

**RALPHS/VONS/ALBERTSONS**  
**HOURLY PAY RATES AND PROGRESSIONS**

<b>FOOD CLERK</b>	<b>HOURS</b>	<b>3/7/2022</b>	<b>3/6/2023</b>	<b>1/1/2024</b>	<b>3/4/2024</b>
	First 900	\$16.25	\$16.25	\$16.40	\$16.40
	Next 900	\$16.50	\$16.50	\$16.65	\$16.65
	Next 900	\$16.75	\$16.75	\$16.90	\$16.90
	Next 900	\$17.00	\$17.00	\$17.15	\$17.15
	Next 900	\$17.25	\$17.25	\$17.40	\$17.40
	Next 900	\$17.50	\$17.50	\$17.65	\$17.65
	Next 900	\$18.50	\$18.50	\$18.50	\$18.50
	Next 900	\$19.50	\$19.50	\$19.50	\$19.50
	Next 900	\$20.50	\$20.50	\$20.50	\$20.50
	Next 300	\$21.00	\$21.00	\$21.00	\$21.00
<b>Thereafter</b>	<b>8400</b>	<b>\$24.50</b>	<b>\$25.50</b>		<b>\$26.75</b>
<b>Department Head</b>		<b>\$25.50</b>	<b>\$26.50</b>		<b>\$27.75</b>

<b>GMC, Fuel E-Commerce, Sushi, All Uniform Dept.</b>	<b>HOURS</b>	<b>9/1/2022</b>	<b>3/6/2023</b>	<b>1/1/2024</b>	<b>3/4/2024</b>
	FIRST 900		\$16.05	\$16.20	\$16.20
	NEXT 900		\$16.30	\$16.45	\$16.45
	NEXT 900		\$16.55	\$16.70	\$16.70
	NEXT 900		\$16.80	\$16.95	\$16.95
	NEXT 900		\$17.05	\$17.20	\$17.20
	NEXT 900		\$17.30	\$17.45	\$17.45
	NEXT 900		\$17.55	\$17.70	\$17.70
	NEXT 900		\$17.80	\$17.95	\$17.95
	NEXT 600		\$18.05	\$18.20	\$18.20
<b>Thereafter</b>	<b>7800</b>		<b>\$20.02</b>		<b>\$21.27</b>
<b>Department Head</b>			<b>\$21.12</b>		<b>\$22.37</b>
<b>Longevity Rate</b>	<b>Journey persons, upon reaching 8th anniversary as a GMC**</b>	<b>\$20.02</b>	<b>\$21.02</b>		<b>\$22.27</b>
<b>Dept Head w/ Longevity</b>		<b>\$21.12</b>	<b>\$22.12</b>		<b>\$23.37</b>
<b>Effective 9/1/2022</b>	<b>\$500 bonus for all GMCs who have reached 8th anniversary as a GMC as of 9/1/2022*</b>				

<b>CLERK'S HELPER</b>	<b>3/7/2022</b>	<b>3/6/2023</b>	<b>1/1/2024</b>	<b>3/4/2024</b>
1 <sup>st</sup> 3 months	\$16.05	\$16.05	\$16.10	\$16.10
Next 3 months	\$16.15	\$16.15	\$16.20	\$16.20
After 9 months	\$16.25	\$16.25	\$16.30	\$16.30