

The following communications, documents, proposals or agreements to modify the contract are made as part of voluntary settlement discussions; Kroger does not waive any of its prior positions or rights.

*Hourly premiums are applied to base (straight-time) rate of pay.

Premium Designation	Hourly
Coffee Shop / Starbucks Lead Clerk	\$0.50
E-Commerce Lead Clerk	\$0.50-\$2.00
File Maintenance Clerk	\$0.50-\$1.00
Fuel Lead Clerk	\$0.50-\$1.00
Head Receiving Clerk	\$0.50-\$1.00
Lead Liquor Clerk	\$0.50-\$1.00
*Service Director (Promoted on or after 11/18/18)	\$0.50
Specialty Lead (Max of 4 per Marketplace Store)	\$0.50-\$1.00
Floral Lead (\$4,000+ \$6,000+ Weekly Dept. Sales)	\$0.50-\$1.00
Floral Lead (\$2,250 - \$4,000 \$6,000 Weekly Dept. Sales)	\$0.25-\$0.50
Effective Date: 10/23/22	

Cheese Shop Lead Premium	
Weekly Department Sales	Hourly \$1.00
Effective Date: 10/23/2022	

Cheese Shop Leads will be moved to the top rate (3rd step) of the Full Time Clerk scale in addition to the \$1.00 premium. Associates at a red circled rate will receive the \$1.00 premium on top of their current rate.

Night Premium	Hourly
	\$2.00

If the majority of a shift falls between 10:00pm and 6:00am, the night premium will be paid on the entire shift. If an employee's shift commences between the hours of 10:00pm and 6:00am, but the majority of that shift does not fall within that timeframe, the night premium will be paid for all hours worked between 10:00pm and 6:00am.

Pharmacy (Rx) Clerks Premium	
Tech Level	Hourly
Tech-1	\$0.50
Tech-2	\$0.50
Tech-3	\$0.75
<i>*Premiums are stacked (Ex. Tech-3 Clerks will receive a cumulative hourly premium of \$1.75).</i>	
<i>*Rx Clerks who have a current PTCB or ExCPT License will receive an additional \$0.75 per hour. This premium is separate from any other Pharmacy Premium.</i>	
Effective Date: 10/23/22	

Pharmacy Lead Premium	
Designation	Hourly
Pharmacy Lead	\$1.00
Effective Date: 10/23/22	

Head Meat Cutter / Head Seafood Clerk	
Weekly Sales (excludes fuel)	Hourly
\$700,000+	\$0.50

Meat Clerk Cutter Premium	
Designation	Hourly
Meat Cutter	\$1.25

RATIFICATION BONUS - 2 Weeks Post Ratification	
-less applicable taxes and deductions.	
Department Heads	\$2,500
Assistant Department Heads	\$2,500
Home Manager & Apparel Manager	\$2,500
Home Assistant & Apparel Assistant	\$2,500
Meat Journeymen	\$2,500
Chefs at Top Rate (\$20.65)	\$2,500
Leads at Full Time Top Rate or Higher (Base Rate of \$17.10+)	\$2,500
Clerks at the Full Time Top Rate or Higher (\$17.10+)	\$2,500
Clerks & Deli/Bakery Clerks Hired Prior to 11/20/2005 (\$18.00 & \$19.72)	\$2,500
Service Directors Hired Prior to 11/20/2005 (\$18.75 & \$20.47)	\$2,500
Service Directors Hired After 11/20/2005 at Top Rate (\$18.60)	\$2,500
Full Time Top Rated Courtesy Clerks	\$300

Associates must be actively employed at the time of payout in order to receive the bonus. Clerks & Courtesy Clerks must be at the full time top rate prior to ratification in order to qualify for the bonus. Clerks at the Part Time Cap are not eligible for the bonus.

SPECIAL GROUP - \$1.00 Increase effective 10/23/22	
<i>Disclaimer: Wage increases are reflected in the pay scales below.</i>	
Department Heads	
Department Head Assistants	
Home Manager & Apparel Manager	
Home Assistant & Apparel Assistant	
Head Cheese Shop	
Natural Foods Manager	
Clerks & Deli/Bakery Clerks Hired before 3/16/82	
Clerks & Deli/Bakery Clerks Hired Between 3/16/82 and 11/20/05	
Meat Clerks Hired Before 2/13/82	
Meat Clerks Hired Between 2/13/82 and 11/20/05	
Meat Journeyman Hired Prior to 11/20/05	
Meat Journeyman Hired On or After 11/20/05	
Coffee Shop Leads Hired Prior to 11/20/05	
Coffee Shop Leads Hired On or After 11/20/05	
Service Directors Hired Prior to 11/20/05	
Service Directors Hired On or After 11/20/05 but Promoted Before 11/18/18	
Store Chefs	
Red Circled Clerks at \$15.00 and \$17.10	
Red Circled Deli Clerks at \$15.50 and \$17.10	

DEPARTMENT HEADS, ASSISTANTS & LEADS

Department Head/Mgr. (Grocery, Produce, Deli Bakery)

Weekly Store Sales Excluding Fuel	11/18/2018	2/9/2020	2/14/2021	2/27/2022
\$200,000 and less	\$19.80	\$20.20	\$20.60	\$21.00
\$200,001 - \$300,000	\$19.90	\$20.30	\$20.70	\$21.10
\$300,001 - \$400,000	\$20.05	\$20.45	\$20.85	\$21.25
\$400,001 - \$700,000	\$20.10	\$20.50	\$20.90	\$21.30
\$700,001 - \$1,000,000	\$20.60	\$21.00	\$21.40	\$21.80
\$1,000,001 - \$1,500,000	\$20.85	\$21.25	\$21.65	\$22.05
\$1,500,001 - \$2,000,000	\$21.15	\$21.55	\$21.95	\$22.35
\$2,000,001+	\$21.45	\$21.85	\$22.25	\$22.65

Department Head/Mgr. (Dairy, Frozen Food)

Weekly Store Sales Excluding Fuel	11/18/2018	2/9/2020	2/14/2021	2/27/2022
\$200,000 and less	\$19.17	\$19.57	\$19.97	\$20.37
\$200,001 - \$300,000	\$19.32	\$19.72	\$20.12	\$20.52
\$300,001 - \$400,000	\$19.37	\$19.77	\$20.17	\$20.57
\$400,001 - \$700,000	\$19.47	\$19.87	\$20.27	\$20.67
\$700,001 - \$1,000,000	\$19.97	\$20.37	\$20.77	\$21.17
\$1,000,001 - \$1,500,000	\$20.22	\$20.62	\$21.02	\$21.42
\$1,500,001 - \$2,000,000	\$20.52	\$20.92	\$21.32	\$21.72
\$2,000,001+	\$20.82	\$21.22	\$21.62	\$22.02

Customer Service Coordinator

Weekly Store Sales Excluding Fuel	11/18/2018	2/9/2020	2/14/2021	2/27/2022
\$200,000 and less	\$19.70	\$20.10	\$20.50	\$20.90
\$200,001 - \$300,000	\$19.85	\$20.25	\$20.65	\$21.05
\$300,001 - \$400,000	\$20.00	\$20.40	\$20.80	\$21.20
\$400,001 - \$700,000	\$20.10	\$20.50	\$20.90	\$21.30
\$700,001 - \$1,000,000	\$20.60	\$21.00	\$21.40	\$21.80
\$1,000,001 - \$1,500,000	\$20.85	\$21.25	\$21.65	\$22.05
\$1,500,001 - \$2,000,000	\$21.15	\$21.55	\$21.95	\$22.35
\$2,000,001+	\$21.45	\$21.85	\$22.25	\$22.65

Asst. Department Head (Grocery, Produce, Deli Bakery) & Head Cheese Shop*

Weekly Store Sales Excluding Fuel	11/18/2018	2/9/2020	2/14/2021	2/27/2022
For stores achieving \$200,000+	\$19.05	\$19.45	\$19.85	\$20.25

Asst. Customer Service Coordinator

No Sales Requirement	11/18/2018	2/9/2020	2/14/2021	2/27/2022
	\$19.07	\$19.47	\$19.87	\$20.27

Natural Foods Manager*

*For Stores With Stand-Alone Natural Food's Section	11/18/2018	2/9/2020	2/14/2021	2/27/2022
	\$17.95	\$18.35	\$18.75	\$19.15

New CBA

Weekly Store Sales Excluding Fuel	10/23/22	2/18/24	2/16/25
\$200,000 and less	\$22.00	\$22.50	\$23.15
\$200,001 - \$300,000	\$22.15	\$22.65	\$23.30
\$300,001 - \$400,000	\$22.35	\$22.85	\$23.50
\$400,001 - \$700,000	\$22.60	\$23.10	\$23.75
\$700,001 - \$1,000,000	\$23.10	\$23.60	\$24.25
\$1,000,001 - \$1,500,000	\$23.40	\$23.90	\$24.55
\$1,500,001 - \$2,000,000	\$23.75	\$24.25	\$24.90
\$2,000,001+	\$24.15	\$24.65	\$25.30

New CBA

Weekly Store Sales Excluding Fuel	10/23/22	2/18/24	2/16/25
\$200,000 and less	\$21.37	\$21.87	\$22.52
\$200,001 - \$300,000	\$21.52	\$22.02	\$22.67
\$300,001 - \$400,000	\$21.57	\$22.07	\$22.72
\$400,001 - \$700,000	\$21.67	\$22.17	\$22.82
\$700,001 - \$1,000,000	\$22.17	\$22.67	\$23.32
\$1,000,001 - \$1,500,000	\$22.42	\$22.92	\$23.57
\$1,500,001 - \$2,000,000	\$22.72	\$23.22	\$23.87
\$2,000,001+	\$23.02	\$23.52	\$24.17

New CBA

Weekly Store Sales Excluding Fuel	10/23/22	2/18/24	2/16/25
\$200,000 and less	\$22.00	\$22.50	\$23.15
\$200,001 - \$300,000	\$22.15	\$22.65	\$23.30
\$300,001 - \$400,000	\$22.35	\$22.85	\$23.50
\$400,001 - \$700,000	\$22.60	\$23.10	\$23.75
\$700,001 - \$1,000,000	\$23.10	\$23.60	\$24.25
\$1,000,001 - \$1,500,000	\$23.40	\$23.90	\$24.55
\$1,500,001 - \$2,000,000	\$23.75	\$24.25	\$24.90
\$2,000,001+	\$24.15	\$24.65	\$25.30

New CBA

Weekly Store Sales Excluding Fuel	10/23/22	2/18/24	2/16/25
For stores achieving \$200,000+	\$21.25	\$21.75	\$22.40

*Effective 10/23/22, the Head Cheese Shop position will be red circled. As the position is vacated through attrition, it will not be replaced. Future Head Cheese Shop roles will be replaced by leads at the discretion of the Employer.

New CBA

No Sales Requirement	10/23/22	2/18/24	2/16/25
Payrate	\$21.27	\$21.77	\$22.42

New CBA

Stand-Alone Natural Food's Section	10/23/22	2/18/24	2/16/25
	\$20.15	\$20.65	\$21.30

Head Meat Cutter				
Weekly Department Sales	11/18/2018	2/9/2020	2/14/2021	2/27/2022
\$65,000 and less	\$20.80	\$21.20	\$21.60	\$22.00
\$65,001 - \$80,000	\$20.93	\$21.33	\$21.73	\$22.13
\$80,001 - \$95,000	\$21.05	\$21.45	\$21.85	\$22.25
\$95,001 - \$110,000	\$21.18	\$21.58	\$21.98	\$22.38
\$110,001 - \$150,000	\$21.30	\$21.70	\$22.10	\$22.50
\$150,001+	\$21.45	\$21.85	\$22.25	\$22.65

Head Seafood Clerk				
Weekly Seafood Dept. Sales	11/18/2018	2/9/2020	2/14/2021	2/27/2022
\$5,000 and less	\$18.35	\$18.75	\$19.15	\$19.55
\$5,001+	\$18.60	\$19.00	\$19.40	\$19.80

Asst. Head Meat Cutter				
Weekly Department Sales	11/18/2018	2/9/2020	2/14/2021	2/27/2022
For stores achieving \$65,000+	\$20.33	\$20.73	\$21.13	\$21.53

Meat Journeyman Hired On or After 11/20/2005				
	11/18/2018	2/9/2020	2/14/2021	2/27/2022
	\$19.83	\$20.23	\$20.63	\$21.03

Meat Journeyman Hired Prior to 11/20/2005				
	11/18/2018	2/9/2020	2/14/2021	2/27/2022
	\$19.83	\$20.23	\$20.63	\$21.03

General Merchandise Department Head (37,000+ Square Feet)				
Weekly Store Sales Excluding Fuel	11/18/2018	2/9/2020	2/14/2021	2/27/2022
\$700,000 and less	\$19.55	\$19.95	\$20.35	\$20.75
\$700,001 - \$1,000,000	\$20.05	\$20.45	\$20.85	\$21.25
\$1,000,001 - \$1,500,000	\$20.30	\$20.70	\$21.10	\$21.50
\$1,500,000 - \$2,000,000	\$20.60	\$21.00	\$21.40	\$21.80
\$2,000,001+	\$20.90	\$21.30	\$21.70	\$22.10

Asst. General Merchandise Department Head (37,000+ Square Feet)				
No Sales Requirement	11/18/2018	2/9/2020	2/14/2021	2/27/2022
	\$17.95	\$18.35	\$18.75	\$19.15

Home Managers & Assistants				
	11/18/2018	2/9/2020	2/14/2021	2/27/2022
Home Manager	\$20.05	\$20.45	\$20.85	\$21.25
Home Assistant Manager	\$17.95	\$18.35	\$18.75	\$19.15

Grandfathered Managers				
	11/18/2018	2/9/2020	2/14/2021	2/27/2022
Apparel Manager	\$20.05	\$20.45	\$20.85	\$21.25
Apparel Assistant Manager	\$17.95	\$18.35	\$18.75	\$19.15

Coffee Shop / Starbucks Lead (Moving to Payrates. Premiums Eliminated)				
Weekly Coffee Shop Dept. Sales				

New CBA			
Weekly Department Sales	10/23/22	2/18/24	2/16/25
\$65,000 and less	\$23.00	\$23.50	\$24.15
\$65,001 - \$80,000	\$23.20	\$23.70	\$24.35
\$80,001 - \$95,000	\$23.40	\$23.90	\$24.55
\$95,001 - \$110,000	\$23.60	\$24.10	\$24.75
\$110,001 - \$150,000	\$23.80	\$24.30	\$24.95
\$150,001+	\$24.00	\$24.50	\$25.15

New CBA			
Weekly Seafood Dept. Sales	10/23/22	2/18/24	2/16/25
\$5,000 and less	\$20.55	\$21.05	\$21.70
\$5,001 - \$10,000	\$20.80	\$21.30	\$21.95
\$10,001+	\$21.05	\$21.55	\$22.20

New CBA			
Weekly Department Sales	10/23/22	2/18/24	2/16/25
For stores achieving \$65,000+	\$22.53	\$23.03	\$23.68

New CBA			
No Sales Requirement	10/23/22	2/18/24	2/16/25
Payrate	\$22.03	\$22.53	\$23.18

New CBA			
	10/23/22	2/18/24	2/16/25
Payrate	\$22.03	\$22.53	\$23.18

New CBA			
Weekly Department Sales	10/23/22	2/18/24	2/16/25
\$700,000 and less	\$21.75	\$22.25	\$22.90
\$700,001 - \$1,000,000	\$22.25	\$22.75	\$23.40
\$1,000,001 - \$1,500,000	\$22.50	\$23.00	\$23.65
\$1,500,000 - \$2,000,000	\$22.80	\$23.30	\$23.95
\$2,000,001+	\$23.10	\$23.60	\$24.25

New CBA			
No Sales Requirement	10/23/22	2/18/24	2/16/25
Payrate	\$20.15	\$20.65	\$21.30

New CBA			
	10/23/22	2/18/24	2/16/25
Home Manager	\$22.25	\$22.75	\$23.40
Home Assistant Manager	\$20.15	\$20.65	\$21.30

New CBA			
	10/23/22	2/18/24	2/16/25
Apparel Manager	\$22.25	\$22.75	\$23.40
Apparel Assistant Manager	\$20.15	\$20.65	\$21.30

New CBA			
Weekly Coffee Shop Dept. Sales	10/23/22	2/18/24	2/16/25
\$10,000 and less	\$18.60	\$19.10	\$19.75
\$10,001+	\$19.10	\$19.60	\$20.25
Coffee Shop Lead Hired before 3/16/82	\$21.22	\$21.72	\$22.37
Coffee Shop Lead Hired Between 3/16/82 and 11/20/05	\$19.50	\$20.00	\$20.65

SERVICE DIRECTORS & CHEFS

Service Director (Hired Prior to 11/20/05)

	11/18/2018	2/9/2020	2/14/2021	2/27/2022
Service Director - Hired Before 3/16/82	\$19.27	\$19.67	\$20.07	\$20.47
Service Director - Hired Between 3/16/82 and 11/20/05	\$17.55	\$17.95	\$18.35	\$18.75

Service Director (Hired On or After 11/20/05 but prior to 11/18/18)

	11/18/2018	2/9/2020	2/14/2021	2/27/2022
Start	\$10.00	\$10.50	\$11.00	\$12.00
After 6 Months	\$11.00	\$11.50	\$12.00	\$13.00
*After 12 Months	\$12.50	\$13.00	\$13.50	\$14.50
After 18 Months	\$13.50	\$14.00	\$14.50	\$15.50
After 24 Months	\$17.40	\$17.80	\$18.20	\$18.60

*Part Time Cap & Exp. Credit Cap

Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

Store Chef

	11/18/2018	2/9/2020	2/14/2021	2/27/2022
Start	\$10.00	\$10.50	\$11.00	\$12.00
After 6 Months	\$11.00	\$11.50	\$12.00	\$13.00
After 12 Months	\$12.00	\$12.50	\$13.00	\$14.00
After 24 Months	\$13.25	\$13.75	\$14.25	\$15.25
*After 36 Months	\$14.50	\$15.00	\$15.50	\$16.50
After 48 Months	\$15.75	\$16.25	\$16.75	\$17.75
After 60 Months	\$17.00	\$17.50	\$18.00	\$19.00
After 72 Months	\$19.45	\$19.85	\$20.25	\$20.65

*Part Time Cap & Exp. Credit Cap

Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

Current
\$12.00
\$13.00
\$14.50
\$15.50
\$18.60

New CBA

No Sales Requirement	10/23/22	2/18/24	2/16/25
Service Director - Hired Before 3/16/82	\$21.47	\$21.97	\$22.62
Service Director - Hired Between 3/16/82 and 11/20/05	\$19.75	\$20.25	\$20.90

New CBA

No Sales Requirement	10/23/22	2/18/24	2/16/25
Payrate	\$19.60	\$20.10	\$20.75

Wage Rules: Effective 10/23/22

*All employees will move to one payrate at \$19.60

Current
\$12.00
\$13.00
\$14.00
\$15.25
\$16.50
\$17.75
\$19.00
\$20.65

New CBA

No Sales Requirement	10/23/22	2/18/24	2/16/25
Payrate	\$21.65	\$22.15	\$22.80

Wage Rules: Effective 10/23/22

*All employees will move to one payrate at \$21.65

CLERKS & COURTESY CLERKS/BAGGERS

Grandfathered Clerks	11/18/2018	2/9/2020	2/14/2021	2/27/2022
Clerks & Deli/Bakery Clerks Hired before 3/16/82	\$18.52	\$18.92	\$19.32	\$19.72
Clerks & Deli/Bakery Clerks Hired Between 3/16/82 and 11/20/05	\$16.80	\$17.20	\$17.60	\$18.00
Meat Clerks Hired Before 2/13/82	\$18.52	\$18.92	\$19.32	\$19.72
Meat Clerks Hired Between 2/13/82 and 11/20/05	\$16.80	\$17.20	\$17.60	\$18.00

Clerk (Food, Drug/GM, Floral, Meat, Fuel, & Specialty Clerks)	11/18/2018	2/9/2020	2/14/2021	2/27/2022
Start	\$10.00	\$10.50	\$11.00	\$12.00
After 6 Months	\$10.50	\$11.00	\$11.50	\$12.50
After 12 Months	\$11.00	\$11.50	\$12.00	\$13.00
After 24 Months	\$11.50	\$12.00	\$12.50	\$13.50
*After 36 Months	\$12.25	\$12.50	\$13.00	\$14.00
After 48 Months	\$13.00	\$13.25	\$13.50	\$14.50
After 60 Months	\$13.75	\$14.00	\$14.25	\$15.00
After 72 Months	\$15.90	\$16.30	\$16.70	\$17.10

*New Part Time Cap & Exp. Credit Cap

Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

	New CBA		
	10/23/22	2/18/24	2/16/25
Clerks & Deli/Bakery Clerks Hired before 3/16/82	\$20.72	\$21.22	\$21.87
Clerks & Deli/Bakery Clerks Hired Between 3/16/82 and 11/20/05	\$19.00	\$19.50	\$20.15
Meat Clerks Hired Before 2/13/82	\$20.72	\$21.22	\$21.87
Meat Clerks Hired Between 2/13/82 and 11/20/05	\$19.00	\$19.50	\$20.15

Current	New CBA		
Progression	10/23/22	2/18/24	2/16/25
1st Step	\$14.25	\$14.60	\$14.95
2nd Step	\$15.25	\$15.65	\$16.15
3rd Step (Top Rate)	\$16.25	\$16.75	\$17.40
Red Circled Rate	\$18.10	\$18.60	\$19.25

Wage Rules: Effective 10/23/22

*Employees at \$12.00 - \$13.50 will move to Step 1 (\$14.25)

*Employees at \$14.00 - \$14.50 will move to Step 2 (\$15.25)

*Employees at \$15.00 & \$17.10 will be red circled and move to (\$18.10). This step will be closed off from progression.

*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty-four (34+)** weekly hours over the company's next standard 12 month measurement period.

*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.

*Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.

*Employees who qualify for the 2nd step of pay will not fall below that step due to a decrease in hours.

*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.

*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.

Deli/Bakery Clerk	11/18/2018	2/9/2020	2/14/2021	2/27/2022
Start	\$11.00	\$11.50	\$12.00	\$13.00
After 6 Months	\$11.50	\$12.00	\$12.50	\$13.25
After 12 Months	\$12.00	\$12.50	\$13.00	\$13.50
After 24 Months	\$12.50	\$13.00	\$13.50	\$14.00
*After 36 Months	\$13.25	\$13.50	\$14.00	\$14.50
After 48 Months	\$14.00	\$14.25	\$14.50	\$15.00
After 60 Months	\$14.75	\$15.00	\$15.25	\$15.50
After 72 Months	\$15.90	\$16.30	\$16.70	\$17.10

*New Part Time Cap & Exp. Credit Cap

Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

Courtesy Clerks/Baggers	11/18/2018	2/9/2020	2/14/2021	2/27/2022
Start	\$10.00	\$10.50	\$11.00	\$11.50
After 6 Months	\$10.15	\$10.65	\$11.15	\$11.65
After 12 Months	\$10.30	\$10.80	\$11.30	\$11.80
After 18 Months	\$10.45	\$10.95	\$11.45	\$11.95
After 24 Months	\$10.60	\$11.10	\$11.60	\$12.10
After 30 Months	\$10.75	\$11.25	\$11.75	\$12.25

Current
\$13.00
\$13.25
\$13.50
\$14.00
\$14.50
\$15.00
\$15.50
\$17.10

Progression	New CBA		
	10/23/22	2/18/24	2/16/25
1st Step	\$15.25	\$15.60	\$15.95
2nd Step	\$15.75	\$16.15	\$16.65
3rd Step (Top Rate)	\$16.25	\$16.75	\$17.40
Red Circled Rate	\$18.10	\$18.60	\$19.25

Wage Rules: Effective 10/23/22

*Employees at \$13.00 - \$14.00 will move to Step 1 (\$15.25)

*Employees at \$14.50 - \$15.00 will move to Step 2 (\$15.75)

*Employees at \$15.50 & \$17.10 will be red circled and move to (\$18.10). This step will be closed off from progression.

*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty-four (34+)** weekly hours over the company's next standard 12 month measurement period.

*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.

*Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.

*Employees who qualify for the 2nd step of pay will not fall below that step due to a decrease in hours.

*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.

*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.

Current
\$11.50
\$11.65
\$11.80
\$11.95
\$12.10
\$12.25

Progression	New CBA		
	10/23/22	2/18/24	2/16/25
Start	\$12.50	\$12.85	\$13.20
After 9 Months	\$13.00	\$13.35	\$13.70
After 18 Months	\$13.50	\$13.85	\$14.20

Wage Rules: Effective 10/23/22

*Employees at \$11.50 - 12.10 will move to \$12.50

*Employees at \$12.25 will move to \$13.00

PHARMACY TECHNICIANS

Pharmacy Clerk	2/27/2022
Start	\$12.00
After 6 Months	\$12.50
After 12 Months	\$13.00
After 24 Months	\$13.50
*After 36 Months	\$14.00
After 48 Months	\$14.50
After 60 Months	\$15.00
After 72 Months	\$17.10

*New Part Time Cap & Exp. Credit Cap
 Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

Current
\$12.00
\$12.50
\$13.00
\$13.50
\$14.00
\$14.50
\$15.00
\$17.10

New CBA - Standard Pharmacy Technician			
Progression	10/23/22	2/18/24	2/16/25
1st Step	\$16.00	\$16.50	\$16.85
2nd Step	\$17.75	\$18.25	\$18.65
3rd Step (Top Rate)	\$19.50	\$20.00	\$20.65

Wage Rules: Effective 10/23/22
 *Employees at \$12.00 - \$14.50 will move to Step 1 (\$16.00)
 *Employees at \$15.00 & \$17.10 will move to Step 2 (\$17.75)
 *Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty-four (34+)** weekly hours over the company's next standard 12 month measurement period.
 *Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.
 *Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.
 *The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.
 *Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.
 *Standard Techs at Step 1 or Step 2 who are promoted to Certified Tech will move to Step 1 of the Certified Tech scale.
 *Standard Techs at Step 3 who are promoted to Certified Tech will move to Step 3 of the Certified Tech scale.

Grandfathered Part-Time (Status 4) Associates at the Full Time Top Rate
 *Pharmacy Clerks hired prior to 9/24/2000
 For the classification mentioned above, these pharmacy employees will be grandfathered in the top rate (third step) of the pay scale until 12/31/2024. They will follow the annual increases during that timeframe. Effective 1/1/2025, these associates will be placed in the proper step of the pay scale based on the standard 12 month measurement period from 10/2023 - 9/2024. Movement between step 2 and step 3 will be based on the wage rules stated above.

Pharmacy Technician - Level 1	*Premium Included In Scales	2/27/2022
Start		\$12.50
After 6 Months		\$13.00
After 12 Months		\$13.50
After 24 Months		\$14.00
*After 36 Months		\$14.50
After 48 Months		\$15.00
After 60 Months		\$15.50
After 72 Months		\$17.60

*New Part Time Cap & Exp. Credit Cap
 Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

Current
\$12.50
\$13.00
\$13.50
\$14.00
\$14.50
\$15.00
\$15.50
\$17.60

New CBA - Standard Pharmacy Technician			
Progression	10/23/22	2/18/24	2/16/25
1st Step	\$16.00	\$16.50	\$16.85
2nd Step	\$17.75	\$18.25	\$18.65
3rd Step (Top Rate)	\$19.50	\$20.00	\$20.65

Wage Rules: Effective 10/23/22
 *Employees at \$12.50 - \$15.00 will move to Step 1 (\$16.00)
 *Employees at \$15.50 will move to Step 2 (\$17.75)
 *Employees at 17.60 will move to Step 3 (\$19.50)
 *Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty-four (34+)** weekly hours over the company's next standard 12 month measurement period.
 *Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.
 *Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.
 *The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.
 *Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.
 *Standard Techs at Step 1 or Step 2 who are promoted to Certified Tech will move to Step 1 of the Certified Tech scale.
 *Standard Techs at Step 3 who are promoted to Certified Tech will move to Step 3 of the Certified Tech scale.

Pharmacy Technician - Level 2		*Premium Included In Scales
		2/27/2022
Start		\$13.00
After 6 Months		\$13.50
After 12 Months		\$14.00
After 24 Months		\$14.50
*After 36 Months		\$15.00
After 48 Months		\$15.50
After 60 Months		\$16.00
After 72 Months		\$18.10

*New Part Time Cap & Exp. Credit Cap

Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

Current
\$13.00
\$13.50
\$14.00
\$14.50
\$15.00
\$15.50
\$16.00
\$18.10

New CBA - Standard Pharmacy Technician			
Progression	10/23/22	2/18/24	2/16/25
1st Step	\$16.00	\$16.50	\$16.85
2nd Step	\$17.75	\$18.25	\$18.65
3rd Step (Top Rate)	\$19.50	\$20.00	\$20.65

Wage Rules: Effective 10/23/22

*Employees at \$13.00 - \$15.50 will move to Step 1 (\$16.00)

*Employees at \$16.00 & \$18.10 will move to Step 3 (\$19.50)

*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty-four (34+)** weekly hours over the company's next standard 12 month measurement period.

*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.

*Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.

*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.

*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.

*Standard Techs at Step 1 or Step 2 who are promoted to Certified Tech will move to Step 1 of the Certified Tech scale.

*Standard Techs at Step 3 who are promoted to Certified Tech will move to Step 3 of the Certified Tech scale.

Pharmacy Technician - Level 3		*Premium Included In Scales
		2/27/2022
Start		\$13.75
After 6 Months		\$14.25
After 12 Months		\$14.75
After 24 Months		\$15.25
*After 36 Months		\$15.75
After 48 Months		\$16.25
After 60 Months		\$16.75
After 72 Months		\$18.85

*New Part Time Cap & Exp. Credit Cap

Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

Current
\$13.75
\$14.25
\$14.75
\$15.25
\$15.75
\$16.25
\$16.75
\$18.85

New CBA - Standard Pharmacy Technician			
Progression	10/23/22	2/18/24	2/16/25
1st Step	\$16.00	\$16.50	\$16.85
2nd Step	\$17.75	\$18.25	\$18.65
3rd Step (Top Rate)	\$19.50	\$20.00	\$20.65

Wage Rules: Effective 10/23/22

*Employees at \$13.75 - \$15.25 will move to Step 1 (\$16.00)

*Employees at \$15.75 & \$16.25 will move to Step 2 (\$17.75)

*Employees at \$16.75 & \$18.85 will move to Step 3 (\$19.50)

*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty-four (34+)** weekly hours over the company's next standard 12 month measurement period.

*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.

*Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.

*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.

*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.

*Standard Techs at Step 1 or Step 2 who are promoted to Certified Tech will move to Step 1 of the Certified Tech scale.

*Standard Techs at Step 3 who are promoted to Certified Tech will move to Step 3 of the Certified Tech scale.

Certified Pharmacy Technician - Level 1		*Premium Included In Scales
		2/27/2022
Start		\$13.25
After 6 Months		\$13.75
After 12 Months		\$14.25
After 24 Months		\$14.75
*After 36 Months		\$15.25
After 48 Months		\$15.75
After 60 Months		\$16.25
After 72 Months		\$18.35

*New Part Time Cap & Exp. Credit Cap

Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

Certified Pharmacy Technician - Level 2		*Premium Included In Scales
		2/27/2022
Start		\$13.75
After 6 Months		\$14.25
After 12 Months		\$14.75
After 24 Months		\$15.25
*After 36 Months		\$15.75
After 48 Months		\$16.25
After 60 Months		\$16.75
After 72 Months		\$18.85

*New Part Time Cap & Exp. Credit Cap

Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

Current
\$13.25
\$13.75
\$14.25
\$14.75
\$15.25
\$15.75
\$16.25
\$18.35

Current
\$13.75
\$14.25
\$14.75
\$15.25
\$15.75
\$16.25
\$16.75
\$18.85

New CBA - Certified Pharmacy Technician - PTCB Required			
Progression	10/23/22	2/18/24	2/16/25
1st Step	\$19.00	\$19.30	\$19.65
2nd Step	\$19.60	\$20.00	\$20.45
3rd Step (Top Rate)	\$20.25	\$20.75	\$21.40

Wage Rules: Effective 10/23/22

*Employees at \$13.25 - \$18.35 will move to Step 1 (\$19.00)

*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty-four (34+)** weekly hours over the company's next standard 12 month measurement period.

*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.

*Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.

*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.

*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.

*Certified Techs at Step 1 or Step 2 who are promoted to Sr. Certified Tech will move to Step 1 of the Sr. Certified Tech scale.

*Certified Techs at Step 3 who are promoted to Sr. Certified Tech will move to Step 2 of the Sr. Certified Tech scale.

New CBA - Certified Pharmacy Technician - PTCB Required			
Progression	10/23/22	2/18/24	2/16/25
1st Step	\$19.00	\$19.30	\$19.65
2nd Step	\$19.60	\$20.00	\$20.45
3rd Step (Top Rate)	\$20.25	\$20.75	\$21.40

Wage Rules: Effective 10/23/22

*Employees at \$13.75 - \$16.25 will move to Step 1 (\$19.00)

*Employees at \$16.75 & \$18.85 will move to Step 2 (\$19.60)

*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty-four (34+)** weekly hours over the company's next standard 12 month measurement period.

*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.

*Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.

*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.

*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.

*Certified Techs at Step 1 or Step 2 who are promoted to Sr. Certified Tech will move to Step 1 of the Sr. Certified Tech scale.

*Certified Techs at Step 3 who are promoted to Sr. Certified Tech will move to Step 2 of the Sr. Certified Tech scale.

Certified Pharmacy Technician - Level 3		*Premium Included In Scales
		2/27/2022
	Start	\$14.50
	After 6 Months	\$15.00
	After 12 Months	\$15.50
	After 24 Months	\$16.00
	*After 36 Months	\$16.50
	After 48 Months	\$17.00
	After 60 Months	\$17.50
	After 72 Months	\$19.60

*New Part Time Cap & Exp. Credit Cap

Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

Sr. Certified Technician - New Position

Associate must be nationally certified (PTCB) and also complete the required state training to take on additional tasks, e.g., taking prescription orders over the phone, providing immunizations, etc.

Current
\$14.50
\$15.00
\$15.50
\$16.00
\$16.50
\$17.00
\$17.50
\$19.60

New CBA - Certified Pharmacy Technician - PTCB Required			
Progression	10/23/22	2/18/24	2/16/25
1st Step	\$19.00	\$19.30	\$19.65
2nd Step	\$19.60	\$20.00	\$20.45
3rd Step (Top Rate)	\$20.25	\$20.75	\$21.40

Wage Rules: Effective 10/23/22

*Employees at \$14.50 - \$17.00 will move to Step 1 (\$19.00)

*Employees at \$17.50 & \$19.60 will move to Step 3 (\$20.25)

*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty-four (34+)** weekly hours over the company's next standard 12 month measurement period.

*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.

*Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.

*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.

*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.

*Certified Techs at Step 1 or Step 2 who are promoted to Sr. Certified Tech will move to Step 1 of the Sr. Certified Tech scale.

*Certified Techs at Step 3 who are promoted to Sr. Certified Tech will move to Step 2 of the Sr. Certified Tech scale.

New CBA - Sr. Certified Pharmacy Technician - PTCB Required			
Progression	10/23/22	2/18/24	2/16/25
1st Step	\$20.15	\$20.65	\$21.15
2nd Step	\$20.85	\$21.35	\$21.85
3rd Step (Top Rate)	\$21.60	\$22.10	\$22.75

Wage Rules: Effective 10/23/22

*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty-four (34+)** weekly hours over the company's next standard 12 month measurement period.

*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.

*Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.

*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.

*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.

*Sr. Certified Techs at Step 1 or Step 2 who are promoted to Certified Lead Tech will move to Step 1 of the Certified Lead Tech scale.

*Sr. Certified Techs at Step 3 who are promoted to Certified Lead Tech will move to Step 2 of the Lead Tech scale.

Certified Lead Pharmacy Technician	*Premium Included In Scales
	2/27/2022
Start	\$15.50
After 6 Months	\$16.00
After 12 Months	\$16.50
After 24 Months	\$17.00
*After 36 Months	\$17.50
After 48 Months	\$18.00
After 60 Months	\$18.50
After 72 Months	\$20.60

*New Part Time Cap & Exp. Credit Cap

Note: When an employee qualifies for full time status, the part time cap will no longer apply. Employees will need to progress through each step of the full time progression (starting at their rate at which the promotion occurs) before reaching the full time top rate.

Current
\$15.50
\$16.00
\$16.50
\$17.00
\$17.50
\$18.00
\$18.50
\$20.60

New CBA - Certified Lead Pharmacy Technician - PTCB Required			
Progression	10/23/22	2/18/24	2/16/25
1st Step	\$21.65	\$22.15	\$22.65
2nd Step	\$22.35	\$22.85	\$23.35
3rd Step (Top Rate)	\$23.10	\$23.60	\$24.25

Wage Rules: Effective 10/23/22

*Employees at \$15.50 - \$18.50 will move to Step 1 (\$21.65)

*Employees at \$20.60 will move to Step 2 (\$22.35)

*Employees that move to the 1st step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. New hires will be placed on the 1st step of the scale and will be subject to a twelve (12) month waiting period, starting with their date of hire. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 2nd step of the scale if they average **thirty-four (34+)** weekly hours over the company's next standard 12 month measurement period.

*Employees that move to the 2nd step of the scale will be subject to a twelve (12) month waiting period, starting with the wage implementation date. Upon completion of the twelve (12) month waiting period, employees will have the ability to progress to the 3rd step of the scale if they average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period.

*Employees at the 3rd step (top rate) who fail to average **thirty-six (36+)** weekly hours over the company's standard 12 month measurement period will fall back to 2nd step in the pay scale, but have the ability to requalify for the top rate if they average **thirty-six (36+)** hours in a subsequent year.

*The Company's standard measurement period (generally the first week of October through last week of September) will be used to determine movement between wage steps, which will be effective January 1st of the following year.

*Associates will first become eligible to move between steps on 1/1/2024, based on the standard measurement period that spans from 10/2022 - 9/2023.