

**ADDENDUM TO WAGES**  
Between  
**THE KROGER EMPLOYER**  
**OUT OF STATE MISSOURI STORES**  
**AND**  
**UNITED FOOD & COMMERCIAL WORKERS**  
**UNION LOCAL NO. 655**

**SCHEDULE "A" WAGES**

**CLASSIFICATION**

| All Clerks     | Current  | 12/26/2021 |
|----------------|----------|------------|
| 0-6 Months     | \$10.30  | \$12.00    |
| 7-12 Months    | \$10.30  | \$12.00    |
| 13-18 Months   | \$10.30  | \$12.00    |
| 19-24 Months   | \$10.30  | \$12.00    |
| 25-30 Months   | \$10.30  | \$12.00    |
| 31-36 Months   | \$10.30  | \$12.00    |
| 37-42 Months   | \$10.30  | \$12.00    |
| 43-48 Months   | \$10.30  | \$12.00    |
| 49-54 Months   | \$10.35  | \$12.00    |
| 55-60 Months   | \$10.55  | \$12.00    |
| 61-66 Months*  | \$11.60* | \$12.00    |
| 67-72 Months   | \$11.80  | \$13.25    |
| Thereafter     | \$13.50  | \$14.20    |
| Personal Rates | +\$.40   | +.70       |

\* Part time Cap. Employees reaching this pay level shall commence progressing up the scale when they have averaged thirty-six (36) or more hours/week for the previous calendar quarter. An employee who fails to maintain an average of thirty-six (36) or more hours/week for a calendar quarter shall remain at the employee's rate of pay.

1. Lead Floral Clerks, Office Clerks and the File Clerk shall receive twenty-five cents (25¢) per hour over current rate classification.
2. Where deemed necessary by the employer, a lead nutrition may be appointed and paid twenty-five cents (.25) per hour over current rate classification.
3. Where deemed necessary by the employer, a front end supervisor may be appointed and paid fifty cents (.50) per hour for hours worked as the front end supervisor.

4. Back-up Department Heads, (Grocery, Meat, Front End, Produce, Deli/Bakery, Drug/GM) where deemed necessary by the Employer, shall receive one dollar (\$1.00) per hour over current rate classification. Back-up department heads that complete the required training as determined by the employer will be paid an additional one dollar (\$1.00) premium.
  
5. Employees hired above the starting rate of pay or moved to a higher bracket will progress to the next pay bracket upon completion of the time period in that bracket, except as provided in “\*” above.

## **CLASSIFICATION**

| <b>Department Managers</b> | <b>Current</b> | <b>12/26/2021</b> |
|----------------------------|----------------|-------------------|
| Front End Dept. Mgr.       | \$15.65        | \$16.35           |
| Grocery Dept. Mgr.         | \$15.65        | \$16.35           |
| Produce Dept. Mgr.         | \$15.65        | \$16.35           |
| Meat Market Dept. Mgr.     | \$15.65        | \$16.35           |
| Deli/Bakery Dept. Mgr.     | \$15.65        | \$16.35           |
| Drug GM Dept. Mgr.         | \$15.65        | \$16.35           |
| Frozen Food Dept. Mgr.     | \$14.40        | \$15.10           |
| Dairy Dept. Mgr.           | \$14.40        | \$15.10           |

Department Managers above the rates posted above shall receive the increases posted below.

12/26/2021  
+\$.70

| Bagger/Carryout | Current | 12/26/2021 |
|-----------------|---------|------------|
| 0-6 Months      | \$10.30 | \$11.75    |
| 7-12 Months     | \$10.30 | \$11.75    |
| Thereafter      | \$10.30 | \$11.75    |

The duties of the Bagger/Carryout are limited to bagging, carrying customers' purchases, handling bascarts, sorting bottles, sweeping, cleaning anywhere inside the store, mopping, handling salvage and returnable containers, assisting customers in parking lots, returning merchandise to shelves, and blocking and facing product on grocery shelves. The addition of the language, blocking and facing product on grocery shelves, will not result in the reduction of hours of clerks.

Employees relieving a Department Manager will be paid the scheduled rate of pay for that Department or fifty cents (50¢) per hour over their current rate of pay, whichever is greater, for the time they relieve.

When an employee is assigned the responsibilities of "Manager on Duty" (M.O.D.) for four (4) hours or longer of their shift, they will receive an additional one dollar (\$1.00) per hour premium for hours worked as M.O.D. between 8 a.m. and 10 p.m.