

Central Division
LOCAL 655
OUT OF STATE MISSOURI STORES

All Premium Changes Effective 1st Sunday 3 Weeks After Ratification

Premium Positions		
Classification	Current - Hourly	Proposed - Hourly
Lead DSD Receiver	New Position	\$0.50
Lead File Maintenance Clerk	\$0.25	\$0.50
Lead Floral Clerk	\$0.25	\$0.50
Lead Fuel Clerk	New Position	\$0.50
Lead Nutrition Clerk	\$0.25	\$0.50
Office Clerk	\$0.25	\$0.50
Lead Pick-Up Clerk	New Position	\$0.50
Front End Supervisor	\$0.50	\$1.00

Proposal: Leads shall be placed no lower than Step 3 of the FT Clerk scale in addition to the premiums outlined above.

Night Premium	
Current - Hourly	\$1.00
Proposed - Hourly	\$2.00

-Paid on all hours worked between 10:00pm and 6:00am.
-Employees scheduled for more than five (5) hours, whose shift encompasses 10:00pm to 6:00am, will receive the premium for the entire shift.

RATIFICATION BONUS - 2 Weeks Post Ratification	
-less applicable taxes and deductions.	
Department Head	\$1,000
Dept. Head Back-up	\$1,000
Leads	\$1,000
FT Clerks at or Above the PT Cap	\$1,000
PT Clerks at or Above the PT Cap	\$500

Associates must be actively employed at the time of payout in order to receive the bonus.

Department Head Back-up	
No Sales Requirement	Hourly
Current	\$1.00
Post-Training	\$2.00
(Current Back-ups Receiving \$2.00 will be Deemed Grandfathered)	
Dept. Head Back-up Classifications	

Deli Back-Up
Drug/GM Back-Up
Front End Back-Up
Grocery Back-Up
Meat Back-Up
Produce Back-Up

Back-up Department Heads, where deemed necessary by the employer, shall receive a \$1.00 premium over the their current rate classification. Back-up department heads that complete the required training as determined by the employer will be paid an additional \$1.00 premium.

Proposal: Back-ups shall be placed at the top rate (3rd Step) of the FT Clerk scale in addition to the \$1.00 premium outlined above.

DEPARTMENT HEADS	As of 12/26/2021
Deli/Bakery	\$16.35
Drug/MG	\$16.35
Front End	\$16.35
Grocery	\$16.35
Meat	\$16.35
Produce	\$16.35
Dairy	\$15.10
Frozen Food	\$15.10

3 Weeks Post DOR	12/25/2022	12/31/2023	12/29/2024	12/28/2025
\$17.00	\$17.65	\$18.15	\$18.65	\$19.15
\$17.00	\$17.65	\$18.15	\$18.65	\$19.15
\$17.00	\$17.65	\$18.15	\$18.65	\$19.15
\$17.00	\$17.65	\$18.15	\$18.65	\$19.15
\$17.00	\$17.65	\$18.15	\$18.65	\$19.15
\$17.00	\$17.65	\$18.15	\$18.65	\$19.15
\$15.75	\$16.40	\$16.90	\$17.40	\$17.90
\$15.75	\$16.40	\$16.90	\$17.40	\$17.90

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RED CIRCLED DEPT. HEADS	As of 12/26/2021
Payrate	
Dairy Dept. Leader (1 Associate)	\$16.15
Produce Dept. Leader (1 Associate)	\$16.50

3 Weeks Post DOR	12/25/2022	12/31/2023	12/29/2024	12/28/2025
\$0.65	\$0.65	\$0.50	\$0.50	\$0.50

Wage Rules: 1st Sunday 3 Weeks After DOR
*Red circled department heads will be taken to the corresponding rates above. If the new rate results in a decrease in pay, that person will be given increases as outlined above.

RED CIRCLED CLERKS	As of 12/26/2021
Payrate	
Maintain Current Above-Scale	8 Assoc.
Wage Difference	

3 Weeks Post DOR	12/25/2022	12/31/2023	12/29/2024	12/28/2025
\$0.65	\$0.65	\$0.50	\$0.50	\$0.50

Wage Rules: 1st Sunday 3 Weeks After DOR
*Red circled clerks will be taken to the new full time clerk top rate. If the new rate results in a decrease in pay, that person will be given increases as outlined above.

REGULAR FULL-TIME CLERKS	As of 12/26/2021	Current
0 - 6 Months	\$12.00	\$12.00
7 -12 Months	\$12.00	\$12.00
13 -18 Months	\$12.00	\$12.00
19 - 24 Months	\$12.00	\$12.00
25 - 30 Months	\$12.00	\$12.00
31 - 36 Months	\$12.00	\$12.00
37 - 42 Months	\$12.00	\$12.00
43 - 48 Months	\$12.00	\$12.00
49 - 54 Months	\$12.00	\$12.00
55 - 60 Months	\$12.00	\$12.00
61 - 66 Months*	\$12.00	\$12.00
67 - 72 Months	\$13.25	\$13.25
Therafter	\$14.20	\$14.20

Progression	3 Weeks Post DOR	12/25/2022	12/31/2023	12/29/2024	12/28/2025
Step 1	\$12.50	\$12.90	\$13.30	\$13.70	\$14.10
Step 2*	\$13.75	\$14.20	\$14.65	\$15.10	\$15.55
Step 3	\$14.85	\$15.50	\$16.00	\$16.50	\$17.00

*Experience Credit will be capped at the 2nd Step and only available to associates hired in as full-time
Wage Rules: 1st Sunday 3 Weeks After DOR
*Employees at \$12.00 will move to Step 1 (\$12.50)
*Employees at \$13.25 will move to Step 2 (\$13.75)
*Employees at \$14.20 will move to Step 3 (\$14.85)
*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the Sunday after ratification. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty (30+)** weekly hours over the company's next standard 12 month measurement period.
*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the Sunday after ratification. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.
*Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.
*Employees who qualify for the 2nd step of pay will not fall below that step due to a decrease in hours.
*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.
*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.

*Current Part Time Cap

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REGULAR PART-TIME CLERKS	As of 12/26/2021	Current
0 - 6 Months	\$12.00	\$12.00
7 -12 Months	\$12.00	\$12.00
13 -18 Months	\$12.00	\$12.00
19 - 24 Months	\$12.00	\$12.00
25 - 30 Months	\$12.00	\$12.00
31 - 36 Months	\$12.00	\$12.00
37 - 42 Months	\$12.00	\$12.00
43 - 48 Months	\$12.00	\$12.00
49 - 54 Months	\$12.00	\$12.00
55 - 60 Months	\$12.00	\$12.00
61 - 66 Months*	\$12.00	\$12.00

*Current Part Time Cap

FULL-TIME DELI/BAKERY CLERK	As of 12/26/2021	Current
0 - 6 Months	\$12.00	\$12.00
7 -12 Months	\$12.00	\$12.00
13 -18 Months	\$12.00	\$12.00
19 - 24 Months	\$12.00	\$12.00
25 - 30 Months	\$12.00	\$12.00
31 - 36 Months	\$12.00	\$12.00
37 - 42 Months	\$12.00	\$12.00
43 - 48 Months	\$12.00	\$12.00
49 - 54 Months	\$12.00	\$12.00
55 - 60 Months	\$12.00	\$12.00
61 - 66 Months*	\$12.00	\$12.00
67 - 72 Months	\$13.25	\$13.25
Thereafter	\$14.20	\$14.20

*Current Part Time Cap

Progression	3 Weeks Post DOR	12/25/2022	12/31/2023	12/29/2024	12/28/2025
Step 1	\$12.50	\$12.90	\$13.30	\$13.70	\$14.10
Step 2	\$13.75	\$14.20	\$14.65	\$15.10	\$15.55
Step 3	\$14.85	\$15.35	\$15.85	\$16.35	\$16.85

Wage Rules Effective 1st Sunday 3 Weeks After DOR

*Employees at \$12.00 will move to Step 1 (\$12.50)

*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the Sunday after ratification. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty (30+)** weekly hours over the company's next standard 12 month measurement period.

*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the Sunday after ratification. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.

*Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.

*Employees who qualify for the 2nd step of pay will not fall below that step due to a decrease in hours.

*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.

*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.

Progression	3 Weeks Post DOR	12/25/2022	12/31/2023	12/29/2024	12/28/2025
Step 1	\$13.00	\$13.40	\$13.80	\$14.20	\$14.60
Step 2	\$14.25	\$14.70	\$15.15	\$15.60	\$16.05
Step 3	\$15.35	\$16.00	\$16.50	\$17.00	\$17.50

*Experience Credit will be capped at the 2nd Step and only available to associates hired in as full-time

Wage Rules Effective 1st Sunday 3 Weeks After DOR

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*Employees at \$13.25 will move to Step 2 (\$14.25)

*Employees at \$14.20 will move to Step 3 (\$15.35)

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7 -12 Months	\$12.00	\$12.00
13 -18 Months	\$12.00	\$12.00
19 - 24 Months	\$12.00	\$12.00
25 - 30 Months	\$12.00	\$12.00
31 - 36 Months	\$12.00	\$12.00
37 - 42 Months	\$12.00	\$12.00
43 - 48 Months	\$12.00	\$12.00
49 - 54 Months	\$12.00	\$12.00
55 - 60 Months	\$12.00	\$12.00
61 - 66 Months*	\$12.00	\$12.00

*Current Part Time Cap

COURTESY CLERK (BAGGER)	As of 12/26/2021	Current
0 - 6 Months	\$11.75	\$11.75
7 -12 Months	\$11.75	\$11.75
Thereafter	\$11.75	\$11.75

Progression	3 Weeks Post DOR	12/25/2022	12/31/2023	12/29/2024	12/28/2025
Step 1	\$13.00	\$13.40	\$13.80	\$14.20	\$14.60
Step 2	\$14.25	\$14.70	\$15.15	\$15.60	\$16.05
Step 3	\$15.35	\$15.85	\$16.35	\$16.85	\$17.35

Wage Rules Effective 1st Sunday 3 Weeks After DOR

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Progression	3 Weeks Post DOR	12/25/2022	12/31/2023	12/29/2024	12/28/2025
Payrate	\$12.25	\$12.60	\$12.95	\$13.30	\$13.65

Wage Rules Effective 1st Sunday 3 Weeks After DOR

*All courtesy clerks will move to one payrate of \$12.25