

**WAGE CHART EFFECTIVE OCTOBER 7, 2007
ZONE A**

JOB CODE	STEP IN GRADE	DESCRIPTION	CURRENT RATE	October 7, 2007 RATE	October 5, 2008 RATE	October 4, 2009 RATE	October 3, 2010 RATE
		MEAT CLASSIFICATIONS					
		JOURNEYMAN MEAT CUTTER	18.46-20.47	20.470	20.870	21.220	21.570
		APPRENTICE MEAT CUTTERS					
	STEP						
	6	1040	17.36-18.45	18.950	19.300	19.650	20.050
	5	1040	16.61-17.35	17.850	18.350	18.850	19.300
	4	1040	16.11-16.60	17.100	17.600	18.100	18.600
	3	1040	15.66-16.10	16.600	17.200	17.800	18.400
	2	1040	15.16-15.65	16.150	16.800	17.450	18.100
	1	1040	FT <= 15.15	15.650	16.300	16.950	17.600
		MEAT CLERKS					
	STEP						
		EXPERIENCED	12.86-15.53	15.530	15.530	15.530	16.130
	10	1040	11.81-12.85	13.350	13.900	14.450	15.050
	9	1040	11.31-11.80	12.300	12.800	13.400	14.000
	8	1040	10.86-11.30	11.800	12.100	12.400	12.950
	7	1040	10.31-10.85	11.350	11.650	11.950	12.250
	6	1040	9.91-10.30	10.800	11.050	11.300	11.600
	5	1040	9.61-9.90	10.400	10.650	10.900	11.250
	4	1040	9.31-9.60	10.100	10.350	10.600	10.850
	3	1040	9.01-9.30	9.800	10.050	10.300	10.550
	2	1040	8.71-9.00	9.500	9.750	10.000	10.250
	1	1040	<= 8.70	9.200	9.450	9.700	9.950
		*Hired prior to 11/2/79	17.678	17.678	17.678	17.678	17.678
		**Hired after 11/2/79 but prior to 12/12/85	15.261	15.530	15.530	15.530	16.130

*\$17.68 Anyone over scale will get the requisite wage increase bonus valued at the rate of that year in their specific classification
 ** 15.261 with difference residual in bonus

NOTE: All transition -- then hours go to zero on 10/7/07
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 See Bonus Language Criteria in Contract
 In San Francisco "Living Wage" will apply

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JOB CODE	STEP IN GRADE	DESCRIPTION	CURRENT RATE	October 7, 2007 RATE	October 5, 2008 RATE	October 4, 2009 RATE	October 3, 2010 RATE
NATIONALLY CERTIFIED TECHNICIAN							
	STEP						
		SENIOR TECH	16.13-17.70	17.700	18.100	18.450	18.800
	6	1040	15.57-16.12	16.620	16.970	17.320	17.720
	5	1040	15.29-15.56	16.060	16.310	16.560	16.860
	4	1040	14.99-15.28	15.780	16.030	16.280	16.580
	3	1040	14.74-14.98	15.480	15.730	15.980	16.230
	2	1040	14.41-14.73	15.230	15.480	15.730	15.980
	1	1040	<= 14.40	14.900	15.150	15.400	15.650
NON-NATIONALLY CERTIFIED TECHNICIAN							
	STEP						
		SENIOR TECH	14.13-15.70	15.700	16.100	16.450	16.800
	6	1040	13.57-14.12	14.620	14.970	15.320	15.720
	5	1040	13.29-13.56	14.060	14.310	14.560	14.860
	4	1040	12.99-13.28	13.780	14.030	14.280	14.580
	3	1040	12.74-12.98	13.480	13.730	13.980	14.230
	2	1040	12.41-12.73	13.230	13.480	13.730	13.980
	1	1040	<= 12.40	12.900	13.150	13.400	13.650

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JOB CODE	STEP IN GRADE	DESCRIPTION	CURRENT RATE	October 7, 2007 RATE	October 5, 2008 RATE	October 4, 2009 RATE	October 3, 2010 RATE
		FUEL STATION CLERKS					
	STEP						
		EXPERIENCED	11.10-12.15	12.150	12.400	12.650	12.900
	6	1040	10.51-11.00	11.350	11.600	11.850	12.100
	5	1040	10.01-10.50	10.850	11.100	11.350	11.600
	4	1040	9.51-10.00	10.350	10.600	10.850	11.100
	3	1040	9.01-9.50	9.850	10.100	10.350	10.600
	2	1040	8.71-9.00	9.350	9.600	9.850	10.100
	1	1040	<= 8.70	9.050	9.300	9.550	9.800

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JOB CODE	STEP IN GRADE	DESCRIPTION	CURRENT RATE	October 7, 2007 RATE	October 5, 2008 RATE	October 4, 2009 RATE	October 3, 2010 RATE
		JANITORIAL TRAINERS					
	STEP						
		EXPERIENCED	15.61-17.10	17.100	17.500	17.900	18.300
	6	1040	15.11-15.60	16.100	16.500	16.900	17.300
	5	1040	14.61-15.10	15.600	16.000	16.400	16.800
	4	1040	14.11-14.60	15.100	15.500	15.900	16.300
	3	1040	13.86-14.10	14.600	15.000	15.400	15.800
	2	1040	13.61-13.85	14.350	14.750	15.150	15.550
	1	1040	< = 13.60	14.100	14.500	14.900	15.300

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**WAGE CHART EFFECTIVE OCTOBER 7, 2007
ZONE B**

JOB CODE	STEP IN GRADE	DESCRIPTION	CURRENT RATE	October 7, 2007 RATE	April 6, 2008 RATE	October 5, 2008 RATE	April 5, 2009 RATE	October 4, 2009 RATE	October 3, 2010 RATE
		DEPARTMENT HEADS							
		MEAT DEPARTMENT W/5	<= 20.970	21.670	21.670	22.070	22.070	22.420	22.770
		HEAD MEAT CUTTER	<= 20.720	21.670	21.670	22.070	22.070	22.420	22.770
		SENIOR HEAD/SENIOR PRODUCE	<= 19.530	20.530	20.970	21.410	21.850	22.290	22.770
		COMBO BAKERY/DELI MGR	<= 19.030	20.030	20.570	21.110	21.650	22.190	22.770
		BAKERY MANAGER	<= 18.230	18.930	18.930	19.330	19.330	19.680	20.030
		SERVICE DELI MANAGER	<= 18.230	18.930	18.930	19.330	19.330	19.680	20.030
		ESPRESSO/COFFEE BAR MGR	<= 13.980	14.680	14.680	15.280	15.280	15.880	16.480

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JOB CODE	STEP IN GRADE	DESCRIPTION	CURRENT RATE	October 7, 2007 RATE	October 5, 2008 RATE	October 4, 2009 RATE	October 3, 2010 RATE
HEAD CLERKS							
		HEAD CLERKS	< = 19.410	20.110	20.510	20.860	21.210
SENIOR CLERKS							
	STEP	(Grocery, Grocery Deli, Produce/Floral)					
		EXPERIENCED	17.86-19.73	19.730	20.130	20.480	20.830
	6	1040	16.86-17.85	18.350	18.750	19.150	19.550
	5	1040	16.11-16.85	17.350	17.850	18.350	18.800
	4	1040	15.36-16.10	16.600	17.100	17.600	18.100
	3	1040	14.66-15.35	15.850	16.450	17.050	17.650
	2	1040	14.16-14.65	15.150	15.800	16.450	17.100
	1	1040	FT < = 14.15	14.650	15.300	15.950	16.600
FOOD/PRODUCE CLERKS							
	STEP	(Grocery, GM, Grocery Deli, Produce/Floral) (Meat Deli Cheese, Liquor)					
		EXPERIENCED	12.86-14.33	14.330	14.930	15.530	16.130
	10	1040	11.81-12.85	13.350	13.900	14.450	15.050
	9	1040	11.31-11.80	12.300	12.800	13.400	14.000
	8	1040	10.86-11.30	11.800	12.100	12.400	12.950
	7	1040	10.31-10.85	11.350	11.650	11.950	12.250
	6	1040	9.91-10.30	10.800	11.050	11.300	11.600
	5	1040	9.61-9.90	10.400	10.650	10.900	11.250
	4	1040	9.31-9.60	10.100	10.350	10.600	10.850
	3	1040	9.01-9.30	9.800	10.050	10.300	10.550
	2	1040	8.71-9.00	9.500	9.750	10.000	10.250
	1	1040	< = 8.70	9.200	9.450	9.700	9.950
CLERKS							
	STEP	(Bakery/Deli, Meat Clerks, Meat Deli) (Janitorial, Coffee Bar, RX Clerk)					
		EXPERIENCED	12.86-14.33	14.330	14.930	15.530	16.130
	10	1040	11.81-12.85	13.350	13.900	14.450	15.050
	9	1040	11.31-11.80	12.300	12.800	13.400	14.000
	8	1040	10.86-11.30	11.800	12.100	12.400	12.950
	7	1040	10.31-10.85	11.350	11.650	11.950	12.250
	6	1040	9.91-10.30	10.800	11.050	11.300	11.600
	5	1040	9.61-9.90	10.400	10.650	10.900	11.250
	4	1040	9.31-9.60	10.100	10.350	10.600	10.850
	3	1040	9.01-9.30	9.800	10.050	10.300	10.550
	2	1040	8.71-9.00	9.500	9.750	10.000	10.250
	1	1040	< = 8.70	9.200	9.450	9.700	9.950
SERVICE SPECIALIST							
		EXPERIENCED	8.06-8.60	8.600	8.800	9.100	9.300
	1	1040	< = 8.05	8.350	8.550	8.750	8.950

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MEAT CLASSIFICATIONS							
		JOURNEYMAN MEAT CUTTER	18.46-20.17	20.170	20.570	20.920	21.270
APPRENTICE MEAT CUTTERS							
	STEP						
	6	1040	17.36-18.45	18.950	19.300	19.650	20.050
	5	1040	16.61-17.35	17.850	18.350	18.850	19.300
	4	1040	16.11-16.60	17.100	17.600	18.100	18.600
	3	1040	15.66-16.10	16.600	17.200	17.800	18.400
	2	1040	15.16-15.65	16.150	16.800	17.450	18.100
	1	1040	FT <= 15.15	15.650	16.300	16.950	17.600
MEAT CLERKS							
	STEP	Note Transition Meat Clerks to Food Sch II					
		EXPERIENCED	12.86-14.33	14.330	14.930	15.530	16.130
	10	1040	11.81-12.85	13.350	13.900	14.450	15.050
	9	1040	11.31-11.80	12.300	12.800	13.400	14.000
	8	1040	10.86-11.30	11.800	12.100	12.400	12.950
	7	1040	10.31-10.85	11.350	11.650	11.950	12.250
	6	1040	9.91-10.30	10.800	11.050	11.300	11.600
	5	1040	9.61-9.90	10.400	10.650	10.900	11.250
	4	1040	9.31-9.60	10.100	10.350	10.600	10.850
	3	1040	9.01-9.30	9.800	10.050	10.300	10.550
	2	1040	8.71-9.00	9.500	9.750	10.000	10.250
	1	1040	<= 8.70	9.200	9.450	9.700	9.950
		*Hired prior to 1/12/80	17.200	17.200	17.200	17.200	17.200
		**Hired after 1/12/80 but prior to 2/15/86 and before 3/14/05	14.740	15.530	15.530	15.530	16.130

*\$17.20 Anyone over scale will get the requisite wage increase bonus valued at the rate of that year in their specific classification
 ** 14.740 with difference residual in bonus

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NATIONALLY CERTIFIED TECHNICIAN							
	STEP						
		SENIOR TECH	16.13-17.70	17.700	18.100	18.450	18.800
	6	1040	15.57-16.12	16.620	16.970	17.320	17.720
	5	1040	15.29-15.56	16.060	16.310	16.560	16.860
	4	1040	14.99-15.28	15.780	16.030	16.280	16.580
	3	1040	14.74-14.98	15.480	15.730	15.980	16.230
	2	1040	14.41-14.73	15.230	15.480	15.730	15.980
	1	1040	< = 14.40	14.900	15.150	15.400	15.650
NON-NATIONALLY CERTIFIED TECHNICIAN							
	STEP						
		SENIOR TECH	14.13-15.70	15.700	16.100	16.450	16.800
	6	1040	13.57-14.12	14.620	14.970	15.320	15.720
	5	1040	13.29-13.56	14.060	14.310	14.560	14.860
	4	1040	12.99-13.28	13.780	14.030	14.280	14.580
	3	1040	12.74-12.98	13.480	13.730	13.980	14.230
	2	1040	12.41-12.73	13.230	13.480	13.730	13.980
	1	1040	< = 12.40	12.900	13.150	13.400	13.650

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JOB CODE	STEP IN GRADE	DESCRIPTION	CURRENT RATE	October 7, 2007 RATE	October 5, 2008 RATE	October 4, 2009 RATE	October 3, 2010 RATE
		FUEL STATION CLERKS					
	STEP						
		EXPERIENCED	10.71-11.85	11.850	12.100	12.350	12.600
	6	1040	10.21-10.70	11.050	11.300	11.550	11.800
	5	1040	9.71-10.20	10.550	10.800	11.050	11.300
	4	1040	9.21-9.70	10.050	10.300	10.550	10.800
	3	1040	8.71-9.20	9.550	9.800	10.050	10.300
	2	1040	8.31-8.70	9.050	9.300	9.550	9.800
	1	1040	<= 8.30	8.650	8.900	9.150	9.400

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JOB CODE	STEP IN GRADE	DESCRIPTION	CURRENT RATE	October 7, 2007 RATE	October 5, 2008 RATE	October 4, 2009 RATE	October 3, 2010 RATE
		JANITORIAL TRAINERS					
	STEP						
		EXPERIENCED	15.61-17.10	17.100	17.500	17.900	18.300
	6	1040	15.11-15.60	16.100	16.500	16.900	17.300
	5	1040	14.61-15.10	15.600	16.000	16.400	16.800
	4	1040	14.11-14.60	15.100	15.500	15.900	16.300
	3	1040	13.86-14.10	14.600	15.000	15.400	15.800
	2	1040	13.61-13.85	14.350	14.750	15.150	15.550
	1	1040	<= 13.60	14.100	14.500	14.900	15.300

NOTE: All transition -- then hours go to zero on 10/7/07
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