

**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**

**DEPARTMENT HEADS**

**Department Head: Bakery , Drug/GM , Front-End , Grocery , Home Hardlines , Produce**

No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$21.51	\$2.00
			\$3.00

New CBA			
Weekly Sales Volume (Exclude Fuel & Rx)	1/30/22	1/29/23	1/28/24
\$0 - \$999,999	\$23.51	\$24.31	\$25.11
\$1,000,000 +	\$24.51	\$25.31	\$26.11

**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	\$1.00

New CBA			
No Sales Requirement	1/30/22	1/29/23	1/28/24
Payrate	\$21.51	\$22.31	\$23.11

**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	\$3.71
520 After 7800 Hours		\$19.51	\$1.00

New CBA			
Progression	1/30/22	1/29/23	1/28/24
Start	\$16.00	\$16.50	\$17.00
After 520 Hours	\$16.40	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$20.51	\$21.31	\$22.11

**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	\$2.42

New CBA			
Progression	1/30/22	1/29/23	1/28/24
Start	\$16.00	\$16.50	\$17.00
After 520 Hours	\$16.40	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$20.51	\$21.31	\$22.11

**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	\$3.93

New CBA			
Progression	1/30/22	1/29/23	1/28/24
Start	\$16.00	\$16.50	\$17.00
After 520 Hours	\$16.40	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$20.51	\$21.31	\$22.11

**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

New CBA			
Progression	1/30/22	1/29/23	1/28/24
Start	\$16.00	\$16.50	\$17.00
After 36 Months	\$16.55	\$17.05	\$17.55
After 72 Months	\$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

New CBA			
Progression	1/30/22	1/29/23	1/28/24
Start	\$16.75	\$17.25	\$17.75
After 1040 Hours	\$17.45	\$17.95	\$18.45
After 2080 Hours	\$18.15	\$18.65	\$19.15
After 2600 Hours	\$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

New CBA			
Progression	1/30/22	1/29/23	1/28/24
Start	\$19.15	\$19.70	\$20.25
After 1040 Hours	\$19.80	\$20.35	\$20.90
After 2080 Hours	\$20.45	\$21.00	\$21.55
After 2600 Hours	\$21.25	\$22.05	\$22.85

**Senior Certified Pharmacy Technicians**

Based On Hours Worked	Effective:	1/1/2022	\$ Increase
<b>New Position</b>			

New CBA			
Progression	1/30/22	1/29/23	1/28/24
Start	\$22.50	\$23.15	\$23.80
After 1040 Hours	\$23.50	\$24.15	\$24.80
After 2080 Hours	\$24.50	\$25.15	\$25.80
After 2600 Hours	\$25.50	\$26.30	\$27.10

**Lead Certified Pharmacy Technicians**

No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$20.51	\$1.74
			<b>New Position</b>

New CBA			
Progression	1/30/22	1/29/23	1/28/24
Certified Lead Tech	\$22.25	\$23.05	\$23.85
Senior Certified Lead Tech	\$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

**DEPARTMENT HEADS**

**Meat Manager**

No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$22.88	\$1.95
			\$2.95

**New CBA**

<b>Weekly Sales Volume (Exclude Fuel &amp; Rx)</b>	<b>1/30/22</b>	<b>1/29/23</b>	<b>1/28/24</b>
\$0 - \$999,999	\$24.83	\$25.63	\$26.43
\$1,000,000 +	\$25.83	\$26.63	\$27.43

**Deli Department Head**

No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate - Active	\$21.83	\$1.68
			\$2.68
	Payrate - Red Circled	\$22.44	\$1.07
			\$2.07

**New CBA**

<b>Weekly Sales Volume (Exclude Fuel &amp; Rx)</b>	<b>1/30/22</b>	<b>1/29/23</b>	<b>1/28/24</b>
\$0 - \$999,999	\$23.51	\$24.31	\$25.11
\$1,000,000 +	\$24.51	\$25.31	\$26.11

**Seafood Manager**

No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$21.83	\$1.00

**New CBA**

<b>No Sales Requirement</b>	<b>1/30/22</b>	<b>1/29/23</b>	<b>1/28/24</b>
Payrate	\$22.83	\$23.63	\$24.43

**ASSISTANTS, MANAGERS & LEADS**

**Meat Head Clerk / Assistant**

No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$21.83	\$1.00

**New CBA**

<b>No Sales Requirement</b>	<b>1/30/22</b>	<b>1/29/23</b>	<b>1/28/24</b>
Payrate	\$22.83	\$23.63	\$24.43

**Deli Head Clerk / Assistant & Deli Chef**

No Sales Requirement	Effective:	1/1/2022	\$ Increase
	Payrate	\$20.51	\$1.00

**New CBA**

<b>No Sales Requirement</b>	<b>1/30/22</b>	<b>1/29/23</b>	<b>1/28/24</b>
Payrate	\$21.51	\$22.31	\$23.11

**MEAT CUTTERS & CLERKS**

**Meat Cutters**

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	\$15.89	\$6.61
520	After 7800 Hours	\$21.50	\$1.00

**New CBA**

<b>Progression</b>	<b>1/30/22</b>	<b>1/29/23</b>	<b>1/28/24</b>
Start	\$16.00	\$16.50	\$17.00
After 520 Hours	\$16.40	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$22.50	\$23.30	\$24.10

**Meat Wrapper / Butcher Block / Seafood Clerk**

Based On Hours Worked	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$15.87	\$0.53
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	\$18.39	\$2.12

**New CBA**

<b>Progression</b>	<b>1/30/22</b>	<b>1/29/23</b>	<b>1/28/24</b>
Start	\$16.00	\$16.50	\$17.00
After 520 Hours	\$16.40	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$20.51	\$21.31	\$22.11

**Deli / Coffee / Cheese Shop Clerk**

Based On Hours Worked	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$15.87	\$0.53
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	\$2.42

**New CBA**

<b>Progression</b>	<b>1/30/22</b>	<b>1/29/23</b>	<b>1/28/24</b>
Start	\$16.00	\$16.50	\$17.00
After 520 Hours	\$16.40	\$16.95	\$17.50
After 1560 Hours	\$16.80	\$17.40	\$18.00
After 2600 Hours	\$17.20	\$17.85	\$18.50
After 3640 Hours	\$17.60	\$18.30	\$19.00
After 4680 Hours	\$18.00	\$18.75	\$19.50
After 5720 Hours	\$18.40	\$19.20	\$20.00
After 6760 Hours	\$18.80	\$19.65	\$20.50
After 7800 Hours	\$20.51	\$21.31	\$22.11