

Union Proposal 5 to Kowalski's - 4.9.25				
APPENDIX B				
Minimum Meat Rates				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Head Meat Cutter	\$33.94	\$34.94	\$35.94	\$36.94
Journeyman	\$31.94	\$32.94	\$33.94	\$34.94
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
Assistant Mgr, Produce Head, FF Head, Bookkeeper, Deli Head, Company Designated	\$32.83	\$33.83	\$34.83	\$35.83
FT Food Handler	\$30.83	\$31.83	\$32.83	\$33.83
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	\$22.50	\$24.00	\$24.00	x
Step 3	\$23.50	\$25.50	\$25.50	\$25.50
Step 4	\$24.83	\$27.00	\$27.00	\$27.00
Step 5*	x	\$28.50	\$28.50	\$28.50
Step 6*	x	x	\$30.00	\$30.00
Step 7*	x	x	x	\$31.50
Top Step	\$28.83	\$29.83	\$30.83	\$31.83
All Retail Specialists eliminated & reclassified as Classified Assistants; current RSs & 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 or promoted after March 2025				
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		

PT Deli Specialist	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$16.00	x	x	x
Step 2	\$16.50	x	x	x
Step 3	\$17.50	x	x	x
Step 4	\$18.50	\$18.50	x	x
Step 5	\$19.50	\$19.50	\$19.50	x
Step 6	\$20.50	\$20.50	\$20.50	\$20.50
Step 7	\$21.50	\$21.50	\$21.50	\$21.50
Step 8	\$22.50	\$22.50	\$22.50	\$22.50
Step 9	x	\$23.50	\$23.50	\$23.50
Step 10	x	x	x	\$24.50
Over & TOS yearly increase		\$0.75	\$0.75	\$0.75
All PT, Courtesy/Custodial, and Group 3	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$13.25	x	x	x
Step 2	\$13.75	x	x	x
Step 3	\$14.25	x	x	x
Step 4	\$14.75	x	x	x
Step 5	\$15.25	x	x	x
Step 6	\$15.75	\$15.75	x	x
Step 7	\$16.25	\$16.25	\$16.25	x
Step 8	\$16.75	\$16.75	\$16.75	\$16.75
Step 9	\$17.75	\$17.75	\$17.75	\$17.75
Step 10	\$18.75	\$18.75	\$18.75	\$18.75
Step 11	\$19.75	\$19.75	\$19.75	\$19.75
Step 12	\$20.75	\$20.75	\$20.75	\$20.75
Step 13	x	x	x	\$21.75
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 to next step every September and March.				
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.				