

EL SUPER WAGE CHART

FOR CITY OF LOS ANGELES UNION STORES (12 Arleta, 13 Gage, 17 Slauson)

SKILLED (Baker, Cake Decorator, Scan Coordinator)

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
1 st 6 months	15.00	15.50	15.66	15.81	15.97
2 nd 6 months	15.10	15.75	15.91	16.07	16.23
3 rd 6 months	15.20	16.00	16.16	16.32	16.48
4 th 6 months	15.30	16.10	16.26	16.42	16.59
5 th 6 months	15.40	16.20	16.36	16.53	16.70
6 th 6 months	15.55	16.30	16.46	16.63	16.80
7 th 6 months	15.75	16.40	16.56	16.73	16.90
Experienced	16.35	16.75	17.15	17.50	18.00
Lead Person	17.35	17.75	18.15	18.50	19.00

SKILLED (Meat Cutters, Cooks)

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
1 st 6 months	15.10	15.75	15.91	16.07	16.23
2 nd 6 months	15.25	16.00	16.16	16.32	16.48
3 rd 6 months	15.50	16.25	16.41	16.58	16.75
4 th 6 months	15.75	16.40	16.56	16.73	16.90
5 th 6 months	16.00	16.55	16.72	16.88	17.05
6 th 6 months	16.35	16.70	16.87	17.04	17.21
7 th 6 months	16.65	16.85	17.02	17.19	17.36
Experienced	17.50	17.80	18.15	18.50	19.00
Lead Person	18.50	18.80	19.15	19.50	20.00

CLERKS (Front End Coordinators, Checkers, Night Crew, Grocery, Produce, Dairy/Deli, Receiving, Bakery, Bulk Deli, Meat, Fish, Tortilleria & Prepared Foods Clerks)

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
1 st 6 months	15.00	15.20	15.20	15.20	15.20
2 nd 6 months	15.05	15.25	15.30	15.30	15.35
3 rd 6 months	15.10	15.30	15.40	15.40	15.45
4 th 6 months	15.15	15.35	15.50	15.50	15.55
5 th 6 months	15.20	15.40	15.60	15.60	15.65
6 th 6 months	15.25	15.45	15.70	15.70	15.75
7 th 6 months	15.30	15.55	15.80	15.80	15.85
Experienced	15.35	15.70	16.00	16.30	16.55
Lead Person	16.35	16.70	17.00	17.30	17.55

RUNNERS

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
1 st 12 months	14.50	15.00	15.20	15.20	15.20
Thereafter	14.60	15.10	15.30	15.30	15.35

* The Front End Coordinator will receive a \$0.50/hr premium over the applicable Clerk wage rate.

* This wage proposal will become effective at the beginning of the first full payroll period after ratification and execution of the collective bargaining agreement.

EL SUPER WAGE CHART

STORES OUTSIDE CITY OF L.A. (11 Anaheim, 14 Covina, 15 Inglewood, 16 S. Fe Springs)

SKILLED Baker, Cake Decorator, Scan Coordinator

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
1 st 6 months	13.80	14.80	15.66	15.81	15.97
2 nd 6 months	14.05	15.10	15.91	16.07	16.23
3 rd 6 months	14.25	15.20	16.16	16.32	16.48
4 th 6 months	14.50	15.40	16.26	16.42	16.59
5 th 6 months	14.75	15.60	16.36	16.53	16.70
6 th 6 months	15.00	15.80	16.46	16.63	16.80
7 th 6 months	15.25	16.00	16.56	16.73	16.90
Experienced	16.35	16.75	17.15	17.50	18.00
Lead Person	17.35	17.75	18.15	18.50	19.00

SKILLED Meat Cutters, Cooks

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
1 st 6 months	13.80	14.80	15.91	16.07	16.23
2 nd 6 months	14.05	15.15	16.16	16.32	16.48
3 rd 6 months	14.40	15.45	16.41	16.58	16.75
4 th 6 months	14.85	15.75	16.56	16.73	16.90
5 th 6 months	15.25	16.00	16.72	16.88	17.05
6 th 6 months	15.50	16.25	16.87	17.04	17.21
7 th 6 months	16.00	16.50	17.02	17.19	17.36
Experienced	17.50	17.80	18.15	18.50	19.00
Lead Person	18.50	18.80	19.15	19.50	20.00

CLERKS Front End Coordinators, Checkers, Night Crew, Grocery, Produce, Dairy/Deli, Receiving, Bakery, Bulk Deli, Meat, Fish, Tortilleria & Prepared Foods Clerks

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
1 st 6 months	13.20	14.20	15.20	15.20	15.20
2 nd 6 months	13.30	14.30	15.30	15.30	15.35
3 rd 6 months	13.40	14.40	15.40	15.40	15.45
4 th 6 months	13.50	14.50	15.50	15.50	15.55
5 th 6 months	13.60	14.60	15.60	15.60	15.65
6 th 6 months	13.70	14.70	15.70	15.70	15.75
7 th 6 months	13.80	14.80	15.80	15.80	15.85
Experienced	14.40	15.00	16.00	16.30	16.55
Lead Person	15.40	16.00	17.00	17.30	17.55

RUNNERS

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
1 st 12 months	13.20	14.20	15.20	15.20	15.20
Thereafter	13.30	14.30	15.30	15.30	15.35

* The Front End Coordinator will receive a \$0.50/hr premium over the applicable Clerk wage rate.

* This wage proposal will become effective at the beginning of the first full payroll period after ratification and execution of the collective bargaining agreement.