

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*	3/1/2026	3/7/2027
Head Meat Cutter	\$1.00	\$1.00	\$1.00
Journeyman	\$1.00	\$1.00	\$1.00
Modified PT Meat Cutter	\$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.

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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 - 6 months	\$13.25	\$12.00
Step 2	next 6 months	\$13.65	\$12.50
Step 3	next 6 months	\$14.05	\$13.00
Step 4	next 6 months	\$14.45	\$13.50
Step 5	next 6 months	\$14.85	\$14.00
Step 6	next 6 months	\$15.25	N/A
Step 7	next 6 months	\$15.65	N/A
Step 8	next 6 months	\$16.05	N/A
Step 9	next 6 months	\$16.45	N/A
Step 10	next 6 months	\$16.85	N/A
Step 11	next 6 months	\$17.25	N/A
Step 12	next 6 months	\$18.05	N/A

	Effective upon ratification*	3/1/2026	3/7/2027
Assistant Manager	\$1.00	\$1.00	\$1.00
Produce Department Head	\$1.00	\$1.00	\$1.00
Frozen Food Department Head	\$1.00	\$1.00	\$1.00
Bookkeeper or Head Cashier	\$1.00	\$1.00	\$1.00
Delicatessen Department Head	\$1.00	\$1.00	\$1.00
Company Designated	\$1.00	\$1.00	\$1.00
Full-time Food Handlers & Pharmacy	\$1.00	\$1.00	\$1.00
Classified Assistant	\$1.00	\$1.00	\$1.00
All Part-Time	\$0.65	\$0.65	\$0.65
Courtesy/Part-Time Maintenance	\$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.