

# RALPHS/VONS/ALBERTSONS

CONTRACT SETTLEMENT – APRIL 2022

ALL LOCAL UNIONS RECOMMEND A “YES” VOTE

TO ACCEPT THIS HISTORIC AGREEMENT

## WAGES:

- \$4.25 over the 3-year agreement for top rate Food Clerks, Meat Cutters, GM/Meat Clerks, E-Commerce Clerks and Pharmacy Technicians
  - \$2.00 effective 3/7/22 – this is retroactive to the expiration of the 2019-2022 contract;
  - \$1.00 effective 3/6/23
  - \$1.25 effective 3/4/24.
- All GM/Meat Clerks who have reached their 8<sup>th</sup> anniversary as a GMC and have reached the top GM/Meat Clerk rate of pay will be entitled to an additional wage increase of \$1.00 per hour:
  - This wage increase will be effective 9/1/22
  - Everyone who qualifies for this increase as of 9/1/22 will also receive a \$500 bonus in lieu of retroactivity for this \$1.00 increase
- Clerks Helper: \$0.95 increase effective 3/7/22

## PROGRESSION STEPS:

- All Food Clerks, GM/Meat Clerks, E-Commerce Clerks in the progression steps will receive a wage increase ranging from \$0.65 to over \$1.00.
- Hours required in Progression Steps reduced from 9800 hours to 8400 hours for Food Clerks and from 9200 hours to 7800 hours for GM Clerks. Employees will reach the top rate of pay 1400 hours sooner than in the 2019-2022 contract.

## HOURS GUARANTEE/MANDATORY OVERTIME:

- 28-hour minimum weekly guarantee for all fully available part-time employees except Clerks' Helpers and Meat Cutters. Part-time workers who are not fully available are still entitled to 24 hours per week.
- If a store must be temporarily closed due to unforeseen circumstances (fire, earthquake, civil unrest), the Company will offer employees the opportunity to work at another store to maintain guarantee of hours
- The Company may not require an employee to work more than one (1) hour past the end of their scheduled shift unless required by unforeseen circumstances. When practicable, the Employer will notify the employee at least one (1) hour before requiring any employee to stay beyond their scheduled shift.

## HOLIDAYS:

- **Holidays for Employees hired after 2004:** Starting in 2023, New Hires will be entitled to holidays as follows: Christmas after an employee has completed their probationary period; Thanksgiving after an employee has worked six (6) months; 4th of July, Labor Day, New Year's Day and Memorial Day after completing one (1) year of employment.
- For holidays not worked, all eligible part-time employees shall receive holiday pay up to eight (8) hours prorated to the number of hours worked in the holiday week up to forty (40) hours.
- No employee shall receive pay for any holidays not worked unless such employee has reported for work and worked their full holiday shift (if scheduled), their regularly scheduled workday immediately preceding said holiday and their regularly scheduled workday immediately following said holiday. Employees shall be deemed to have reported for work if absence on said day before, said day after, and said holiday is due to express permission from or action of the Employer, and also in case of certified illness, provided the employee has worked during the holiday week.

## UNIFORM DEPARTMENT RE-CLASSIFICATION (Applies to e-commerce, fuel center, sushi and Panda Express workers):

- All Uniform Department/Appendix F workers will be reclassified as GM Clerks
  - GMC Wage Rates
  - 6 days of sick leave per year
  - 4<sup>th</sup> week of vacation after 15 years
  - Paid Jury Duty leave

### **BENEFIT IMPROVEMENTS:**

- Health Benefit improvements
  - Dental: Cover Implants (as major @70%) and increase annual maximum in 2023 to \$2,000 for Platinum Plus, Platinum, Gold, and Silver Participants;
  - Vision: Increase annual maximum in 2023 to \$200 for Platinum Plus, Platinum, Gold, and Silver Participants;
  - Disability Extension – Provide 6-month disability extension for Platinum Plus, Platinum, Gold, and Silver Participants;
  - HMO: Add another HMO as an option for Platinum Participants; and
  - Courtesy Clerks: Reduce initial eligibility for courtesy clerks to 12 months.
- No changes to pension

### **OTHER CONTRACT IMPROVEMENTS:**

- Department Head definition no longer requires the ability to influence hiring and discipline decisions. This allows more workers who perform department head duties to be eligible for the \$1.00 premium.
- Bereavement Leave can be taken up to 45 days after death
- **Operational Transfers** – Add a sentence to Section C(1) as follows: In the following counties only: Imperial, Inyo, Kern, Mono, Riverside, San Luis Obispo, Santa Barbara, San Bernardino and Ventura, change twenty-five (25) miles to thirty (30) miles where there are less than 5 stores of the same banner (Vons and Pavilions are considered the same banner) within 25 miles of the employee’s residence.

### **SAFETY AND SECURITY IN THE STORE:**

- New Safety Committee Language

Section 1. The Employer agrees that it will continue to provide a safe and healthy workplace and agrees to appropriately address any unsafe condition or safety or health hazard to the extent reasonably possible. This includes the Employer’s commitment to comply with all federal, state and local laws and regulations. The Employer agrees to promptly investigate all hazards, unsafe conditions and accidents properly brought to its attention and to the extent reasonably possible to promptly remedy all hazards and unsafe conditions its investigation reveals. The Employer will furnish, at its expense, all safety and protective equipment required by applicable laws and agency regulations.

Section 2. Each store shall have a Health and Safety Committee. The Committees shall include at least two (2) bargaining unit representatives, at least one of whom shall be chosen by the union from that store and who shall be included in meetings and/or other activities of the Committee. Committee members shall be paid by the Employer for time spent at monthly Health & Safety meetings. The Employer may limit the time to two (2) hours per month. The committee may include at least two (2) company representatives as well.

Section 3. Committee members shall inspect facility conditions and bring any hazards or unsafe conditions to the Company’s attention. Review and monitoring of the Employer’s Disaster and Evacuation plan will be considered a function of the Committee. The Company agrees to appropriately address hazards and unsafe conditions that Committee members bring to its attention promptly and to the extent reasonably possible.

Section 4. In the event an employee encounters an unsafe situation, the employee should first contact the Store Director or the Assistant Store Director to make them aware of the situation. If no action is taken, or the supervisor’s response is unacceptable to the employee, the employee may address their concern with the Committee.

**MINIMUM WAGE SIDE LETTER:** Improved to require at least \$0.25 between steps effective 1/1/23.

**TERM OF NEW AGREEMENT:** MARCH 7, 2022 THROUGH MARCH 2, 2025

**ALL LOCAL UNIONS RECOMMEND A “YES” VOTE TO ACCEPT**

## FINAL WAGE SHEET

GMC, Fuel E-Commerce, Sushi, All Uniform Dept.	HOURS	CURRENT			3/7/2022	9/1/2022	3/6/2023	3/4/2024
	FIRST 600	\$15.20		900	\$16.05		\$16.05	\$16.05
	NEXT 600	\$15.30						
	NEXT 600	\$15.40						
	NEXT 600	\$15.50		900	\$16.30		\$16.30	\$16.30
	NEXT 600	\$15.60						
	NEXT 600	\$15.70						
	NEXT 600	\$15.80		900	\$16.55		\$16.55	\$16.55
	NEXT 600	\$15.90						
	NEXT 600	\$16.00		900	\$16.80		\$16.80	\$16.80
	NEXT 600	\$16.10						
	NEXT 600	\$16.20						
	NEXT 800	\$16.30		900	\$17.05		\$17.05	\$17.05
				900	\$17.30		\$17.30	\$17.30
	NEXT 800	\$16.40		900	\$17.55		\$17.55	\$17.55
	NEXT 800	\$16.50		900	\$17.80		\$17.80	\$17.80
				600	\$18.05		\$18.05	\$18.05
<b>Thereafter</b>	<b>9200</b>	<b>\$17.02</b>		<b>7800</b>	<b>\$19.02</b>		<b>\$20.02</b>	<b>\$21.27</b>
<b>Department Head</b>		<b>\$18.12</b>			<b>\$20.12</b>		<b>\$21.12</b>	<b>\$22.37</b>
<b>Longevity Rate</b>	<b>Journeypersons, upon reaching 8th anniversary &amp; thereafter GMC rate</b>					<b>\$20.02</b>	<b>\$21.02</b>	<b>\$22.27</b>
<b>Dept Head w/ longevity</b>						<b>\$21.12</b>	<b>\$22.12</b>	<b>\$23.37</b>
<b>Effective 9/1/22</b>	<b>\$500 bonus for all GMCs who have reached 8th anniversary &amp; thereafter GMC rate as of 9/1/22*</b>							
<b>FOOD CLERK</b>	<b>HOURS</b>	<b>CURRENT</b>			<b>3/7/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>	
	First 1000	\$15.40						
	Next 1000	\$15.50						
	Next 600	\$15.60		900	\$16.25	\$16.25	\$16.25	
	Next 600	\$15.70						
	Next 600	\$15.80						
	Next 600	\$15.90		900	\$16.50	\$16.50	\$16.50	
	Next 600	\$16.00						
	Next 600	\$16.10		900	\$16.75	\$16.75	\$16.75	

## FINAL WAGE SHEET

	Next 600	\$16.20					
	Next 600	\$16.30		900	\$17.00	\$17.00	\$17.00
	Next 600	\$16.40		900	\$17.25	\$17.25	\$17.25
	Next 600	\$16.50		900	\$17.50	\$17.50	\$17.50
	Next 600	\$17.50		900	\$18.50	\$18.50	\$18.50
	Next 600	\$18.50		900	\$19.50	\$19.50	\$19.50
	Next 600	\$19.50		900	\$20.50	\$20.50	\$20.50
				300	\$21.00	\$21.00	\$21.00
<b>Thereafter</b>	<b>9800</b>	<b>\$22.50</b>		<b>8400</b>	<b>\$24.50</b>	<b>\$25.50</b>	<b>\$26.75</b>
<b>Department Head</b>		<b>\$23.50</b>			<b>\$25.50</b>	<b>\$26.50</b>	<b>\$27.75</b>
Clerks Helper	Months	Current		<b>3/7/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>	
	1st 3 months	\$15.10		\$16.05	\$16.05	\$16.05	
	Next 3 months	\$15.20		\$16.15	\$16.15	\$16.15	
	After 9 months	\$15.30		\$16.25	\$16.25	\$16.25	
Meat Cutter	Months	Current		<b>3/7/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>	
	1st 6 months	\$15.20		\$16.25	\$16.25	\$16.25	
	Next 6 months	\$15.30		\$16.75	\$16.75	\$16.75	
	Next 6 months	\$15.56		\$17.25	\$17.25	\$17.25	
	Next 6 months	\$17.78		\$18.25	\$18.25	\$18.25	
	Thereafter	\$23.78		\$25.78	\$26.78	\$28.03	
	Dept Manager	\$24.78		\$26.78	\$27.78	\$29.03	
Pharmacy Tech	Weeks	Current		<b>3/7/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>	
	1st 26 weeks	\$15.20		\$17.40	\$17.40	\$17.40	
	Next 26 weeks	\$15.30		\$18.25	\$18.25	\$18.25	
	Next 26 weeks	\$15.40		\$19.10	\$19.10	\$19.10	
	Next 26 weeks	\$15.50		\$19.95	\$19.95	\$19.95	
	Thereafter	\$19.85		\$21.85	\$22.85	\$24.10	

## LA CITY MINIMUM WAGE SHEET

LA City	3/7/2022	7/1/2022	9/1/2022	1/1/2023	3/6/2023	7/1/2023
Minimum Wage	\$15.00	\$16.04	\$16.04	\$16.04	\$16.04	Next CPI Adjustment

GMC, Fuel E-Commerce, Sushi, All Uniform Dept.	HOURS	CURRENT		3/7/2022	7/1/2022	9/1/2022	1/1/2023	3/6/2023	3/4/2024
	FIRST 600	\$15.20	900	\$16.05	\$16.24		\$16.24	\$16.24	\$16.24
	NEXT 600	\$15.30							
	NEXT 600	\$15.40							
	NEXT 600	\$15.50	900	\$16.30	\$16.34		\$16.49	\$16.49	\$16.49
	NEXT 600	\$15.60							
	NEXT 600	\$15.70							
	NEXT 600	\$15.80	900	\$16.55	\$16.55		\$16.74	\$16.74	\$16.74
	NEXT 600	\$15.90							
	NEXT 600	\$16.00	900	\$16.80	\$16.80		\$16.99	\$16.99	\$16.99
	NEXT 600	\$16.10							
	NEXT 600	\$16.20							
	NEXT 800	\$16.30	900	\$17.05	\$17.05		\$17.24	\$17.24	\$17.24
			900	\$17.30	\$17.30		\$17.49	\$17.49	\$17.49
	NEXT 800	\$16.40	900	\$17.55	\$17.55		\$17.74	\$17.74	\$17.74
	NEXT 800	\$16.50	900	\$17.80	\$17.80		\$17.99	\$17.99	\$17.99
			600	\$18.05	\$18.05		\$18.24	\$18.24	\$18.24
Thereafter	9200	\$17.15	7800	\$19.15	\$19.15	\$19.15	\$19.15	\$20.15	\$21.40
Department Head		\$18.25		\$20.25	\$20.25	\$20.25	\$20.25	\$21.25	\$22.50
Longevity Rate	Journeypersons, upon reaching 8th anniversary & thereafter GMC rate					\$20.15	\$20.15	\$21.15	\$22.40
Dept Head w/ longevity						\$21.25	\$21.25	\$22.25	\$23.50
Effective 9/1/22	\$500 bonus for all GMCs who have reached 8th anniversary & thereafter GMC rate as of 9/1/22*								
<b>FOOD CLERK</b>	<b>HOURS</b>	<b>CURRENT</b>		<b>3/7/2022</b>	<b>7/1/2022</b>	<b>1/1/2023</b>	<b>3/6/2023</b>	<b>3/4/2024</b>	
	First 1000	\$15.40							
	Next 1000	\$15.50							
	Next 600	\$15.60	900	\$16.25	\$16.44	\$16.44	\$16.44	\$16.44	
	Next 600	\$15.70							
	Next 600	\$15.80							
	Next 600	\$15.90	900	\$16.50	\$16.54	\$16.69	\$16.69	\$16.69	

## LA CITY MINIMUM WAGE SHEET

	Next 600	\$16.00							
	Next 600	\$16.10	900	\$16.75	\$16.75	\$16.94	\$16.94	\$16.94	
	Next 600	\$16.20							
	Next 600	\$16.30	900	\$17.00	\$17.00	\$17.19	\$17.19	\$17.19	
	Next 600	\$16.40	900	\$17.25	\$17.25	\$17.44	\$17.44	\$17.44	
	Next 600	\$16.50	900	\$17.50	\$17.50	\$17.69	\$17.69	\$17.69	
	Next 600	\$17.50	900	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50	
	Next 600	\$18.50	900	\$19.50	\$19.50	\$19.50	\$19.50	\$19.50	
	Next 600	\$19.50	900	\$20.50	\$20.50	\$20.50	\$20.50	\$20.50	
			300	\$21.00	\$21.00	\$21.00	\$21.00	\$21.00	
<b>Thereafter</b>	<b>9800</b>	<b>\$22.50</b>	<b>8400</b>	<b>\$24.50</b>	<b>\$24.50</b>	<b>\$24.50</b>	<b>\$25.50</b>	<b>\$26.75</b>	
<b>Department Head</b>		<b>\$23.50</b>		<b>\$25.50</b>	<b>\$25.50</b>	<b>\$25.50</b>	<b>\$26.50</b>	<b>\$27.75</b>	
Meat Cutter	Months	Current	<b>3/7/2022</b>	<b>7/1/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>			
	1st 6 months	\$15.20	\$16.25	\$16.44	\$16.44	\$16.44			
	Next 6 months	\$15.30	\$16.75	\$16.75	\$16.75	\$16.75			
	Next 6 months	\$15.56	\$17.25	\$17.25	\$17.25	\$17.25			
	Next 6 months	\$17.78	\$18.25	\$18.25	\$18.25	\$18.25			
	Thereafter	\$23.78	\$25.78	\$25.78	\$26.78	\$28.03			
	Dept Manager	\$24.78	\$26.78	\$26.78	\$27.78	\$29.03			
Pharmacy Tech	Weeks	Current	<b>3/7/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>				
	1st 26 weeks	\$15.20	\$17.40	\$17.40	\$17.40				
	Next 26 weeks	\$15.30	\$18.25	\$18.25	\$18.25				
	Next 26 weeks	\$15.40	\$19.10	\$19.10	\$19.10				
	Next 26 weeks	\$15.50	\$19.95	\$19.95	\$19.95				
	Thereafter	\$19.85	\$21.85	\$22.85	\$24.10				
Clerks Helper	Months	Current	<b>3/7/2022</b>	<b>7/1/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>			
	1st 3 months	\$15.10	\$16.05	\$16.14	\$16.14	\$16.14			
	Next 3 months	\$15.20	\$16.15	\$16.24	\$16.24	\$16.24			
	After 9 months	\$15.30	\$16.25	\$16.34	\$16.34	\$16.34			

## LA COUNTY SANTA MONICA WAGE SHEET

LA County and Santa Monica	3/7/2022	7/1/2022	9/1/2022	1/1/2023	3/6/2023	7/1/2023 Next CPI
Minimum Wage	\$15.00	\$15.96	\$15.96	\$15.96	\$15.96	Adjustmen

GMC, Fuel E-Commerce, Sushi, All Uniform Dept.	HOURS	CURRENT		3/7/2022	7/1/2022	9/1/2022	1/1/2023	3/6/2023	3/4/2024
	FIRST 600	\$15.20	900	\$16.05	\$16.16		\$16.16	\$16.16	\$16.16
	NEXT 600	\$15.30							
	NEXT 600	\$15.40							
	NEXT 600	\$15.50	900	\$16.30	\$16.30		\$16.41	\$16.41	\$16.41
	NEXT 600	\$15.60							
	NEXT 600	\$15.70							
	NEXT 600	\$15.80	900	\$16.55	\$16.55		\$16.66	\$16.66	\$16.66
	NEXT 600	\$15.90							
	NEXT 600	\$16.00	900	\$16.80	\$16.80		\$16.91	\$16.91	\$16.91
	NEXT 600	\$16.10							
	NEXT 600	\$16.20							
	NEXT 800	\$16.30	900	\$17.05	\$17.05		\$17.16	\$17.16	\$17.16
			900	\$17.30	\$17.30		\$17.41	\$17.41	\$17.41
	NEXT 800	\$16.40	900	\$17.55	\$17.55		\$17.66	\$17.66	\$17.66
	NEXT 800	\$16.50	900	\$17.80	\$17.80		\$17.91	\$17.91	\$17.91
			600	\$18.05	\$18.05		\$18.16	\$18.16	\$18.16
Thereafter	9200	\$17.15	7800	\$19.15	\$19.15	\$19.15	\$19.15	\$20.15	\$21.40
Department Head		\$18.25		\$20.25	\$20.25	\$20.25	\$20.25	\$21.25	\$22.50
Longevity Rate	Journeypersons, upon reaching 8th anniversary & thereafter GMC rate					\$20.15	\$20.15	\$21.15	\$22.40
Dept Head w/ longevity						\$21.25	\$21.25	\$22.25	\$23.50
Effective 9/1/22	\$500 bonus for all GMCs who have reached 8th anniversary & thereafter GMC rate as of 9/1/22*								
<b>FOOD CLERK</b>	<b>HOURS</b>	<b>CURRENT</b>		<b>3/7/2022</b>	<b>7/1/2022</b>	<b>1/1/2023</b>	<b>3/6/2023</b>	<b>3/4/2024</b>	
	First 1000	\$15.40							
	Next 1000	\$15.50							
	Next 600	\$15.60	900	\$16.25	\$16.36	\$16.36	\$16.36	\$16.36	

## LA COUNTY SANTA MONICA WAGE SHEET

	Next 600	\$15.70							
	Next 600	\$15.80							
	Next 600	\$15.90	900	\$16.50	\$16.50	\$16.61	\$16.61	\$16.61	
	Next 600	\$16.00							
	Next 600	\$16.10	900	\$16.75	\$16.75	\$16.86	\$16.86	\$16.86	
	Next 600	\$16.20							
	Next 600	\$16.30	900	\$17.00	\$17.00	\$17.11	\$17.11	\$17.11	
	Next 600	\$16.40	900	\$17.25	\$17.25	\$17.36	\$17.36	\$17.36	
	Next 600	\$16.50	900	\$17.50	\$17.50	\$17.61	\$17.61	\$17.61	
	Next 600	\$17.50	900	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50	
	Next 600	\$18.50	900	\$19.50	\$19.50	\$19.50	\$19.50	\$19.50	
	Next 600	\$19.50	900	\$20.50	\$20.50	\$20.50	\$20.50	\$20.50	
			300	\$21.00	\$21.00	\$21.00	\$21.00	\$21.00	
<b>Thereafter</b>	<b>9800</b>	<b>\$22.50</b>	<b>8400</b>	<b>\$24.50</b>	<b>\$24.50</b>	<b>\$24.50</b>	<b>\$25.50</b>	<b>\$26.75</b>	
<b>Department Head</b>		<b>\$23.50</b>		<b>\$25.50</b>	<b>\$25.50</b>	<b>\$25.50</b>	<b>\$26.50</b>	<b>\$27.75</b>	
Meat Cutter	Months	Current	<b>3/7/2022</b>	<b>7/1/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>			
	1st 6 months	\$15.20	\$16.25	\$16.36	\$16.36	\$16.36			
	Next 6 months	\$15.30	\$16.75	\$16.75	\$16.75	\$16.75			
	Next 6 months	\$15.56	\$17.25	\$17.25	\$17.25	\$17.25			
	Next 6 months	\$17.78	\$18.25	\$18.25	\$18.25	\$18.25			
	Thereafter	\$23.78	\$25.78	\$25.78	\$26.78	\$28.03			
	Dept Manager	\$24.78	\$26.78	\$26.78	\$27.78	\$29.03			
Pharmacy Tech	Weeks	Current	<b>3/7/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>				
	1st 26 weeks	\$15.20	\$17.40	\$17.40	\$17.40				
	Next 26 weeks	\$15.30	\$18.25	\$18.25	\$18.25				
	Next 26 weeks	\$15.40	\$19.10	\$19.10	\$19.10				
	Next 26 weeks	\$15.50	\$19.95	\$19.95	\$19.95				
	Thereafter	\$19.85	\$21.85	\$22.85	\$24.10				
Clerks Helper	Months	Current	<b>3/7/2022</b>	<b>7/1/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>			
	1st 3 months	\$15.10	\$16.05	\$16.06	\$16.06	\$16.06			
	Next 3 months	\$15.20	\$16.15	\$16.16	\$16.16	\$16.16			
	After 9 months	\$15.30	\$16.25	\$16.26	\$16.26	\$16.26			



# PASADENA WAGE SHEET

Pasadena	3/7/2022	7/1/2022	9/1/2022	1/1/2023	3/6/2023	7/1/2023
						Next CPI Adjustmen t
Minimum Wage	\$15.00	\$16.11	\$16.11	\$16.11	\$16.11	

GMC, Fuel E-Commerce, Sushi, All Uniform Dept.	HOURS	CURRENT		3/7/2022	7/1/2022	9/1/2022	1/1/2023	3/6/2023	3/4/2024
	FIRST 600	\$15.20	900	\$16.05	\$16.31		\$16.31	\$16.31	\$16.31
	NEXT 600	\$15.30							
	NEXT 600	\$15.40							
	NEXT 600	\$15.50	900	\$16.30	\$16.41		\$16.56	\$16.56	\$16.56
	NEXT 600	\$15.60							
	NEXT 600	\$15.70							
	NEXT 600	\$15.80	900	\$16.55	\$16.55		\$16.81	\$16.81	\$16.81
	NEXT 600	\$15.90							
	NEXT 600	\$16.00	900	\$16.80	\$16.80		\$17.06	\$17.06	\$17.06
	NEXT 600	\$16.10							
	NEXT 600	\$16.20							
	NEXT 800	\$16.30	900	\$17.05	\$17.05		\$17.31	\$17.31	\$17.31
			900	\$17.30	\$17.30		\$17.56	\$17.56	\$17.56
	NEXT 800	\$16.40	900	\$17.55	\$17.55		\$17.81	\$17.81	\$17.81
	NEXT 800	\$16.50	900	\$17.80	\$17.80		\$18.06	\$18.06	\$18.06
			600	\$18.05	\$18.05		\$18.31	\$18.31	\$18.31
Thereafter	9200	\$17.15	7800	\$19.15	\$19.15	\$19.15	\$19.15	\$20.15	\$21.40
Department Head		\$18.25		\$20.25	\$20.25	\$20.25	\$20.25	\$21.25	\$22.50
Longevity Rate	Journeypersons, upon reaching 8th anniversary & thereafter GMC rate					\$20.15	\$20.15	\$21.15	\$22.40
Dept Head w/ longevity						\$21.25	\$21.25	\$22.25	\$23.50
Effective 9/1/22	\$500 bonus for all GMCs who have reached 8th anniversary & thereafter GMC rate as of 9/1/22*								
<b>FOOD CLERK</b>	<b>HOURS</b>	<b>CURRENT</b>		<b>3/7/2022</b>	<b>7/1/2022</b>	<b>1/1/2023</b>	<b>3/6/2023</b>	<b>3/4/2024</b>	
	First 1000	\$15.40							
	Next 1000	\$15.50							
	Next 600	\$15.60	900	\$16.25	\$16.51	\$16.51	\$16.51	\$16.51	

## PASADENA WAGE SHEET

	Next 600	\$15.70							
	Next 600	\$15.80							
	Next 600	\$15.90	900	\$16.50	\$16.61	\$16.76	\$16.76	\$16.76	
	Next 600	\$16.00							
	Next 600	\$16.10	900	\$16.75	\$16.75	\$17.01	\$17.01	\$17.01	
	Next 600	\$16.20							
	Next 600	\$16.30	900	\$17.00	\$17.00	\$17.26	\$17.26	\$17.26	
	Next 600	\$16.40	900	\$17.25	\$17.25	\$17.51	\$17.51	\$17.51	
	Next 600	\$16.50	900	\$17.50	\$17.50	\$17.76	\$17.76	\$17.76	
	Next 600	\$17.50	900	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50	
	Next 600	\$18.50	900	\$19.50	\$19.50	\$19.50	\$19.50	\$19.50	
	Next 600	\$19.50	900	\$20.50	\$20.50	\$20.50	\$20.50	\$20.50	
			300	\$21.00	\$21.00	\$21.00	\$21.00	\$21.00	
<b>Thereafter</b>	<b>9800</b>	<b>\$22.50</b>	<b>8400</b>	<b>\$24.50</b>	<b>\$24.50</b>	<b>\$24.50</b>	<b>\$25.50</b>	<b>\$26.75</b>	
<b>Department Head</b>		<b>\$23.50</b>		<b>\$25.50</b>	<b>\$25.50</b>	<b>\$25.50</b>	<b>\$26.50</b>	<b>\$27.75</b>	
Meat Cutter	Months	Current	<b>3/7/2022</b>	<b>7/1/2022</b>	<b>1/1/2023</b>	<b>3/6/2023</b>	<b>3/4/2024</b>		
	1st 6 months	\$15.20	\$16.25	\$16.51	\$16.51	\$16.51	\$16.51		
	Next 6 months	\$15.30	\$16.75	\$16.75	\$16.76	\$16.76	\$16.76		
	Next 6 months	\$15.56	\$17.25	\$17.25	\$17.25	\$17.25	\$17.25		
	Next 6 months	\$17.78	\$18.25	\$18.25	\$18.25	\$18.25	\$18.25		
	Thereafter	\$23.78	\$25.78	\$25.78	\$25.78	\$26.78	\$28.03		
	Dept Manager	\$24.78	\$26.78	\$26.78	\$26.78	\$27.78	\$29.03		
Pharmacy Tech	Weeks	Current	<b>3/7/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>				
	1st 26 weeks	\$15.20	\$17.40	\$17.40	\$17.40				
	Next 26 weeks	\$15.30	\$18.25	\$18.25	\$18.25				
	Next 26 weeks	\$15.40	\$19.10	\$19.10	\$19.10				
	Next 26 weeks	\$15.50	\$19.95	\$19.95	\$19.95				
	Thereafter	\$19.85	\$21.85	\$22.85	\$24.10				
Clerks Helper	Months	Current	<b>3/7/2022</b>	<b>7/1/2022</b>	<b>3/6/2023</b>	<b>3/4/2024</b>			
	1st 3 months	\$15.10	\$16.05	\$16.21	\$16.21	\$16.21			
	Next 3 months	\$15.20	\$16.15	\$16.31	\$16.31	\$16.31			
	After 9 months	\$15.30	\$16.25	\$16.41	\$16.41	\$16.41			

# West Hollywood Minimum Wage

<b>West Hollywood Minimum Wage</b>	<b>3/7/2022</b>	<b>7/1/2022</b>	<b>9/1/2022</b>	<b>1/1/2023</b>	<b>3/6/2023</b>	<b>7/1/2023</b>	<b>3/4/2024</b>
	\$15.50	\$16.50	\$16.50	\$17.50	\$17.50	\$18.86	\$18.86

GMC, Fuel E-Commerce, Sushi, All Uniform Dept.	HOURS	CURRENT		3/7/2022	7/1/2022	9/1/2022	1/1/2023	3/6/2023	7/1/2023	3/4/2024
	FIRST 600	\$15.70	900	\$16.05	\$16.70		\$17.70	\$17.70	\$19.06	\$19.06
	NEXT 600	\$15.80								
	NEXT 600	\$15.90								
	NEXT 600	\$16.00	900	\$16.30	\$16.80		\$17.95	\$17.95	\$19.31	\$19.31
	NEXT 600	\$16.10								
	NEXT 600	\$16.20								
	NEXT 600	\$16.30	900	\$16.55	\$16.90		\$18.20	\$18.20	\$19.56	\$19.56
	NEXT 600	\$16.40								
	NEXT 600	\$16.50	900	\$16.80	\$17.00		\$18.45	\$18.45	\$19.81	\$19.81
	NEXT 600	\$16.60								
	NEXT 600	\$16.70								
	NEXT 800	\$16.80	900	\$17.05	\$17.10		\$18.70	\$18.70	\$20.02	\$20.06
			900	\$17.30	\$17.30		\$18.95	\$18.95	\$20.02	\$20.31
	NEXT 800	\$16.90	900	\$17.55	\$17.55		\$19.02	\$19.20	\$20.02	\$20.56
	NEXT 800	\$17.00	900	\$17.80	\$17.80		\$19.02	\$19.45	\$20.02	\$20.81
			600	\$18.05	\$18.05		\$19.02	\$19.70	\$20.02	\$21.06
<b>Thereafter</b>	<b>9200</b>	<b>\$17.02</b>	<b>7800</b>	<b>\$19.02</b>	<b>\$19.02</b>	<b>\$19.02</b>	<b>\$19.02</b>	<b>\$20.02</b>	<b>\$20.02</b>	<b>\$21.27</b>
<b>Department Head</b>		<b>\$18.12</b>		<b>\$20.12</b>	<b>\$20.12</b>	<b>\$20.12</b>	<b>\$20.12</b>	<b>\$21.12</b>	<b>\$21.12</b>	<b>\$22.37</b>
<b>Longevity Rate</b>	<b>Journeypersons, upon reaching 8th anniversary &amp; thereafter GMC rate</b>					<b>\$20.02</b>	<b>\$20.02</b>	<b>\$21.02</b>	<b>\$21.02</b>	<b>\$22.27</b>
<b>Dept Head w/ longevity</b>						<b>\$21.12</b>	<b>\$21.12</b>	<b>\$22.12</b>	<b>\$22.12</b>	<b>\$23.37</b>
<b>Effective 9/1/22</b>	<b>\$500 bonus for all GMCs who have reached 8th anniversary &amp; thereafter GMC rate as of 9/1/22</b>									
FOOD CLERK	HOURS	CURRENT		3/7/2022	7/1/2022	1/1/2023	3/6/2023	7/1/2023	3/4/2024	
	First 1000	\$15.90								
	Next 1000	\$16.00								
	Next 600	\$16.10	900	\$16.25	\$16.90	\$17.90	\$17.90	\$19.26	\$19.26	
	Next 600	\$16.20								
	Next 600	\$16.30								
	Next 600	\$16.40	900	\$16.50	\$17.00	\$18.15	\$18.15	\$19.51	\$19.51	

# West Hollywood Minimum Wage

	Next 600	\$16.50							
	Next 600	\$16.60	900	\$16.75	\$17.10	\$18.40	\$18.40	\$19.76	\$19.76
	Next 600	\$16.70							
	Next 600	\$16.80	900	\$17.00	\$17.20	\$18.65	\$18.65	\$20.01	\$20.01
	Next 600	\$16.90	900	\$17.25	\$17.30	\$18.90	\$18.90	\$20.26	\$20.26
	Next 600	\$17.00	900	\$17.50	\$17.50	\$19.15	\$19.15	\$20.51	\$20.51
	Next 600	\$17.50	900	\$18.50	\$18.50	\$19.40	\$19.40	\$20.76	\$20.76
	Next 600	\$18.50	900	\$19.50	\$19.50	\$19.65	\$19.65	\$21.01	\$21.01
	Next 600	\$19.50	900	\$20.50	\$20.50	\$20.50	\$20.50	\$21.26	\$21.26
			300	\$21.00	\$21.00	\$21.00	\$21.00	\$21.51	\$21.51
<b>Thereafter</b>	<b>9800</b>	<b>\$22.50</b>	<b>8400</b>	<b>\$24.50</b>	<b>\$24.50</b>	<b>\$24.50</b>	<b>\$25.50</b>	<b>\$25.50</b>	<b>\$26.75</b>
<b>Department Head</b>		<b>\$23.50</b>		<b>\$25.50</b>	<b>\$25.50</b>	<b>\$25.50</b>	<b>\$26.50</b>	<b>\$26.50</b>	<b>\$27.75</b>
Meat Cutter	Months	Current	<b>3/7/2022</b>	<b>7/1/2022</b>	<b>1/1/2023</b>	<b>3/6/2023</b>	<b>7/1/2023</b>	<b>3/4/2024</b>	
	1st 6 months	\$15.90	\$16.25	\$16.90	\$17.90	\$17.90	\$19.26	\$19.26	
	Next 6 months	\$16.00	\$16.75	\$17.00	\$18.15	\$18.15	\$19.51	\$19.51	
	Next 6 months	\$16.10	\$17.25	\$17.25	\$18.40	\$18.40	\$19.76	\$19.76	
	Next 6 months	\$17.78	\$18.25	\$18.25	\$18.65	\$18.65	\$20.01	\$20.01	
	Thereafter	\$23.78	\$25.78	\$25.78	\$25.78	\$26.78	\$26.78	\$28.03	
	Dept Manager	\$24.78	\$26.78	\$26.78	\$26.78	\$27.78	\$27.78	\$29.03	
Pharmacy Tech	Weeks	Current	<b>3/7/2022</b>	<b>1/1/2023</b>	<b>3/6/2023</b>	<b>7/1/2023</b>	<b>3/4/2024</b>		
	1st 26 weeks	\$15.70	\$17.40	\$17.90	\$17.90	\$19.26	\$19.26		
	Next 26 weeks	\$15.80	\$18.25	\$18.25	\$18.25	\$19.51	\$19.51		
	Next 26 weeks	\$15.90	\$19.10	\$19.10	\$19.10	\$19.76	\$19.76		
	Next 26 weeks	\$16.00	\$19.95	\$19.95	\$19.95	\$20.01	\$20.01		
	Thereafter	\$19.85	\$21.85	\$21.85	\$22.85	\$22.85	\$24.10		
Clerks Helper	Months	Current	<b>3/7/2022</b>	<b>7/1/2022</b>	<b>1/1/2023</b>	<b>7/1/2023</b>			
	1st 3 months	\$15.60	\$16.05	\$16.60	\$17.60	\$18.96			
	Next 3 months	\$15.70	\$16.15	\$16.70	\$17.70	\$19.06			
	After 9 months	\$15.80	\$16.25	\$16.80	\$17.80	\$19.16			