

Appendix A

Meat Cutter	Months	Current	3/3/2025	11/3/2025	3/2/2026	9/1/2026	3/1/2027	9/1/2027
	1st 6 months	\$ 16.90	\$ 22.00	\$ 22.00	\$ 22.00	\$ 22.00	\$ 22.00	\$ 22.00
	Next 6 months	\$ 17.15	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00
	Next 6 months	\$ 17.40	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00
	Next 6 months	\$ 18.25	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00
Therafter		\$ 28.03	\$ 29.03	\$ 29.73	\$ 30.23	\$ 30.73	\$ 31.23	\$ 31.73

Meat Cutter	Months	Current	3/3/2025	11/3/2025	12/1/2025	3/2/2026	9/1/2026	11/2/2026	3/1/2027	9/1/2027
Department Head		\$ 29.03	\$ 30.03	\$ 30.73	\$ 30.98	\$ 31.48	\$ 31.98	\$ 32.23	\$ 32.73	\$ 33.23

Food Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025	3/2/2026	9/1/2026	3/1/2027	9/1/2027
	900	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90
	900	\$ 17.15	\$ 17.15	\$ 17.15	\$ 17.15	\$ 17.15	\$ 17.15	\$ 17.15
	900	\$ 17.40	\$ 17.40	\$ 17.40	\$ 17.40	\$ 17.40	\$ 17.40	\$ 17.40
	900	\$ 17.65	\$ 17.65	\$ 17.65	\$ 17.65	\$ 17.65	\$ 17.65	\$ 17.65
	900	\$ 17.90	\$ 17.90	\$ 17.90	\$ 17.90	\$ 17.90	\$ 17.90	\$ 17.90
	900	\$ 18.15	\$ 18.15	\$ 18.15	\$ 18.15	\$ 18.15	\$ 18.15	\$ 18.15
	900	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50
	900	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50
	900	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50
	300	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00
Thereafter	8400	\$ 26.75	\$ 27.75	\$ 28.45	\$ 28.95	\$ 29.45	\$ 29.95	\$ 30.45

Food Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025	12/1/2025	3/2/2026	9/1/2026	11/2/2026	3/1/2027	9/1/2027
Department Head		\$ 27.75	\$ 28.75	\$ 29.45	\$ 29.70	\$ 30.20	\$ 30.70	\$ 30.95	\$ 31.45	\$ 31.95

GM Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025	3/2/2026	9/1/2026	3/1/2027	9/1/2027
	900	\$ 16.70	\$ 16.70	\$ 16.70	\$ 16.70	\$ 16.70	\$ 16.70	\$ 16.70
	900	\$ 16.95	\$ 16.95	\$ 16.95	\$ 16.95	\$ 16.95	\$ 16.95	\$ 16.95
	900	\$ 17.20	\$ 17.20	\$ 17.20	\$ 17.20	\$ 17.20	\$ 17.20	\$ 17.20
	900	\$ 17.45	\$ 17.45	\$ 17.45	\$ 17.45	\$ 17.45	\$ 17.45	\$ 17.45
	900	\$ 17.70	\$ 17.70	\$ 17.70	\$ 17.70	\$ 17.70	\$ 17.70	\$ 17.70
	900	\$ 17.95	\$ 17.95	\$ 17.95	\$ 17.95	\$ 17.95	\$ 17.95	\$ 17.95
	900	\$ 18.20	\$ 18.20	\$ 18.20	\$ 18.20	\$ 18.20	\$ 18.20	\$ 18.20
	900	\$ 18.45	\$ 18.45	\$ 18.45	\$ 18.45	\$ 18.45	\$ 18.45	\$ 18.45
	600	\$ 18.70	\$ 18.70	\$ 18.70	\$ 18.70	\$ 18.70	\$ 18.70	\$ 18.70
Thereafter	7800	\$ 21.27	\$ 22.27	\$ 22.97	\$ 23.47	\$ 23.97	\$ 24.47	\$ 24.97

GM Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025	12/1/2025	3/2/2026	9/1/2026	11/2/2026	3/1/2027	9/1/2027
Department Head		\$22.37	\$ 23.37	\$ 24.07	\$ 24.32	\$ 24.82	\$ 25.32	\$ 25.57	\$ 26.07	\$ 26.57

GM Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025	3/2/2026	9/1/2026	11/2/2026	3/1/2027	3/1/2027	11/1/2027
Longevity		\$22.27	\$ 23.27	\$ 24.47	\$ 24.97	\$ 25.47	\$ 25.97	\$ 26.47	\$ 26.97	\$ 27.22

GM Clerk	Current Hours	Current Rates	3/3/2025	11/3/2025	12/1/2025	3/2/2026	9/1/2026	11/2/2026	3/1/2027	3/1/2027	11/1/2027
Department Head w/Longevity		\$23.37	\$ 24.37	\$ 25.57	\$ 25.82	\$ 26.32	\$ 26.82	\$ 27.57	\$ 28.07	\$ 28.57	\$ 28.82

Clerk's Helpers	Months	Current Rates	3/3/2025	3/2/2026	3/1/2027
	1st 3 Months	\$ 16.60	\$ 16.60	\$ 16.60	\$ 16.60
	Next 6 Months	\$ 16.70	\$ 16.70	\$ 16.70	\$ 16.70
	After 9 months	\$ 16.80	\$ 16.80	\$ 16.80	\$ 16.80

From Ratification to January 1, 2026, this rate will be \$16.90

Pharmacy Technician	Weeks	Current Rates	3/3/2025	3/2/2026	3/1/2027
	1st 26 weeks	\$ 17.40	\$ 19.95	\$ 19.95	\$ 19.95
	Next 26 weeks	\$ 18.25	\$ 20.95	\$ 20.95	\$ 20.95
	Next 26 weeks	\$ 19.10	\$ 21.95	\$ 21.95	\$ 21.95
	Next 26 weeks	\$ 19.95	\$ 22.95	\$ 22.95	\$ 22.95
Thereafter		\$ 24.10	\$ 25.60	\$ 26.60	\$ 27.60
*A premium of \$2.25 per hour shall be provided to Nationally Board-Certified Pharmacy Technicians who are authorized and willing to perform vaccination services at the store. Continued eligibility for this premium is contingent upon the technician’s willingness to perform immunization services. If a technician chooses not to perform immunizations, the premium may be discontinued at the Company’s discretion.					