

Kowalski'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	\$33.94
Journeyman	\$31.94

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

	Effective upon ratification*	3/1/2026	3/7/2027	3/5/2028
Head Meat Cutter	\$1.00	\$1.00	\$1.00	\$1.00
Journeyman	\$0.95	\$0.95	\$0.95	\$0.95

*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 Mgr., Produce Mgr., D/FF Mgr., Deli Mgr.	\$32.83
Bookkeeper or Head Cashier NA	\$32.83
Company Designated NA	\$32.83
FT Food Handler	\$30.83

	Classified Assistant	Retail Specialist
Step 1	\$20.50	\$16.75
Step 2	\$22.50	\$18.00
Step 3	\$23.50	\$19.00
Step 4	\$24.83	\$20.30
Step 5*	\$25.83	\$21.30
Step 6*	\$26.83	\$22.30
Step 7*	\$27.83	\$23.30
Step 5 / Step 8*	\$28.83	\$24.30

*Only employees hired after ratification must complete step 5, 6, & 7

		PT Deli Specialist All PT, Group 3, Scale	Courtesy & Custodial
Step 1	hire - 600 hours	\$16.00	\$13.25
Step 2	next 600 hours	\$16.50	\$13.75
Step 3	next 600 hours	\$17.50	\$14.25
Step 4	next 600 hours	\$18.50	\$14.75
Step 5	next 600 hours	\$19.50	\$15.25
Step 6	next 600 hours	\$20.50	\$15.75
Step 7	next 600 hours	\$21.50	\$16.25
Step 8	next 600 hours	\$22.50	\$16.75
Step 9	next 600 hours	n/a	\$17.75
Step 10	next 600 hours	n/a	\$18.75
Step 11	next 600 hours	n/a	\$19.75
Step 12	next 600 hours	n/a	\$20.75

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

	Effective upon ratification*	3/1/2026	3/7/2027	3/5/2028
Assistant Mgr., Produce Mgr., D/FF Mgr., Deli Mgr.	\$1.00	\$1.00	\$1.00	\$1.00
Bookkeeper or Head Cashier NA	\$1.00	\$1.00	\$1.00	\$1.00
Company Designated NA	\$1.00	\$1.00	\$1.00	\$1.00
FT Food Handler	\$0.95	\$0.95	\$0.95	\$0.95
Classified Assistant	\$0.85	\$0.85	\$0.85	\$0.85
Retail Specialist	\$0.75	\$0.75	\$0.75	\$0.75
PT Deli Specialist	\$0.70	\$0.70	\$0.70	\$0.70
All PT, Group 3, Courtesy & Custodial	\$0.65	\$0.65	\$0.65	\$0.65

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