

## Gelson's Appendix A

| Food Clerk     | Current Hours | Current Rates | 3/3/2025 | New Hours | 8/25/2025 | 11/3/2025 | 1/1/2026 | 3/2/2026 | 9/1/2026 | 1/1/2027 | 3/1/2027 | 9/1/2027 | 1/1/2028 |
|----------------|---------------|---------------|----------|-----------|-----------|-----------|----------|----------|----------|----------|----------|----------|----------|
| Stage 1        | 700           | \$17.18       | \$17.18  | 700       | \$17.18   | \$17.18   | \$17.30  | \$17.30  | \$17.30  | \$17.80  | \$17.80  | \$17.80  |          |
| Stage 2        | 700           | \$17.43       | \$17.43  | 700       | \$17.58   | \$17.58   | \$17.58  | \$17.58  | \$17.58  | \$18.05  | \$18.05  | \$18.05  |          |
| Stage 3        | 700           | \$17.68       | \$17.68  | 700       | \$18.08   | \$18.08   | \$18.08  | \$18.08  | \$18.08  | \$18.30  | \$18.30  | \$18.30  |          |
| Stage 4        | 700           | \$17.93       | \$17.93  | 900       | \$18.68   | \$18.68   | \$18.68  | \$18.68  | \$18.68  | \$18.68  | \$18.68  | \$18.68  |          |
| Stage 5        | 700           | \$18.18       | \$18.18  | 900       | \$19.48   | \$19.48   | \$19.48  | \$19.48  | \$19.48  | \$19.48  | \$19.48  | \$19.48  |          |
| Stage 6        | 700           | \$18.43       | \$18.43  | 900       | \$20.28   | \$20.28   | \$20.28  | \$20.28  | \$20.28  | \$20.28  | \$20.28  | \$20.28  |          |
| Stage 7        | 700           | \$18.68       | \$18.68  | 900       | \$21.53   | \$21.53   | \$21.53  | \$21.53  | \$21.53  | \$21.53  | \$21.53  | \$21.53  |          |
| Stage 8        | 700           | \$18.93       | \$18.93  | 900       | \$22.78   | \$22.78   | \$22.78  | \$22.78  | \$22.78  | \$22.78  | \$22.78  | \$22.78  |          |
| Stage 9        | 700           | \$19.18       | \$19.18  | 900       | \$24.18   | \$24.18   | \$24.18  | \$24.18  | \$24.18  | \$24.18  | \$24.18  | \$24.18  |          |
| Stage 10       | 700           | \$19.43       | \$19.43  | 900       | \$25.58   | \$25.58   | \$25.58  | \$25.58  | \$25.58  | \$25.58  | \$25.58  | \$25.58  |          |
| Stage 11       | 700           | \$19.68       | \$19.68  |           |           |           |          |          |          |          |          |          |          |
| Stage 12       | 700           | \$20.75       | \$20.75  |           |           |           |          |          |          |          |          |          |          |
| Food Clerk Exp | 8400          | \$26.85       | \$27.85  | 8400      | \$27.85   | \$28.55   | \$28.55  | \$29.05  | \$29.55  | \$29.55  | \$30.05  | \$30.55  | \$30.55  |

| Food Clerk      | Current Hours | Current Rates | 3/3/2025 | 8/25/2025 | 11/3/2025 | 12/1/2025 | 1/1/2026 | 3/2/2026 | 9/1/2026 | 11/2/2026 | 1/1/2027 | 3/1/2027 | 9/1/2027 |
|-----------------|---------------|---------------|----------|-----------|-----------|-----------|----------|----------|----------|-----------|----------|----------|----------|
| Department Head |               |               | \$28.85  | \$28.85   | \$29.85   | \$30.10   | \$30.10  | \$30.60  | \$31.10  | \$31.35   | \$31.35  | \$31.85  | \$32.10  |

| GM-Meat Clerk     | Current Hours | Current Rates | 3/3/2025 | New Hours | 8/25/2025 | 11/3/2025 | 1/1/2026 | 3/2/2026 | 9/1/2026 | 1/1/2027 | 3/1/2027 | 9/1/2027 | 1/1/2028 |
|-------------------|---------------|---------------|----------|-----------|-----------|-----------|----------|----------|----------|----------|----------|----------|----------|
| Stage 1           | 700           | \$16.98       |          | 700       | \$16.98   | \$16.98   | \$17.10  | \$17.10  | \$17.10  | \$17.60  | \$17.60  | \$17.60  |          |
| Stage 2           | 700           | \$17.23       |          | 700       | \$17.38   | \$17.38   | \$17.38  | \$17.38  | \$17.38  | \$17.85  | \$17.85  | \$17.85  |          |
| Stage 3           | 700           | \$17.48       |          | 700       | \$17.78   | \$17.78   | \$17.78  | \$17.78  | \$17.78  | \$18.10  | \$18.10  | \$18.10  |          |
| Stage 4           | 700           | \$17.73       |          | 800       | \$18.23   | \$18.23   | \$18.23  | \$18.23  | \$18.23  | \$18.35  | \$18.35  | \$18.35  |          |
| Stage 5           | 700           | \$17.98       |          | 800       | \$18.68   | \$18.68   | \$18.68  | \$18.68  | \$18.68  | \$18.68  | \$18.68  | \$18.68  |          |
| Stage 6           | 700           | \$18.23       |          | 800       | \$19.13   | \$19.13   | \$19.13  | \$19.13  | \$19.13  | \$19.13  | \$19.13  | \$19.13  |          |
| Stage 7           | 700           | \$18.48       |          | 800       | \$19.58   | \$19.58   | \$19.58  | \$19.58  | \$19.58  | \$19.58  | \$19.58  | \$19.58  |          |
| Stage 8           | 700           | \$18.73       |          | 800       | \$20.03   | \$20.03   | \$20.03  | \$20.03  | \$20.03  | \$20.03  | \$20.03  | \$20.03  |          |
| Stage 9           | 700           | \$18.98       |          | 800       | \$20.53   | \$20.53   | \$20.53  | \$20.53  | \$20.53  | \$20.53  | \$20.53  | \$20.53  |          |
| Stage 10          | 700           | \$19.23       |          | 800       | \$21.03   | \$21.03   | \$21.03  | \$21.03  | \$21.03  | \$21.03  | \$21.03  | \$21.03  |          |
| Stage 11          | 700           | \$19.48       |          |           |           |           |          |          |          |          |          |          |          |
| GM-Meat Clerk Exp | 7700          | \$21.50       | \$22.50  | 7700      | \$22.50   | \$23.20   | \$23.20  | \$23.70  | \$24.20  | \$24.20  | \$24.70  | \$25.20  | \$25.20  |

| GM-Meat Clerk   | Current Hours | Current Rates | 3/3/2025 | 8/25/2025 | 11/3/2025 | 12/1/2025 | 1/1/2026 | 3/2/2026 | 9/1/2026 | 11/2/2026 | 1/1/2027 | 3/1/2027 | 9/1/2027 |
|-----------------|---------------|---------------|----------|-----------|-----------|-----------|----------|----------|----------|-----------|----------|----------|----------|
| Department Head |               |               | \$23.60  | \$23.60   | \$24.30   | \$24.55   | \$24.55  | \$25.05  | \$25.55  | \$25.80   | \$25.80  | \$26.30  | \$26.80  |

| GM-Meat Clerk | Current Hours | Current Rates | 3/3/2025 | 8/25/2025 | 11/3/2025 | 12/1/2025 | 1/1/2026 | 3/2/2026 | 9/1/2026 | 11/2/2026 | 1/1/2027 | 3/1/2027 | 9/1/2027 | 11/1/2027 |
|---------------|---------------|---------------|----------|-----------|-----------|-----------|----------|----------|----------|-----------|----------|----------|----------|-----------|
| Longevity     |               |               | \$23.50  | \$23.50   | \$24.70   | \$24.70   | \$24.70  | \$25.20  | \$25.70  | \$26.20   | \$26.20  | \$26.70  | \$27.20  | \$27.45   |

| GM-Meat Clerk                | Current Hours | Current Rates | 3/3/2025 | 8/25/2025 | 11/3/2025 | 12/1/2025 | 1/1/2026 | 3/2/2026 | 9/1/2026 | 11/2/2026 | 1/1/2027 | 3/1/2027 | 9/1/2027 | 11/1/2027 |
|------------------------------|---------------|---------------|----------|-----------|-----------|-----------|----------|----------|----------|-----------|----------|----------|----------|-----------|
| Department Head w/ Longevity |               |               | \$24.60  | \$24.60   | \$25.80   | \$26.05   | \$26.05  | \$26.55  | \$27.05  | \$27.80   | \$27.80  | \$28.30  | \$28.80  | \$29.05   |

| Clerks Helper              |  | Current Rates | 3/3/2025 |  | 8/25/2025 | 1/1/2026 | 3/2/2026 | 9/1/2026 | 1/1/2027 | 3/1/2027 | 9/1/2027 | 1/1/2028    |
|----------------------------|--|---------------|----------|--|-----------|----------|----------|----------|----------|----------|----------|-------------|
| Clerks Helper 1st 3 months |  | \$16.88       |          |  | \$16.88   | \$17.00  | \$17.00  | \$17.00  | \$17.50  | \$17.50  | \$17.50  | min +\$.10  |
| Clerks Helper 4-9 months   |  | \$16.98       |          |  | \$16.98   | \$17.10  | \$17.10  | \$17.10  | \$17.60  | \$17.60  | \$17.60  | min +\$.20  |
| Clerks Helper Experienced  |  | \$17.08       |          |  | \$17.18   | \$17.20  | \$17.20  | \$17.20  | \$17.70  | \$17.70  | \$17.70  | min + \$.30 |