

Union Proposal 5 to Haug'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	\$32.69	\$34.19	\$35.44
Journeyman	\$30.44	\$31.69	\$33.19	\$34.44
Mod PT Meat Cutter*	\$20.00	\$21.25	\$22.75	\$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				
Meat Helper	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$21.00	\$22.00	\$24.00	\$26.00
Step 2	\$22.75	\$24.00	\$26.00	\$28.00
Step 3	\$24.50	\$26.00	\$28.00	\$30.00
Step 4	\$26.25	\$28.00	\$30.00	\$32.00
Step 5	\$29.33	\$30.58	\$32.08	\$33.33
Service Meat Employees	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
0-6 months	\$18.00	\$20.00	\$24.00	\$26.00
6-12 months	\$19.00	\$22.00	\$26.00	\$28.00
1-2 Year	\$20.00	\$24.00	\$28.00	\$30.00
2-3 Year	\$26.55	\$27.80	\$29.30	\$30.55
All Meat employees who are at the top or above scale will receive the following increases:				
	3/5/2025	\$1.25		
	3/1/2026	\$1.50		
	3/7/2027	\$1.25		
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	\$30.33	\$31.58	\$33.08	\$34.33
FT Food Handler & Pharmacy	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$21.00	\$21.00	\$21.00	\$21.00
Step 2	\$22.75	\$22.75	\$22.75	\$22.75
Step 3	\$24.50	\$24.50	\$24.50	\$24.50
Step 4	\$26.25	\$26.25	\$26.25	\$26.25

Step 5	\$29.33	\$30.58	\$32.08	\$33.33
Classified Assistant	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$19.33	\$20.00	x	x
Step 2	\$20.33	\$21.00	\$21.00	x
Step 3	\$21.10	\$22.00	\$22.00	\$22.00
Step 4	\$22.00	\$23.00	\$23.00	\$23.00
Step 5*	x	\$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	\$28.58	\$30.08	\$31.33

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	\$1.25
3/1/2026	\$1.50
3/7/2027	\$1.25

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	\$16.75
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		\$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.