

Modify Appendix "A" Clerk Rates As follows (Denver City)

For Stores under Denver City Minimum Wage - 1,5,7,19,21,26,29,35,56,72,83,93,115,123

* 2022 wage increases will go in to effect the later of January 16 or first Sunday following contract expiration

DEPARTMENT HEADS				
Department Head: Bakery, Drug/GM, Front-End, Grocery, Home Hardlines, Produce				
No Sales Requirement	Effective:	1/1/2022	\$ Increase	
	Payrate	\$21.51	\$2.50	
			\$3.50	
Weekly Sales Volume (Exclude Fuel & Rx)				
				1/16/2022*
				1/29/23
				1/28/24
				\$24.01
				\$24.81
				\$25.61
				\$25.01
				\$25.81
				\$26.61
ASSISTANTS, MANAGERS & LEADS				
Head Clerk: Assistant DH, Floor Supervisor, Floral DH, Pick-Up Leads, Etc.)				
No Sales Requirement	Effective:	1/1/2022	\$ Increase	
	Payrate	\$20.51	\$1.50	
No Sales Requirement				
				1/16/2022*
				1/29/23
				1/28/24
				\$22.01
				\$22.81
				\$23.61
STORE CLERKS & BAGGERS				
All Purpose/Nutrition Clerk				
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	
Hours Per Step:	Start	\$15.87	\$0.53	
1040	After 1040 Hours	\$15.87	\$0.93	
1040	After 2080 Hours	\$15.87	\$1.33	
1040	After 3120 Hours	\$15.87	\$1.73	
1040	After 4160 Hours	\$15.87	\$2.13	
1040	After 5200 Hours	\$15.87	\$2.53	
1040	After 6240 Hours	\$15.87	\$2.93	
1040	After 7280 Hours	\$16.80	\$4.21	
520	After 7800 Hours	\$19.51	\$1.50	
Progression				
				1/16/2022*
				1/29/23
				1/28/24
				\$16.00
				\$16.50
				\$17.00
				\$16.40
				\$16.95
				\$17.50
				\$16.80
				\$17.40
				\$18.00
				\$17.20
				\$17.85
				\$18.50
				\$17.60
				\$18.30
				\$19.00
				\$18.00
				\$18.75
				\$19.50
				\$18.40
				\$19.20
				\$20.00
				\$18.80
				\$19.65
				\$20.50
				\$21.01
				\$21.81
				\$22.61
Bakery Clerk / Store Liquor Clerk				
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	
Hours Per Step:	Start	\$15.87	\$0.13	
520	After 520 Hours	\$15.87	\$0.53	
1040	After 1560 Hours	\$15.87	\$0.93	
1040	After 2600 Hours	\$15.87	\$1.33	
1040	After 3640 Hours	\$15.87	\$1.73	
1040	After 4680 Hours	\$15.87	\$2.13	
1040	After 5720 Hours	\$15.87	\$2.53	
1040	After 6760 Hours	\$16.00	\$2.80	
1040	After 7800 Hours	\$18.09	\$2.92	
Progression				
				1/16/2022*
				1/29/23
				1/28/24
				\$16.00
				\$16.50
				\$17.00
				\$16.40
				\$16.95
				\$17.50
				\$16.80
				\$17.40
				\$18.00
				\$17.20
				\$17.85
				\$18.50
				\$17.60
				\$18.30
				\$19.00
				\$18.00
				\$18.75
				\$19.50
				\$18.40
				\$19.20
				\$20.00
				\$18.80
				\$19.65
				\$20.50
				\$21.01
				\$21.81
				\$22.61
Customer Service Clerk				
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	
Hours Per Step:	Start	\$15.87	\$0.13	
520	After 520 Hours	\$15.87	\$0.53	
1040	After 1560 Hours	\$15.87	\$0.93	
1040	After 2600 Hours	\$15.87	\$1.33	
1040	After 3640 Hours	\$15.87	\$1.73	
1040	After 4680 Hours	\$15.87	\$2.13	
1040	After 5720 Hours	\$15.87	\$2.53	
1040	After 6760 Hours	\$15.87	\$2.93	
1040	After 7800 Hours	\$16.58	\$4.43	
Progression				
				1/16/2022*
				1/29/23
				1/28/24
				\$16.00
				\$16.50
				\$17.00
				\$16.40
				\$16.95
				\$17.50
				\$16.80
				\$17.40
				\$18.00
				\$17.20
				\$17.85
				\$18.50
				\$17.60
				\$18.30
				\$19.00
				\$18.00
				\$18.75
				\$19.50
				\$18.40
				\$19.20
				\$20.00
				\$18.80
				\$19.65
				\$20.50
				\$21.01
				\$21.81
				\$22.61
Courtesy Clerk				
Based On Years Of Service	Effective:	1/1/2022	\$ Increase	
*Min Wage Increase Changed Rates	Start	\$15.87	\$0.13	
	After 36 Months	\$16.42	\$0.13	
	After 72 Months	\$16.97	\$0.13	
Progression				
				1/16/2022*
				1/29/23
				1/28/24
				\$16.00
				\$16.50
				\$17.00
				\$16.55
				\$17.05
				\$17.55
				\$17.10
				\$17.60
				\$18.10
PHARMACY TECHNICIANS				
Pharmacy Technicians				
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	
Hours Per Step:	Start	\$15.87	\$0.88	
1040	After 1040 Hours	\$15.87	\$1.58	
1040	After 2080 Hours	\$15.87	\$2.28	
520	After 2600 Hours	\$15.87	\$3.13	
Progression				
				1/16/2022*
				1/29/23
				1/28/24
				\$16.75
				\$17.25
				\$17.75
				\$17.45
				\$17.95
				\$18.45
				\$18.15
				\$18.65
				\$19.15
				\$19.00
				\$19.80
				\$20.60
Certified Pharmacy Technicians				
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	
Hours Per Step:	Start	\$15.87	\$3.28	
1040	After 1040 Hours	\$16.00	\$3.80	
1040	After 2080 Hours	\$17.35	\$3.10	
520	After 2600 Hours	\$19.51	\$1.74	
Progression				
				1/16/2022*
				1/29/23
				1/28/24
				\$19.15
				\$19.70
				\$20.25
				\$19.80
				\$20.35
				\$20.90
				\$20.45
				\$21.00
				\$21.55
				\$21.25
				\$22.05
				\$22.85
Senior Certified Pharmacy Technicians				
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	
New Position				
Progression				
				1/16/2022*
				1/29/23
				1/28/24
				\$22.50
				\$23.15
				\$23.80
				\$23.50
				\$24.15
				\$24.80
				\$24.50
				\$25.15
				\$25.80
				\$25.50
				\$26.30
				\$27.10
Lead Certified Pharmacy Technicians				
No Sales Requirement	Effective:	1/1/2022	\$ Increase	
	Payrate	\$20.51	\$1.74	
Progression				
				1/16/2022*
				1/29/23
				1/28/24
				\$22.25
				\$23.05
				\$23.85
				\$26.50
				\$27.30
				\$28.10

Modify Appendix "A" Meat Rates As follows (Denver City)

For Stores under Denver City Minimum Wage - 1,5,7,19,21,26,29,35,56,72,83,93,115,123

* 2022 wage increases will go in to effect the later of January 16 or first Sunday following contract expiration

DEPARTMENT HEADS

Meat Manager				New CBA			
No Sales Requirement	Effective:	1/1/2022	\$ Increase	Weekly Sales Volume (Exclude Fuel & Rx)	1/16/2022*	1/29/23	1/28/24
	Payrate	\$22.88	\$2.45	\$0 - \$999,999	\$25.33	\$26.13	\$26.93
			\$3.45	\$1,000,000 +	\$26.33	\$27.13	\$27.93

Deli Department Head				New CBA			
No Sales Requirement	Effective:	1/1/2022	\$ Increase	Weekly Sales Volume (Exclude Fuel & Rx)	1/16/2022*	1/29/23	1/28/24
	Payrate - Active	\$21.83	\$2.18	\$0 - \$999,999	\$24.01	\$24.81	\$25.61
			\$3.18	\$1,000,000 +	\$25.01	\$25.81	\$26.61
	Payrate - Red Circled	\$22.44	\$1.57				
			\$2.57				

Seafood Manager				New CBA			
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	1/16/2022*	1/29/23	1/28/24
	Payrate	\$21.83	\$1.50	Payrate	\$23.33	\$24.13	\$24.93

ASSISTANTS, MANAGERS & LEADS

Meat Head Clerk / Assistant				New CBA			
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	1/16/2022*	1/29/23	1/28/24
	Payrate	\$21.83	\$1.50	Payrate	\$23.33	\$24.13	\$24.93

Deli Head Clerk / Assistant & Deli Chef				New CBA			
No Sales Requirement	Effective:	1/1/2022	\$ Increase	No Sales Requirement	1/16/2022*	1/29/23	1/28/24
	Payrate	\$20.51	\$1.50	Payrate	\$22.01	\$22.81	\$23.61

MEAT CUTTERS & CLERKS

Meat Cutters				New CBA			
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	Progression	1/16/2022*	1/29/23	1/28/24
Hours Per Step: Start		\$15.87	\$0.53	Start	\$16.00	\$16.50	\$17.00
1040 After 1040 Hours		\$15.87	\$0.93	After 520 Hours	\$16.40	\$16.95	\$17.50
1040 After 2080 Hours		\$15.87	\$1.33	After 1560 Hours	\$16.80	\$17.40	\$18.00
1040 After 3120 Hours		\$15.87	\$1.73	After 2600 Hours	\$17.20	\$17.85	\$18.50
1040 After 4160 Hours		\$15.87	\$2.13	After 3640 Hours	\$17.60	\$18.30	\$19.00
1040 After 5200 Hours		\$15.87	\$2.53	After 4680 Hours	\$18.00	\$18.75	\$19.50
1040 After 6240 Hours		\$15.87	\$2.93	After 5720 Hours	\$18.40	\$19.20	\$20.00
1040 After 7280 Hours		\$15.89	\$7.11	After 6760 Hours	\$18.80	\$19.65	\$20.50
520 After 7800 Hours		\$21.50	\$1.50	After 7800 Hours	\$23.00	\$23.80	\$24.60

Meat Wrapper / Butcher Block / Seafood Clerk				New CBA			
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	Progression	1/16/2022*	1/29/23	1/28/24
Hours Per Step: Start		\$15.87	\$0.53	Start	\$16.00	\$16.50	\$17.00
520 After 520 Hours		\$15.87	\$0.53	After 520 Hours	\$16.40	\$16.95	\$17.50
1040 After 1560 Hours		\$15.87	\$0.93	After 1560 Hours	\$16.80	\$17.40	\$18.00
1040 After 2600 Hours		\$15.87	\$1.33	After 2600 Hours	\$17.20	\$17.85	\$18.50
1040 After 3640 Hours		\$15.87	\$1.73	After 3640 Hours	\$17.60	\$18.30	\$19.00
1040 After 4680 Hours		\$15.87	\$2.13	After 4680 Hours	\$18.00	\$18.75	\$19.50
1040 After 5720 Hours		\$15.87	\$2.53	After 5720 Hours	\$18.40	\$19.20	\$20.00
1040 After 6760 Hours		\$16.00	\$2.80	After 6760 Hours	\$18.80	\$19.65	\$20.50
1040 After 7800 Hours		\$18.39	\$2.62	After 7800 Hours	\$21.01	\$21.81	\$22.61

Deli / Coffee / Cheese Shop Clerk				New CBA			
Based On Hours Worked	Effective:	1/1/2022	\$ Increase	Progression	1/16/2022*	1/29/23	1/28/24
Hours Per Step: Start		\$15.87	\$0.53	Start	\$16.00	\$16.50	\$17.00
520 After 520 Hours		\$15.87	\$0.53	After 520 Hours	\$16.40	\$16.95	\$17.50
1040 After 1560 Hours		\$15.87	\$0.93	After 1560 Hours	\$16.80	\$17.40	\$18.00
1040 After 2600 Hours		\$15.87	\$1.33	After 2600 Hours	\$17.20	\$17.85	\$18.50
1040 After 3640 Hours		\$15.87	\$1.73	After 3640 Hours	\$17.60	\$18.30	\$19.00
1040 After 4680 Hours		\$15.87	\$2.13	After 4680 Hours	\$18.00	\$18.75	\$19.50
1040 After 5720 Hours		\$15.87	\$2.53	After 5720 Hours	\$18.40	\$19.20	\$20.00
1040 After 6760 Hours		\$16.00	\$2.80	After 6760 Hours	\$18.80	\$19.65	\$20.50
1040 After 7800 Hours		\$18.09	\$2.92	After 7800 Hours	\$21.01	\$21.81	\$22.61