

Modify Appendix "A" Clerk Rates As follows (Denver (excluding Denver City Stores), Colorado Springs, Pueblo)

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	\$12.56	\$3.84
1040	After 1040 Hours	\$12.60	\$4.20
1040	After 2080 Hours	\$12.85	\$4.35
1040	After 3120 Hours	\$13.10	\$4.50
1040	After 4160 Hours	\$14.00	\$4.00
1040	After 5200 Hours	\$14.80	\$3.60
1040	After 6240 Hours	\$15.80	\$3.00
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	\$12.56	\$3.84
520	After 520 Hours	\$12.60	\$3.80
1040	After 1560 Hours	\$12.85	\$3.95
1040	After 2600 Hours	\$13.10	\$4.10
1040	After 3640 Hours	\$13.60	\$4.00
1040	After 4680 Hours	\$14.10	\$3.90
1040	After 5720 Hours	\$15.50	\$2.90
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	\$12.56	\$3.84
520	After 520 Hours	\$12.60	\$3.80
1040	After 1560 Hours	\$12.85	\$3.95
1040	After 2600 Hours	\$13.10	\$4.10
1040	After 3640 Hours	\$13.60	\$4.00
1040	After 4680 Hours	\$14.10	\$3.90
1040	After 5720 Hours	\$14.60	\$3.80
1040	After 6760 Hours	\$15.10	\$3.70
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	\$12.56	\$3.44
	After 36 Months	\$12.87	\$3.13
	After 72 Months	\$13.42	\$2.58

New CBA

Progression	1/30/22	1/29/23	1/28/24
Payrate	\$16.00	\$16.50	\$17.00

PHARMACY TECHNICIANS

Pharmacy Technicians

Based On Hours Worked	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$13.50	\$3.25
1040	After 1040 Hours	\$14.00	\$3.45
1040	After 2080 Hours	\$14.50	\$3.65
520	After 2600 Hours	\$15.53	\$3.47

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	\$15.50	\$3.65
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
New Position			

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
			New Position

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

DEPARTMENT HEADS

Meat Manager

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

New CBA

Weekly Sales Volume (Exclude Fuel & Rx)	1/30/22	1/29/23	1/28/24
\$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

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

Seafood Manager

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

New CBA

No Sales Requirement	1/30/22	1/29/23	1/28/24
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

No Sales Requirement	1/30/22	1/29/23	1/28/24
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

No Sales Requirement	1/30/22	1/29/23	1/28/24
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	\$12.56	\$3.84
1040	After 1040 Hours	\$12.60	\$4.20
1040	After 2080 Hours	\$12.85	\$4.35
1040	After 3120 Hours	\$13.10	\$4.50
1040	After 4160 Hours	\$13.60	\$4.40
1040	After 5200 Hours	\$14.12	\$4.28
1040	After 6240 Hours	\$15.01	\$3.79
1040	After 7280 Hours	\$15.89	\$6.61
520	After 7800 Hours	\$21.50	\$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	\$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	\$12.56	\$3.84
520	After 520 Hours	\$12.60	\$3.80
1040	After 1560 Hours	\$12.85	\$3.95
1040	After 2600 Hours	\$13.10	\$4.10
1040	After 3640 Hours	\$13.60	\$4.00
1040	After 4680 Hours	\$14.10	\$3.90
1040	After 5720 Hours	\$15.50	\$2.90
1040	After 6760 Hours	\$16.00	\$2.80
1040	After 7800 Hours	\$18.39	\$2.12

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

Deli / Coffee / Cheese Shop Clerk

Based On Hours Worked	Effective:	1/1/2022	\$ Increase
Hours Per Step:	Start	\$12.56	\$3.84
520	After 520 Hours	\$12.60	\$3.80
1040	After 1560 Hours	\$12.85	\$3.95
1040	After 2600 Hours	\$13.10	\$4.10
1040	After 3640 Hours	\$13.60	\$4.00
1040	After 4680 Hours	\$14.10	\$3.90
1040	After 5720 Hours	\$15.50	\$2.90
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