

**County Market**

**Wage increase to top and over scale (all classifications) as follows:**

	<u>8/4/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
<b>Full time Top and Over Scale Increases:</b>	<b>0</b>	<b>0.20</b>	<b>0.20</b>	<b>0.20</b>
<b>Part time Top and Over Scale Increases:</b>	<b>0</b>	<b>0.20</b>	<b>0.20</b>	<b>0.20</b>

**All Employees**

**Rate**

(except meat cutters and department heads)

	<u>Current</u>	<u>Hours</u>	<u>At Ratification</u>	<u>8/4/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
0 - 260 Hours	\$8.00		<del>\$8.00</del>				
261 - 520 Hours	\$8.25		<del>\$8.25</del>				
521 - 780 Hours	\$8.50		<del>\$8.50</del>				
781 - 1040 Hours	\$8.75		<del>\$8.75</del>				
1041 - 1560 Hours	\$9.00	WI start 520 hours	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00
1561 - 2080 Hours	\$9.50	MN Start 520 hours	<b>\$9.60</b>	\$9.60	\$9.60	\$9.60	\$9.60
2081 - 3120 Hours	\$10.00	next 1040	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
3121 - 3640 Hours	\$10.50	next 520	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
3641 - 4160 Hours	\$11.25	next 520	\$11.25	\$11.25	\$11.25	\$11.25	\$11.25
4161 - 6240 Hours	\$12.00	next 1040	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
		next 1040	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50
6241 - 8320 Hours	\$13.25	next 2080	\$13.25	\$13.25	\$13.25	\$13.25	\$13.25
8321 - 10400 Hours	\$14.75	next 1040	\$14.75	\$14.75	\$14.75	\$14.75	\$14.75
		next 1040	\$15.25	\$15.25	\$15.25	\$15.25	\$15.25
10401 - 12480 Hours	\$16.00	next 1040	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
		next 1040	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00
12481 - 14560 Hours	\$18.95	top of scale	\$18.95	<b>\$19.15</b>	<b>\$19.35</b>	<b>\$19.55</b>	<b>\$19.55</b>
Overscale		overscale	n/a	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>

**Journeymen will be paid the same rate as St Paul CBA on 10/2/16**

<b><u>Meat Cutters</u></b>		<u>8/4/2016</u>	<u>10/2/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
Journeyman	\$22.65	\$22.65	<b>\$25.10</b>	<b>\$25.30</b>	<b>\$25.50</b>	<b>\$25.70</b>
Apprentices						
0 - 1040 Hours	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
1041 - 2080 Hours	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
2081 - 3120 Hours	\$17.50	\$17.50	\$17.50	\$17.50	\$17.50	\$17.50
3121 - 4160 Hours	\$19.00	\$19.00	\$19.00	\$19.00	\$19.00	\$19.00
4160 + Hours	\$22.65	\$22.65	<b>\$25.10</b>	<b>\$25.30</b>	<b>\$25.50</b>	<b>\$25.70</b>
Overscale		n/a	n/a	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>

Assistant department heads, Manager on duty and lead pricing and bookkeeping, will be paid at their regular rate of pay plus an additional two dollars and fifty-five cents (\$2.55) per hour effective 10/5/14 and two dollars and sixty cents (\$2.60) per hour effective 10/4/15 for all hours worked up to forty (40) per week.

**Effective 10/2/2016 Assistant Meat Managers at the Journeyman rate will not receive the additional premium outlined above.**

Nationally Certified Pharmacy Techs will be paid at their regular rate of pay plus a seventy-five cents (\$.75)

Employees who have completed the employers training and certification program will be paid their regular rate of pay plus an additional two dollars and fifty cents (\$2.50) per hour for all hours they are assigned to cut meat.

<b><u>Department Heads</u></b>	<b><u>Current</u></b>	<b><u>8/4/2016</u></b>	<b><u>4/2/2017</u></b>	<b><u>4/1/2018</u></b>	<b><u>10/7/2018</u></b>
Meat Manager	\$26.65	\$26.65	<b>\$26.85</b>	<b>\$27.05</b>	<b>\$27.25</b>
Produce Manager	\$25.65	\$25.65	<b>\$25.85</b>	<b>\$26.05</b>	<b>\$26.25</b>
Grocery Manager	\$25.65	\$25.65	<b>\$25.85</b>	<b>\$26.05</b>	<b>\$26.25</b>
Dy/Frozen Manager	\$25.65	\$25.65	<b>\$25.85</b>	<b>\$26.05</b>	<b>\$26.25</b>
Deli. Manager	\$25.65	\$25.65	<b>\$25.85</b>	<b>\$26.05</b>	<b>\$26.25</b>
Customer Service Mgr.	\$25.65	\$25.65	<b>\$25.85</b>	<b>\$26.05</b>	<b>\$26.25</b>
Overscale		n/a	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>
<b>PRIME TIME PART-TIME hired after ratification (8/4/2016)</b>		<b><u>8/4/2016</u></b>	<b><u>4/2/2017</u></b>	<b><u>4/1/2018</u></b>	<b><u>10/7/2018</u></b>
Year 1		\$10.00	\$10.00	\$10.00	\$10.00
Year 2		\$10.50	\$10.50	\$10.50	\$10.50
Year 3		\$11.00	\$11.00	\$11.00	\$11.00
Year 4		\$12.00	\$12.00	\$12.00	\$12.00
Year 5		\$13.00	<b>\$13.20</b>	<b>\$13.40</b>	<b>\$13.60</b>
OVERSCALE INCREASES		n/a	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>