

<b>Union Proposal 5 to UNFI - 4.9.25</b>				
<b>APPENDIX B</b>				
<b>Minimum Meat Rates</b>				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
<b>Head Meat Cutter</b>	\$32.44	\$33.44	\$34.44	\$35.44
<b>Journeyman</b>	\$31.44	\$32.44	\$33.44	\$34.44
<b>Mod PT Meat Cutter*</b>	\$21.00	\$22.00	\$23.00	\$24.00
* Upon successful completion of a twelve (12) month program, Mod PT Meat Cutter will become Journeyman				
* Reclassify all Class Asst in Meat Dept as Journeyman				
<b>Apprentices</b>				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
0-6 months	\$20.00	\$21.00	\$22.00	\$23.00
6-12 months	\$21.00	\$22.00	\$23.00	\$28.00
12-18 months	\$22.00	\$23.00	\$24.00	\$30.00
18-24 months	\$23.00	\$24.00	\$25.00	\$32.00
Thereafter	\$31.44	\$32.44	\$33.44	\$34.44
<b>Meat Helper &amp; Service</b>				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
0-6 months	\$20.00	\$22.00	\$24.00	\$26.00
6-12 months	\$21.00	\$24.00	\$26.00	\$28.00
12-18 months	\$22.00	\$26.00	\$28.00	\$30.00
18-24 months	\$23.00	\$28.00	\$30.00	\$32.00
Thereafter	\$30.32	\$31.32	\$32.32	\$33.32
All Meat employees who are at the top or above scale will receive the following increases:				
		Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
	Head Meatcutter	\$1.00	\$1.00	\$1.00
	Journeyman	\$1.00	\$1.00	\$1.00
	Mod PT Meat Cutter	\$1.00	\$1.00	\$1.00
	Meat Apprentice	\$1.00	\$1.00	\$1.00
	Meat Helper/Service	\$1.00	\$1.00	\$1.00
<b>APPENDIX C</b>				
<b>Minimum Grocery Rates</b>				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
<b>Assistant Mgr, Produce Head, FF Head, Bookkeeper, Deli Head, Company Designated</b>	\$31.33	\$32.33	\$33.33	\$34.33
<b>FT Food Handler &amp; Pharmacy</b>				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
0-6 months	\$16.00	\$16.00	\$16.00	\$16.00
6-12 months	\$16.50	\$16.50	\$16.50	\$16.50
1-2 years	\$17.00	\$17.00	\$17.00	\$17.00
2-3 years	\$18.00	\$18.00	\$18.00	\$18.00
3-4 years	\$19.00	\$19.00	\$19.00	\$19.00
4-5 years	\$20.00	\$20.00	\$20.00	\$20.00
5-6 years	\$25.00	\$25.00	\$25.00	\$25.00
6 years and over	\$30.33	\$31.33	\$32.33	\$33.33

<b>Classified Assistant</b>	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$18.00	\$20.00	x	x
Step 2	\$19.00	\$21.00	\$21.00	x
Step 3	\$20.00	\$22.00	\$22.00	\$22.00
Step 4	\$21.00	\$23.00	\$23.00	\$23.00
Step 5	\$22.00	\$25.00	\$25.00	\$25.00
Step 6*	x	\$27.00	\$27.00	\$27.00
Step 7*	x	x	x	\$29.00
Top Step	\$28.33	\$29.33	\$30.33	\$31.33

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 ratification

<b>FT Maintenance</b>	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$14.00	\$18.00	\$20.00	\$22.00
Step 2	\$14.50	\$19.00	\$21.00	\$23.00
Step 3	\$15.00	\$20.00	\$22.00	\$24.00
Step 4	\$15.50	\$21.00	\$23.00	\$25.00
Step 5	\$16.00	\$22.00	\$24.00	\$26.00
Step 6	\$16.50	\$23.00	\$25.00	\$27.00
Step 7	\$24.93	\$25.93	\$26.93	\$27.93

Step progression occurs annually in March

All FT 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		

<b>Part Time Employees</b>	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$13.75	x	x	x
Step 2	\$14.00	x	x	x
Step 3	\$14.50	x	x	x
Step 4	\$15.00	x	x	x
Step 5	\$15.50	\$15.50	x	x
Step 6	\$16.00	\$16.00	x	x
Step 7	\$16.75	\$16.75	\$16.75	x
Step 8	\$17.25	\$17.25	\$17.25	\$17.25
Step 9	\$18.00	\$18.00	\$18.00	\$18.00
Step 10	\$18.75	\$18.75	\$18.75	\$18.75
Step 11	\$19.50	\$19.50	\$19.50	\$19.50
Step 12	\$20.25	\$20.25	\$20.25	\$20.25
Step 13	x	x	x	\$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 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.