

Modify Appendix "A" Clerk Rates As follows (Denver (excluding Denver City Stores), Colorado Springs, Pueblo)									
* 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					New CBA				
No Sales Requirement					Weekly Sales Volume (Exclude Fuel & Rx)				
Effective: 1/1/2022 \$ Increase					1/16/2022* 1/29/23 1/28/24				
Payrate \$21.51 \$2.50 \$3.50					\$0 - \$999,999 \$24.01 \$24.81 \$25.61				
					\$1,000,000 + \$25.01 \$25.81 \$26.61				
ASSISTANTS, MANAGERS & LEADS									
Head Clerk: Assistant DH, Floor Supervisor, Floral DH, Pick-Up Leads, Etc.)					New CBA				
No Sales Requirement					No Sales Requirement				
Effective: 1/1/2022 \$ Increase					1/16/2022* 1/29/23 1/28/24				
Payrate \$20.51 \$1.50					Payrate \$22.01 \$22.81 \$23.61				
STORE CLERKS & BAGGERS									
All Purpose/Nutrition Clerk					New CBA				
Based On Hours Worked					Progression				
Effective: 1/1/2022 \$ Increase					1/16/2022* 1/29/23 1/28/24				
Hours Per Step: Start \$12.56 \$3.84					Start \$16.00 \$16.50 \$17.00				
1040 After 1040 Hours \$12.60 \$4.20					After 520 Hours \$16.40 \$16.95 \$17.50				
1040 After 2080 Hours \$12.85 \$4.35					After 1560 Hours \$16.80 \$17.40 \$18.00				
1040 After 3120 Hours \$13.10 \$4.50					After 2600 Hours \$17.20 \$17.85 \$18.50				
1040 After 4160 Hours \$14.00 \$4.00					After 3640 Hours \$17.60 \$18.30 \$19.00				
1040 After 5200 Hours \$14.80 \$3.60					After 4680 Hours \$18.00 \$18.75 \$19.50				
1040 After 6240 Hours \$15.80 \$3.00					After 5720 Hours \$18.40 \$19.20 \$20.00				
1040 After 7280 Hours \$16.80 \$4.21					After 6760 Hours \$18.80 \$19.65 \$20.50				
520 After 7800 Hours \$19.51 \$1.50 7.69%					After 7800 Hours \$21.01 \$21.81 \$22.61				
Bakery Clerk / Store Liquor Clerk					New CBA				
Based On Hours Worked					Progression				
Effective: 1/1/2022 \$ Increase					1/16/2022* 1/29/23 1/28/24				
Hours Per Step: Start \$12.56 \$3.84					Start \$16.00 \$16.50 \$17.00				
520 After 520 Hours \$12.60 \$3.80					After 520 Hours \$16.40 \$16.95 \$17.50				
1040 After 1560 Hours \$12.85 \$3.95					After 1560 Hours \$16.80 \$17.40 \$18.00				
1040 After 2600 Hours \$13.10 \$4.10					After 2600 Hours \$17.20 \$17.85 \$18.50				
1040 After 3640 Hours \$13.60 \$4.00					After 3640 Hours \$17.60 \$18.30 \$19.00				
1040 After 4680 Hours \$14.10 \$3.90					After 4680 Hours \$18.00 \$18.75 \$19.50				
1040 After 5720 Hours \$15.50 \$2.90					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				
Customer Service Clerk					New CBA				
Based On Hours Worked					Progression				
Effective: 1/1/2022 \$ Increase					1/16/2022* 1/29/23 1/28/24				
Hours Per Step: Start \$12.56 \$3.84					Start \$16.00 \$16.50 \$17.00				
520 After 520 Hours \$12.60 \$3.80					After 520 Hours \$16.40 \$16.95 \$17.50				
1040 After 1560 Hours \$12.85 \$3.95					After 1560 Hours \$16.80 \$17.40 \$18.00				
1040 After 2600 Hours \$13.10 \$4.10					After 2600 Hours \$17.20 \$17.85 \$18.50				
1040 After 3640 Hours \$13.60 \$4.00					After 3640 Hours \$17.60 \$18.30 \$19.00				
1040 After 4680 Hours \$14.10 \$3.90					After 4680 Hours \$18.00 \$18.75 \$19.50				
1040 After 5720 Hours \$14.60 \$3.80					After 5720 Hours \$18.40 \$19.20 \$20.00				
1040 After 6760 Hours \$15.10 \$3.70					After 6760 Hours \$18.80 \$19.65 \$20.50				
1040 After 7800 Hours \$16.58 \$4.43					After 7800 Hours \$21.01 \$21.81 \$22.61				
Courtesy Clerk					New CBA				
Based On Years Of Service					Progression				
Effective: 1/1/2022 \$ Increase					1/16/2022* 1/29/23 1/28/24				
*Min Wage Increase Changed Rates Start \$12.56 \$3.44					Payrate \$16.00 \$16.50 \$17.00				
After 36 Months \$13.11 \$3.44					After 36 Months \$16.55 \$17.05 \$17.55				
After 72 Months \$13.66 \$3.44					After 72 Months \$17.10 \$17.60 \$18.10				
PHARMACY TECHNICIANS									
Pharmacy Technicians					New CBA				
Based On Hours Worked					Progression				
Effective: 1/1/2022 \$ Increase					1/16/2022* 1/29/23 1/28/24				
Hours Per Step: Start \$13.50 \$3.25					Start \$16.75 \$17.25 \$17.75				
1040 After 1040 Hours \$14.00 \$3.45					After 1040 Hours \$17.45 \$17.95 \$18.45				
1040 After 2080 Hours \$14.50 \$3.65					After 2080 Hours \$18.15 \$18.65 \$19.15				
520 After 2600 Hours \$15.53 \$3.47					After 2600 Hours \$19.00 \$19.80 \$20.60				
Certified Pharmacy Technicians					New CBA				
Based On Hours Worked					Progression				
Effective: 1/1/2022 \$ Increase					1/16/2022* 1/29/23 1/28/24				
Hours Per Step: Start \$15.50 \$3.65					Start \$19.15 \$19.70 \$20.25				
1040 After 1040 Hours \$16.00 \$3.80					After 1040 Hours \$19.80 \$20.35 \$20.90				
1040 After 2080 Hours \$17.35 \$3.10					After 2080 Hours \$20.45 \$21.00 \$21.55				
520 After 2600 Hours \$19.51 \$1.74					After 2600 Hours \$21.25 \$22.05 \$22.85				
Senior Certified Pharmacy Technicians					New CBA				
Based On Hours Worked					Progression				
Effective: 1/1/2022 \$ Increase					1/16/2022* 1/29/23 1/28/24				
New Position					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					New CBA				
No Sales Requirement					Progression				
Effective: 1/1/2022 \$ Increase					1/16/2022* 1/29/23 1/28/24				
Payrate \$20.51 \$1.74					Certified Lead Tech \$22.25 \$23.05 \$23.85				
New Position					Senior Certified Lead Tech \$26.50 \$27.30 \$28.10				

Modify Appendix "A" Meat Rates As follows

(Denver (except Denver City Stores), Boulder, Broomfield (Excluding 89 Deli), Parker, Longmont, Loveland (excluding 74 Deli), Colorado Springs, Fort Collins, Greeley, Pueblo)

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

DEPARTMENT HEADS

Meat Manager

No Sales Requirement	Effective:	1/1/2022	\$ Increase	New CBA			
				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

No Sales Requirement	Effective:	1/1/2022	\$ Increase	New CBA			
				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

No Sales Requirement	Effective:	1/1/2022	\$ Increase	New CBA			
				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

No Sales Requirement	Effective:	1/1/2022	\$ Increase	New CBA			
				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

No Sales Requirement	Effective:	1/1/2022	\$ Increase	New CBA			
				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

Based On Hours Worked	Hours Per Step:	Effective:	1/1/2022	\$ Increase	New CBA		
					Progression	1/16/2022*	1/29/23
	Start	\$12.56	\$3.84	Start	\$16.00	\$16.50	\$17.00
	1040 After 1040 Hours	\$12.60	\$4.20	After 520 Hours	\$16.40	\$16.95	\$17.50
	1040 After 2080 Hours	\$12.85	\$4.35	After 1560 Hours	\$16.80	\$17.40	\$18.00
	1040 After 3120 Hours	\$13.10	\$4.50	After 2600 Hours	\$17.20	\$17.85	\$18.50
	1040 After 4160 Hours	\$13.60	\$4.40	After 3640 Hours	\$17.60	\$18.30	\$19.00
	1040 After 5200 Hours	\$14.12	\$4.28	After 4680 Hours	\$18.00	\$18.75	\$19.50
	1040 After 6240 Hours	\$15.01	\$3.79	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

Based On Hours Worked	Hours Per Step:	Effective:	1/1/2022	\$ Increase	New CBA		
					Progression	1/16/2022*	1/29/23
	Start	\$12.56	\$3.84	Start	\$16.00	\$16.50	\$17.00
	520 After 520 Hours	\$12.60	\$3.80	After 520 Hours	\$16.40	\$16.95	\$17.50
	1040 After 1560 Hours	\$12.85	\$3.95	After 1560 Hours	\$16.80	\$17.40	\$18.00
	1040 After 2600 Hours	\$13.10	\$4.10	After 2600 Hours	\$17.20	\$17.85	\$18.50
	1040 After 3640 Hours	\$13.60	\$4.00	After 3640 Hours	\$17.60	\$18.30	\$19.00
	1040 After 4680 Hours	\$14.10	\$3.90	After 4680 Hours	\$18.00	\$18.75	\$19.50
	1040 After 5720 Hours	\$15.50	\$2.90	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

Based On Hours Worked	Hours Per Step:	Effective:	1/1/2022	\$ Increase	New CBA		
					Progression	1/16/2022*	1/29/23
	Start	\$12.56	\$3.84	Start	\$16.00	\$16.50	\$17.00
	520 After 520 Hours	\$12.60	\$3.80	After 520 Hours	\$16.40	\$16.95	\$17.50
	1040 After 1560 Hours	\$12.85	\$3.95	After 1560 Hours	\$16.80	\$17.40	\$18.00
	1040 After 2600 Hours	\$13.10	\$4.10	After 2600 Hours	\$17.20	\$17.85	\$18.50
	1040 After 3640 Hours	\$13.60	\$4.00	After 3640 Hours	\$17.60	\$18.30	\$19.00
	1040 After 4680 Hours	\$14.10	\$3.90	After 4680 Hours	\$18.00	\$18.75	\$19.50
	1040 After 5720 Hours	\$15.50	\$2.90	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