

ARTICLE 9 - WAGES
METRO STORES -
UFCW Locals 1550, 1540 and 1453

9.1. Minimum wage rates shall be as follows:

	Effective 11/13/85 Per Hour	Effective 10/5/86 Per Hour	Effective 10/4/87 Per Hour
DEPARTMENT HEADS:			
Assistant Manager	\$12.26	\$12.60	\$12.75
Produce Manager	12.10	12.45	12.60
Cashier-Bookkeeper	11.35	11.70	11.85
Dairy/Frozen Food Dept. Head	11.15	11.50	11.65
General Merchandise Dept. Head	11.15	11.50	11.65
Bakery/Deli Dept. Head	9.45	9.80	9.95

REGULAR CLERKS: (As defined in Article 7.4 [b])

Pay Level	Months	Effective 11/13/85	Effective 10/5/86	Effective 10/4/87
1	0- 3	\$ 4.25	\$ 4.35	\$ 4.35
2	4- 6	4.45	4.50	4.55
3	7- 9	4.80	4.90	5.00
4	10-12	5.35	5.45	5.55
5	13-15	5.75	5.90	6.05
6	16-18	6.20	6.35	6.50
7	19-24 (P.T. Cap)	6.70	6.90	7.10
8	25-30	7.25	7.45	7.65
9	31-36	7.70	7.90	8.10
10	*37-42	8.40	8.60	8.80
11	43-48	8.80	9.00	9.20
12	49-54	9.35	9.55	9.75
13	Over 54 (F.T. Cap)	9.85	10.10	10.35

***PRESENT CAP REMAINS**

1. Current clerks at pay levels 6, 7, 8 and 9 will progress to pay level 10. Current employees at the \$6.20 rate will slot into that rate and continue to progress regardless of their length of service.
2. Effective November 13, 1985 new hires and current employees at pay levels 1 through 5 shall progress in accordance with classification seniority through pay level 7 only, except as provided below:
 - a. Employees who reach pay level 7 and average 32 hours or more during months 22, 23 and 24 shall progress in accordance with classification seniority through pay level 13.
 - b. Employees capped at pay level 7 with more than 24 months classification seniority, who average 32 hours or more during any three month calendar period shall, beginning with the first pay period of the fourth month, progress in accordance with seniority classification through pay level 13.
 - c. (1) Employees who progress beyond pay level 7 because of the provisions of (a) or (b) above, will become frozen in their then present pay level on the first pay period of the fourth month if they average less than 32 hours per week during any preceding three calendar month period.
 (2) Any employee frozen in accordance with provisions of (c) (1) shall again progress through pay level 13 if and when that employee again meets the requirements of (b) above.
 - d. Current employees at pay levels 6 through 12 shall be entitled to progress to pay level 13 pursuant to 9.1 B (2) a, b and c above.
3. Current regular clerks working in the 0 - 6 month bracket, upon completing six (6) months of employment will progress to the new pay level 4 bracket and progress every six (6) months thereafter.

See Reverse Side

GENERAL MERCHANDISE/BAKERY/DELI CLERKS:

	Effective 11/13/85 Per Hour	Effective 10/5/86 Per Hour	Effective 10/4/87 Per Hour
Hired prior to 8/5/79	\$9.05	\$9.20	\$9.35
Hired after 8/5/79			
0- 3 months	\$4.25	\$4.35	\$4.35
4- 6 months	4.40	4.55	4.55
7- 9 months	4.80	4.85	4.90
10-12 months	5.35	5.45	5.55
13-18 months	5.75	5.85	6.00
19-24 months	6.20	6.30	6.45
25-30 months	6.70	6.80	6.95
Over 30 months	7.25	7.45	7.65

1. Current clerks in the 25-30 month bracket shall progress to the \$8.05 rate (current 31-36 month rate). Current employees in the brackets will slot into the rates they presently enjoy and continue to progress based on service in their rate (irregardless of total length of service).
2. Current employees at the \$9.05 rate and current employees at the \$8.05 rate will receive a bonus of 20¢ per hour payable in January 1986 on hours paid for calendar year 1985 excluding pay for unused sick and personal days and any pay received under workman's compensation. Additionally, they receive 15¢ per hour effective October 5, 1986 and 15¢ per hour effective October 4, 1987.

UTILITY CLERKS: (As defined in Article 7.4 [c])

	Effective 11/13/85 Per Hour	Effective 10/5/86 Per Hour	Effective 10/4/87 Per Hour
CURRENT UTILITY CLERKS: (Hired prior to current contract and for life time of this contract)	\$4.70	\$5.05	\$5.25

**NEW HIRE AND
CURRENT UTILITY CLERKS:**
(Hired after ratification 1983)

0- 2 months	3.50	3.50	3.50
3- 6 months	3.75	3.85	3.90
7-12 months	4.00	4.10	4.20
Over 12 months	4.25	4.35	4.45