

West Virginia Last, Best, and Final Offer Clerk Wage Flyer



Full-Time and Part-Time Clerks and Morgantown Clerks

Current Hourly Rate	Proposed 3-Step Progression				
			2024	2025	2026
\$11.00	→ Step 1	<36 hrs	\$13.00	\$13.45	\$13.90
\$12.20					
\$12.75					
\$13.40	→ Step 2	36-38 hrs	\$14.25	\$14.70	\$15.20
\$15.00	→ Step 3	38+ hrs	\$15.50	\$16.00	\$16.50

Full-Time Red Circled Clerks and Courtesy Clerks

	Current		Proposed		
			2024	2025	2026
Red Circled Clerks	\$16.16	→	\$17.16	\$17.66	\$18.16
Courtesy Clerks	\$9.75	→	\$11.30	\$11.70	\$12.10

Department Heads and Leads

	Current		Proposed		
			2024	2025	2026
Head Meat Cutter	\$20.32	→	\$21.32	\$21.82	\$22.32
Department Heads	\$19.63	→	\$20.63	\$21.13	\$21.63
Head Dairy Clerk	\$18.90	→	\$19.90	\$20.40	\$20.90
Head Night Stock	\$18.55	→	\$19.55	\$20.05	\$20.55
Head Frozen Food	\$18.55	→	\$19.55	\$20.05	\$20.55
Customer Service Asst. Department Head	\$18.15	→	\$19.15	\$19.65	\$20.15
Red Circled Clerks	\$17.05	→	\$17.16 + \$1,900 LS*	\$17.66	\$18.16

*Lump Sum

Proposed Premiums

Department Head

Customer Service, Customer Service Back-Up*, Deli, Grocery, Dairy, Frozen, Head Meat Cutter, Night Stock, Non-Foods, Produce

Weekly Store Sales Excluding Fuel	Hourly
\$0 - \$500,000	\$0.20
\$500,001 - \$700,000	\$0.50
\$700,001+	\$1.00

*Customer Service Back-Up is a classified back-up position with its own payrate. They will be eligible for the same premiums (based on sales volume) as the department heads.

Lead Clerk B

Cheese Shop Lead, DSD Lead, Pick-Up Lead, Floral Lead, Fuel Lead, Liquor Lead*, Nutrition Lead, Seafood Lead

Weekly Store Sales Excluding Fuel	Hourly
\$0 - \$500,000	\$0.50
\$500,001 - \$700,000	\$0.70
\$700,001+	\$0.90

*Lead Liquor position will be appointed for select locations at the Employer's discretion.

Note: Current leads and any future promotions to the lead position shall be placed no lower than Step 2 on the new wage schedule - effective 2/25/24.

Department Back-Up

Dairy, Deli, Frozen Food, Grocery, Meat Cutter, Non-Foods, Produce

Weekly Store Sales Excluding Fuel	Hourly
\$0 - \$500,000	\$0.75
\$500,001 - \$700,000	\$1.00
\$700,001+	\$1.50

Note: Current back-ups and any future promotions to the back-up position shall be placed no lower than Step 3 on the new wage schedule - effective 2/25/24.

Lead Clerk A

File Maintenance Lead, Starbucks Lead

Weekly Store Sales Excluding Fuel	Hourly
\$0 - \$500,000	\$0.75
\$500,001 - \$700,000	\$0.85
\$700,001+	\$0.95

Note: Current leads and any future promotions to the lead position shall be placed no lower than Step 2 on the new wage schedule - effective 2/25/24.

Proposed 3-Step Progression Rules

- Associates must remain at each Step for 12 months
- Step 1: Requires 36+ hrs/wk average for 12 months to progress to Step 2
- Step 2: Requires 38 hrs/wk average for 12 months to progress to Step 3
 - Associates will not drop below Step 2 due to average hours
- Step 3: Requires 38 hrs/wk average for 12 months to remain in Step 3
 - Associates in Step 3 who average < 38 hours will move to Step 2
 - Associates will not drop below Step 2 due to average hours

Proposed 12-Month Measurement Period

- The Company's standard measurement period (generally the first week of October through the last week of September) will be used to determine movement between wage steps, which will be effective January 1 of the following year.
- Associates will first become eligible to move between steps on 1/1/2026, based on the standard measurement period that spans from 10/2024 - 9/2025.

Proposed Premiums No Sales Requirement

Position	Hourly
Meat Cutter	\$1.00
Night Premium	\$2.00

This document is meant to summarize the wage offer as included the Last, Best, and Final Offer presented to UFCW Local 400 on February 24, 2024. To the extent that there may be any discrepancies between what is included in this summary and the company's offer, the company's offer prevails.

West Virginia Last, Best, and Final Offer

Clerk 3-Step Progression Scenarios



Proposed 3-Step Wage Progression Scale

	Average Weekly Hours	2024	2025	2026
1 st Step	< 36 hrs	\$13.00	\$13.45	\$13.90
2 nd Step	36 - 38 hrs	\$14.25	\$14.70	\$15.20
3 rd Step	38+ hrs	\$15.50	\$16.00	\$16.50

EXAMPLE 1 – Associate starts at Step 1 and meets the average hours requirement to move to Step 2 and then to Step 3.

Start at Step 1 2/25/24 \$13.00	Contractual Increase 2/23/25 \$13.45	Move to Step 2 1/1/26 \$14.70	Contractual Increase 2/22/26 \$15.20	Move to Step 3 1/1/27 \$16.50
Associate averages <u>36+</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

EXAMPLE 2 – Associate starts at Step 2 and meets the average hours requirement to move to Step 3.

Start at Step 2 2/25/24 \$14.25	Contractual Increase 2/23/25 \$14.70	Move to Step 3 1/1/26 \$16.00	Contractual Increase 2/22/26 \$16.50	Stay at Step 3 1/1/27 \$16.50
Associate averages <u>38+</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

EXAMPLE 3 – Associate starts at Step 3 and meets the average hours requirement to remain at Step 3.

Start at Step 3 2/25/24 \$15.50	Contractual Increase 2/23/25 \$16.00	Stay at Step 3 1/1/26 \$16.00	Contractual Increase 2/22/26 \$16.50	Stay at Step 3 1/1/27 \$16.50
Associate averages <u>38+</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

EXAMPLE 4 – Associate starts at Step 1 and meets the average hours requirement to move to Step 2.

Start at Step 1 2/25/24 \$13.00	Contractual Increase 2/23/25 \$13.45	Stay at Step 1 1/1/26 \$13.45	Contractual Increase 2/22/26 \$13.90	Move to Step 2 1/1/27 \$15.20
Associate averages less than <u>36</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>36+</u> hrs Measurement period 10/1/25 - 9/30/26.	

EXAMPLE 5 – Associate starts at Step 2 and meets the average hours requirement to move to Step 3.

Start at Step 2 2/25/24 \$14.25	Contractual Increase 2/23/25 \$14.70	Stay at Step 2 1/1/26 \$14.70	Contractual Increase 2/22/26 \$15.20	Move to Step 3 1/1/27 \$16.50
Associate averages less than <u>38</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

EXAMPLE 6 – Associate starts at Step 3 and does not meet the average hours requirement and falls back to Step 2 before meeting the hours requirement to move to Step 3.

Start at Step 3 2/25/24 \$15.50	Contractual Increase 2/23/25 \$16.00	Move to Step 2 1/1/26 \$14.70	Contractual Increase 2/22/26 \$15.20	Move to Step 3 1/1/27 \$16.50
Associate averages less than <u>38</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	