

Union Proposal 5 to Jerry'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	\$31.44	\$32.44	\$33.44	\$34.44
Journeyman	\$30.44	\$31.44	\$32.44	\$33.44
Service Meat Employees	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
0-6 months	\$18.00	\$22.00	\$24.00	\$26.00
6-12 months	\$19.00	\$24.00	\$26.00	\$28.00
1-2 year	\$20.00	\$26.00	\$28.00	\$30.00
2-3 year	\$26.55	\$27.55	\$28.55	\$29.55
All Meat 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	\$30.33	\$31.33	\$32.33	\$33.33
FT Food Handler & Pharmacy	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
0-6 months	\$20.00	\$20.00	\$20.00	\$20.00
6-12 months	\$21.75	\$21.75	\$21.75	\$21.75
1-2 years	\$23.50	\$23.50	\$23.50	\$23.50
2-3 years	\$24.50	\$24.50	\$24.50	\$24.50
3-4 years	\$25.50	\$25.50	\$25.50	\$25.50
4-5 years	\$26.50	\$26.50	\$26.50	\$26.50
5 years and over	\$29.33	\$30.33	\$31.33	\$32.33
Classified Assistant	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$18.83	\$20.00	x	x
Step 2	\$19.83	\$21.00	\$21.00	x
Step 3	\$20.60	\$22.00	\$22.00	\$22.00
Step 4	\$21.50	\$23.00	\$23.00	\$23.00
Step 5	\$23.00	\$25.00	\$25.00	\$25.00

Step 6*	x	\$27.00	\$27.00	\$27.00
Step 7*	x	x	x	\$29.00
Top Step	\$27.33	\$28.33	\$29.33	\$30.33

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

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		

Part Time Employees	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	\$15.00	x	x
Step 5	\$15.50	\$15.50	x	x
Step 6	\$16.00	\$16.00	\$16.00	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	\$19.10	\$18.50	\$18.50	\$18.50
Step 11	x	\$19.25	\$19.25	\$19.25
Step 12	x	x	\$20.00	\$20.00
Step 13	x	x	x	\$20.75
Over & TOS yearly increase		\$1.00	\$1.00	\$1.00

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.