

PT scale starting at \$17.00, including ALL classifications. 50 cents for the first 2 years, after 2 years, 75 cent increment jumps, after 4 years, \$1 jumps								
<b>All PT, Courtesy/Custodial, and Group 3</b>								
		Yr 1	Yr 2	Yr 3				
Step 1	0-6 months	\$17.00	\$17.75	\$18.50				
Step 2	6-12 months	\$17.50	\$18.25	\$19.00				
Step 3	12-18 months	\$18.00	\$18.75	\$19.50				
Step 4	18-24 months	\$18.50	\$19.25	\$20.00				
Step 5	2-2.5 years	\$19.25	\$20.00	\$20.75				
Step 6	2.5-3 years	\$20.00	\$20.75	\$21.50				
Step 7	3-3.5 years	\$20.75	\$21.50	\$22.25				
Step 8	3.5-4 years	\$21.50	\$22.25	\$23.00				
Step 9	4-4.5 years	\$22.50	\$23.25	\$24.00				
Step 10	4.5-5 years	\$23.50	\$24.25	\$25.00				
Over & TOS yearly increase		\$2.50	\$2.50	\$2.50				
Everyone slots in at least \$1 more than current rate of pay and progress every 6 months on the scale.								
All EEs with more than 10 YOS place at TOS								
Differentials - see items 1 (A) - (G)								
<b>Examples</b>	<b>Current Rate</b>	<b>3/2025</b>	<b>9/2025</b>	<b>3/2026</b>	<b>9/2026</b>	<b>3/2027</b>	<b>9/2027</b>	<b>Over 3 yrs</b>
	\$15.00	\$17.00	\$17.50	\$18.75	\$19.25	\$20.75	\$21.50	\$6.50
	\$17.25	\$18.50	\$19.25	\$20.75	\$21.50	\$23.00	\$24.00	\$6.75
	\$18.00	\$19.25	\$20.00	\$21.50	\$22.25	\$24.00	\$25.00	\$7.00
	\$19.25	\$20.75	\$21.50	\$23.25	\$24.25	\$26.75	\$26.75	\$7.50
	\$21.00	\$22.50	\$23.50	\$26.00	\$26.00	\$28.50	\$28.50	\$7.50
<b>Full Time - Classified Assistant</b>								
All Retail Specialists eliminated, reclassify as Classified Assistants and place into this scale at next highest wage rate at least \$1 more than current rate.								
When a member is promoted from PT to FT, they slot into Step 1 of the Classified Assistant scale, or the next highest wage rate at least \$1 more than current rate.								
		Yr 1	Yr 2	Yr 3				
Step 1	0 - 1 yr	\$27.50	\$28.25	\$29.00				
Step 2	1 - 2 yr	\$30.00	\$30.75	\$31.50				
TOS	2 +	\$32.50	\$33.25	\$34.00				
Over & TOS yearly increase		\$2.50	\$2.50	\$2.50				
<b>Traditional FT</b>		Yr 1	Yr 2	Yr 3				
		\$34.50	\$35.25	\$36.00				
Over & TOS yearly increase		\$2.50	\$2.50	\$2.50				
<b>UNION WITHDREW 2/27: Assistant Department Managers* will slot into this classification</b>								
		Yr 1	Yr 2	Yr 3				
<b>Department Managers</b>		\$38.00	\$38.75	\$39.50				
Over & TOS yearly increase		\$2.50	\$2.50	\$2.50				
Additional departments added to this scale/classification: General Merchandise, Floral, Pricing, Gift, Online/Ecommerce								
All Dept Managers considered Traditional FT								
<b>Head Meat Cutter</b>		Yr 1	Yr 2	Yr 3				
		\$39.50	\$40.25	\$41.00				
Over & TOS yearly increase		\$2.50	\$2.50	\$2.50				
<b>Journeyman</b>								
All <b>Retail Specialists and</b> Classified Assistants in the Meat Department who cut meat will convert to Journeymen								
		Yr 1	Yr 2	Yr 3				
		\$36.00	\$36.75	\$37.50				
Over & TOS yearly increase		\$2.50	\$2.50	\$2.50				
<b>Meat Service Employee</b>								
If there are any FT employees in the Meat Department who do not cut meat and are not already a Meat Service Employee, they should convert to Meat Service Employee.								
		Yr 1	Yr 2	Yr 3				
		\$32.50	\$33.25	\$34.00				
Over & TOS yearly increase		\$2.50	\$2.50	\$2.50				
<b>PT Meat Cutter</b>								
Need clarity from Employers - who is utilizing this PT meat cutter?								
<b>FT Maintenance</b>		Yr 1	Yr 2	Yr 3				
		\$32.50	\$33.25	\$34.00				
Over & TOS yearly increase		\$2.50	\$2.50	\$2.50				