

## Stater Bros. Wage Scale

### Coutesy Clerks

| Progressions   | Current | Final Pay Period after Ratification | 01/01/26 | 01/01/27 | 01/01/28 |
|----------------|---------|-------------------------------------|----------|----------|----------|
| First 3 Months | \$16.60 | \$16.60                             | \$17.00  | \$17.50  |          |
| Next 6 Months  | \$16.70 | \$16.70                             | \$17.10  | \$17.60  |          |
| After 9 Months | \$16.80 | \$16.90                             | \$17.20  | \$17.70  |          |

### General Merchandise Clerks/ Meat Clerk

|       |                        |         |         | Final Pay Period   |         |         |         |         |         |         |          |
|-------|------------------------|---------|---------|--------------------|---------|---------|---------|---------|---------|---------|----------|
| Steps | Hours                  | Current | 3/3/25  | After Ratification | 11/3/25 | 12/1/25 | 1/1/26  | 3/2/26  | 8/31/26 | 11/2/26 | 1/1/2027 |
| 1     | 0-520                  | \$16.70 | \$16.70 | \$16.70            | \$16.70 | \$16.70 | \$17.10 | \$17.10 | \$17.10 | \$17.10 | \$17.60  |
| 2     | 521-1040               | \$16.80 | \$16.80 | \$16.85            | \$16.85 | \$16.85 | \$17.25 | \$17.25 | \$17.25 | \$17.25 | \$17.75  |
| 3     | 1041-1560              | \$16.90 | \$16.90 | \$17.00            | \$17.00 | \$17.00 | \$17.40 | \$17.40 | \$17.40 | \$17.40 | \$17.90  |
| 4     | 1561-2080              | \$17.00 | \$17.00 | \$17.15            | \$17.15 | \$17.15 | \$17.55 | \$17.55 | \$17.55 | \$17.55 | \$18.05  |
| 5     | 2081-2600              | \$17.10 | \$17.10 | \$17.30            | \$17.30 | \$17.30 | \$17.70 | \$17.70 | \$17.70 | \$17.70 | \$18.20  |
| 6     | 2601-3120              | \$17.20 | \$17.20 | \$17.45            | \$17.45 | \$17.45 | \$17.85 | \$17.85 | \$17.85 | \$17.85 | \$18.35  |
| 7     | 3121-3640              | \$17.30 | \$17.30 | \$17.60            | \$17.60 | \$17.60 | \$18.00 | \$18.00 | \$18.00 | \$18.00 | \$18.50  |
| 8     | 3641-4160              | \$17.40 | \$17.40 | \$17.75            | \$17.75 | \$17.75 | \$18.15 | \$18.15 | \$18.15 | \$18.15 | \$18.65  |
| 9     | 4161-4680              | \$17.50 | \$17.50 | \$17.90            | \$17.90 | \$17.90 | \$18.30 | \$18.30 | \$18.30 | \$18.30 | \$18.80  |
| 10    | 4681-5200              | \$17.60 | \$17.60 | \$18.05            | \$18.05 | \$18.05 | \$18.45 | \$18.45 | \$18.45 | \$18.45 | \$18.95  |
| 11    | 5201-5720              | \$17.70 | \$17.70 | \$18.20            | \$18.20 | \$18.20 | \$18.60 | \$18.60 | \$18.60 | \$18.60 | \$19.10  |
| 12    | 5721-6240              | \$17.80 | \$17.80 | \$18.35            | \$18.35 | \$18.35 | \$18.75 | \$18.75 | \$18.75 | \$18.75 | \$19.25  |
| 13    | 6241-6760              | \$17.90 | \$17.90 | \$18.50            | \$18.50 | \$18.50 | \$18.90 | \$18.90 | \$18.90 | \$18.90 | \$19.40  |
| 14    | Thereafter             | \$21.55 | \$22.55 | \$22.55            | \$22.55 | \$22.55 | \$22.55 | \$22.85 | \$23.80 | \$23.80 | \$23.80  |
|       | Dept Head              | \$22.55 | \$23.55 | \$23.55            | \$23.55 | \$23.80 | \$23.80 | \$24.10 | \$25.05 | \$25.30 | \$25.30  |
|       | Longevity              | \$21.55 | \$22.55 | \$22.55            | \$22.80 | \$22.80 | \$22.80 | \$23.10 | \$24.05 | \$24.55 | \$24.55  |
|       | Dept Head w/ Longevity | \$22.55 | \$23.55 | \$23.55            | \$23.80 | \$24.05 | \$24.05 | \$24.35 | \$25.30 | \$26.05 | \$26.05  |

# FOOD CLERKS - SERVICE DELI/BAKERY GMC TO FOOD CLERKCLASSIFICATION

| STEPS | HOURS           | CURRENT | 3/3/2025 | After Ratification | 12/1/2025 | 01/01/2026 | 03/02/2026 | 08/31/2026 | 11/02/2026 | 1/1/2027 |
|-------|-----------------|---------|----------|--------------------|-----------|------------|------------|------------|------------|----------|
| 1     | 0 - 520         | \$16.90 | \$16.90  | \$16.90            | \$16.90   | \$17.30    | \$17.30    | \$17.30    | \$17.30    | \$17.80  |
| 2     | 521 - 1040      | \$17.00 | \$17.00  | \$17.05            | \$17.05   | \$17.45    | \$17.45    | \$17.45    | \$17.45    | \$17.95  |
| 3     | 1041 - 1560     | \$17.10 | \$17.10  | \$17.20            | \$17.20   | \$17.60    | \$17.60    | \$17.60    | \$17.60    | \$18.10  |
| 4     | 1661 - 2080     | \$17.20 | \$17.20  | \$17.35            | \$17.35   | \$17.75    | \$17.75    | \$17.75    | \$17.75    | \$18.25  |
| 5     | 2081 - 2600     | \$17.30 | \$17.30  | \$17.50            | \$17.50   | \$17.90    | \$17.90    | \$17.90    | \$17.90    | \$18.40  |
| 6     | 2601 - 3120     | \$17.40 | \$17.40  | \$17.65            | \$17.65   | \$18.05    | \$18.05    | \$18.05    | \$18.05    | \$18.55  |
| 7     | 3121 - 3640     | \$17.75 | \$17.75  | \$18.00            | \$18.00   | \$18.20    | \$18.20    | \$18.20    | \$18.20    | \$18.70  |
| 8     | 3641 - 4160     | \$18.25 | \$18.25  | \$18.50            | \$18.50   | \$18.50    | \$18.50    | \$18.50    | \$18.50    | \$18.85  |
| 9     | 4161 - 4680     | \$18.75 | \$18.75  | \$19.00            | \$19.00   | \$19.00    | \$19.00    | \$19.00    | \$19.00    | \$19.00  |
| 10    | 4681 - 5200     | \$19.25 | \$19.25  | \$19.50            | \$19.50   | \$19.50    | \$19.50    | \$19.50    | \$19.50    | \$19.50  |
| 11    | 5201 - 5720     | \$19.75 | \$19.75  | \$20.00            | \$20.00   | \$20.00    | \$20.00    | \$20.00    | \$20.00    | \$20.00  |
| 12    | 5721 - 6240     | \$20.25 | \$20.25  | \$20.50            | \$20.50   | \$20.50    | \$20.50    | \$20.50    | \$20.50    | \$20.50  |
| 13    | 6241 - 6760     | \$20.75 | \$20.75  | \$21.00            | \$21.00   | \$21.00    | \$21.00    | \$21.00    | \$21.00    | \$21.00  |
| 14    | Thereafter      | \$27.00 | \$28.00  | \$28.00            | \$28.00   | \$28.00    | \$28.30    | \$29.25    | \$29.25    | \$29.25  |
|       | Department Head | \$28.00 | \$29.00  | \$29.00            | \$29.25   | \$29.25    | \$29.55    | \$30.50    | \$30.75    | \$30.75  |

## MEAT CUTTERS

Hired or promoted on or after 9/12/16

| STEPS | HOURS            | CURRENT | 3/3/2025 | After Ratification | 12/01/2025 | 03/02/2026 | 08/31/2026 | 11/02/2026 | 01/01/2027 |
|-------|------------------|---------|----------|--------------------|------------|------------|------------|------------|------------|
| 1     | 0 - 520          | \$17.55 | \$22.00  | \$22.00            | \$22.00    | \$22.00    | \$22.00    | \$22.00    | \$22.00    |
| 2     | 521 - 1040       | \$18.05 | \$22.50  | \$22.50            | \$22.50    | \$22.50    | \$22.50    | \$22.50    | \$22.50    |
| 3     | 1041 - 2080      | \$18.65 | \$23.00  | \$23.00            | \$23.00    | \$23.00    | \$23.00    | \$23.00    | \$23.00    |
| 4     | 2081 - 3020      | \$19.85 | \$24.00  | \$24.00            | \$24.00    | \$24.00    | \$24.00    | \$24.00    | \$24.00    |
| 5     | 3121 - 4160      | \$21.15 | \$25.00  | \$25.00            | \$25.00    | \$25.00    | \$25.00    | \$25.00    | \$25.00    |
| 6     | Thereafter       | \$28.28 | \$29.28  | \$29.28            | \$29.28    | \$29.58    | \$30.53    | \$30.53    | \$30.53    |
| 7     | Head Meat Cutter | \$29.28 | \$30.28  | \$30.28            | \$30.53    | \$30.83    | \$31.78    | \$32.03    | \$32.03    |