

Union Proposal 5 to LFHI - 4.9.25				
APPENDIX B				
Minimum Meat Rates				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Head Meat Cutter	\$35.24	\$36.24	\$37.24	\$38.24
Journeyman	\$32.50	\$33.50	\$34.50	\$35.50
Service Employee	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Grade 1	\$17.50	\$22.00	\$24.00	\$26.00
Grade 2	\$19.50	\$24.00	\$26.00	\$28.00
Grade 3	\$21.00	\$26.00	\$28.00	\$30.00
Grade 4	\$28.13	\$29.13	\$30.13	\$31.13
Employees who are at the top or above scale will receive the following increases:				
	3/5/2025	\$1.00		
	3/1/2026	\$1.00		
	3/7/2027	\$1.00		
APPENDIX C				
Minimum Grocery Rates				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Asssistant Mgr, Produce Head, FF Head, Bookkeeper, Deli Head, Company Designated	\$34.63	\$35.63	\$36.63	\$37.63
FT Food Handler	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Grade 1	\$25.00	\$25.00	\$25.00	\$25.00
Grade 2	\$26.50	\$26.50	\$26.50	\$26.50
Grade 3	\$31.13	\$32.13	\$33.13	\$34.13
Classified Assistant	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$20.50	\$22.00	x	x
Step 2	\$21.50	\$24.00	\$24.00	x
Step 3*	\$22.50	\$25.50	\$25.50	\$25.50
Step 4*	\$23.50	\$27.00	\$27.00	\$27.00
Step 5*	\$24.50	\$28.50	\$28.50	\$28.50
Step 6*	\$26.25	x	\$30.00	\$30.00
Step 7**	x	x	x	\$31.50
Top Step	\$29.13	\$30.13	\$31.13	\$32.13
Current CAs place into this scale at next highest wage rate at least \$1.00 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.

Step progression occurs annually in March

* Only applies to employees hired after _____ [previous CBA ratification date]

** Only applies to employees hired after ratification

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

	3/5/2025	\$1.00	
	3/1/2026	\$1.00	
	3/7/2027	\$1.00	

Part Time Food Handlers	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Grade 1	\$14.00	x	x	x
Grade 2	\$14.25	x	x	x
Grade 3	\$14.50	x	x	x
Grade 4	\$14.75	x	x	x
Grade 5	\$15.00	\$15.00	x	x
Grade 6	\$15.25	\$15.25	x	x
Grade 7	\$15.50	\$15.50	x	x
Grade 8	\$15.75	\$15.75	x	x
Grade 9	\$16.00	\$16.00	\$16.00	x
Grade 10	\$16.25	\$16.25	\$16.25	x
Grade 11	\$16.50	\$16.50	\$16.50	x
Grade 12	\$16.75	\$16.75	\$16.75	\$16.75
Grade 13	\$17.00	\$17.00	\$17.00	\$17.00
Grade 14	\$17.25	\$17.25	\$17.25	\$17.25
Grade 15	\$17.50	\$17.50	\$17.50	\$17.50
Grade 16	\$17.75	\$17.75	\$17.75	\$17.75
Grade 17	\$18.00	\$18.00	\$18.00	\$18.00
Grade 18	\$18.25	\$18.25	\$18.25	\$18.25
Grade 19	\$18.50	\$18.50	\$18.50	\$18.50
Grade 20	\$18.75	\$18.75	\$18.75	\$18.75
Grade 21	\$19.00	\$19.00	\$19.00	\$19.00
Grade 22	\$19.25	\$19.25	\$19.25	\$19.25
Grade 23	\$19.50	\$19.50	\$19.50	\$19.50
Grade 24	\$19.75	\$19.75	\$19.75	\$19.75
Grade 25	\$20.00	\$20.00	\$20.00	\$20.00
Grade 26	\$20.25	\$20.25	\$20.25	\$20.25
Grade 27	\$20.50	\$20.50	\$20.50	\$20.50
Grade 28	\$20.75	\$20.75	\$20.75	\$20.75
Grade 29	\$21.00	\$21.00	\$21.00	\$21.00
Over & TOS yearly increase		\$0.75	\$0.75	\$0.75

Effective March 2025, employees place at step above previous rate of pay (at least \$0.50), progress two (2) steps every March and September.

PT Courtesy/Custodial	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Grade 1	\$13.00	x	x	x
Grade 2	\$13.25	x	x	x
Grade 3	\$13.50	x	x	x
Grade 4	\$13.75	x	x	x
Grade 5	\$14.00	x	x	x
Grade 6	\$14.25	x	x	x
Grade 7	\$14.50	\$14.50	x	x
Grade 8	\$14.75	\$14.75	x	x
Grade 9	\$15.00	\$15.00	x	x
Grade 10	\$15.25	\$15.25	x	x
Grade 11	\$15.50	\$15.50	\$15.50	x
Grade 12	\$15.75	\$15.75	\$15.75	x
Grade 13	\$16.00	\$16.00	\$16.00	x
Grade 14	\$16.25	\$16.25	\$16.25	x
Grade 15	\$16.50	\$16.50	\$16.50	x
Grade 16	\$16.75	\$16.75	\$16.75	\$16.75
Grade 17	\$17.00	\$17.00	\$17.00	\$17.00
Grade 18	x	\$17.25	\$17.25	\$17.25
Grade 19	x	\$17.50	\$17.50	\$17.50
Grade 20	x	\$17.75	\$17.75	\$17.75
Grade 21	x	\$18.00	\$18.00	\$18.00
Grade 22	x	\$18.25	\$18.25	\$18.25
Grade 23	x	\$18.50	\$18.50	\$18.50
Grade 24	x	\$18.75	\$18.75	\$18.75
Grade 25	x	\$19.00	\$19.00	\$19.00
Grade 26	x	\$19.25	\$19.25	\$19.25
Grade 27	x	\$19.50	\$19.50	\$19.50
Grade 28	x	\$19.75	\$19.75	\$19.75
Grade 29	x	\$20.00	\$20.00	\$20.00
Grade 30	x	\$20.25	\$20.25	\$20.25
Grade 31	x	\$20.50	\$20.50	\$20.50
Grade 32	x	\$20.75	\$20.75	\$20.75
Grade 33	x	\$21.00	\$21.00	\$21.00
Over & TOS yearly increase		\$0.75	\$0.75	\$0.75

Effective March 2025, employees place at step above previous rate of pay (at least \$0.50), progress two (2) steps every March and September.

Provided further that employees shall not receive less than ten cents (\$0.10) above federal, state, city or county minimum wage, whichever is higher, during the term of this agreement.