.85 N/A
Step 11	next 700 hours	\$17.25 N/A
Step 12	next 700 hours	\$18.05 N/A

	Effective upon ratification*	3/2/2026	3/8/2027	3/6/2028
Assistant Manager	\$0.75	\$0.75	\$0.75	\$0.75
Produce Department Head	\$0.75	\$0.75	\$0.75	\$0.75
Frozen Food Department Head	\$0.75	\$0.75	\$0.75	\$0.75
Bookkeeper or Head Cashier	\$0.75	\$0.75	\$0.75	\$0.75
Delicatessen Department Head	\$0.75	\$0.75	\$0.75	\$0.75
Company Designated	\$0.75	\$0.75	\$0.75	\$0.75
Full-time Food Handlers & Pharmacy	\$0.70	\$0.70	\$0.70	\$0.70
Classified Assistant	\$0.65	\$0.65	\$0.65	\$0.65
All Part-Time	\$0.45	\$0.45	\$0.45	\$0.45
Courtesy/Part-Time Maintenance	\$0.35	\$0.35	\$0.35	\$0.35

\*Initial wage increase is retroactive for up to one week if ratified after contract expires and is effective early if ratified before contract expires.