

Safeway proposal to Employees of 11-9-22

DEPARTMENT HEADS	Farm/Aztec							
	Current		Increase Amount	NOV 22 FSAR	Increase Amount	NOV 2023	Increase Amount	NOV 2024
Grocery/Front End Manager	\$17.45		\$1.00	\$18.45	\$0.80	\$19.25	\$0.80	\$20.05
Produce Manager	\$17.15		\$1.00	\$18.15	\$0.80	\$18.95	\$0.80	\$19.75
Head Clerk	\$16.75		\$1.00	\$17.75	\$0.80	\$18.55	\$0.80	\$19.35
Bakery Manager	\$16.38		\$1.00	\$17.38	\$0.80	\$18.18	\$0.80	\$18.98
Floral Manager	\$12.75		\$1.00	\$13.75	\$0.80	\$14.55	\$0.80	\$15.35
Head Baker	\$14.50		\$1.00	\$15.50	\$0.80	\$16.30	\$0.80	\$17.10
Fuel Lead Clerk	\$13.45		\$1.00	\$14.45	\$0.80	\$15.25	\$0.80	\$16.05
Fresh Cut Supervisor	\$13.75		\$1.00	\$14.75	\$0.80	\$15.55	\$0.80	\$16.35
Liquor Dept. Head	\$16.38		\$1.00	\$17.38	\$0.80	\$18.18	\$0.80	\$18.98
GM/Variety Manager	\$13.14		\$1.00	\$14.14	\$0.80	\$14.94	\$0.80	\$15.74
Drive-up & Go Supervisor	\$16.75		\$1.00	\$17.75	\$0.80	\$18.55	\$0.80	\$19.35

Want to see what Safeway is asking you to work for?

This was given to your committee on Nov 9, 2022

HIRED PRIOR TO 2/1/2004	Farm/Aztec							
	Current		Increase Amount	NOV 22 FSAR	Increase Amount	NOV 2023	Increase Amount	NOV 2024
Food Clerks	\$16.05		\$1.00	\$17.05	\$0.80	\$17.85	\$0.80	\$18.65
GM, Floral, Video and Customer Service	\$12.09							
Cake Decorators/App	\$13.84							
Bakery Clerks	\$12.46							

APC (Food, Non-Food, Deli/Bakery)	Farm/Aztec							
	Current		Increase Amount	NOV 22 FSAR	Increase Amount	NOV 2023	Increase Amount	NOV 2024
Step 1: 1040 hours worked	\$11.60		▶\$0.40	\$12.00	\$0.50	\$12.50	\$0.50	\$13.00
Step 2: 1040 hours worked	\$11.70		▶\$0.45	\$12.15	\$0.55	\$12.70	\$0.50	\$13.20
Step 3: 1040 hours worked	\$11.80		▶\$0.50	\$12.30	\$0.60	\$12.90	\$0.50	\$13.40
Step 4: 1200 hours worked	\$11.90		▶\$0.55	\$12.45	\$0.65	\$13.10	\$0.50	\$13.60
Step 5: 1200 hours worked	\$12.00		▶\$0.60	\$12.60	\$0.70	\$13.30	\$0.50	\$13.80
Step 6: 1200 hours worked	\$12.10		▶\$0.65	\$12.75	\$0.75	\$13.50	\$0.50	\$14.00

Nov 22

Nov 23

Nov 24

Step 7: 1200 hours worked	\$12.20		\$0.70	\$12.90	\$0.80	\$13.70	\$0.50	\$14.20
Step 8: 1200 hours worked	\$12.30		\$0.75	\$13.05	\$0.85	\$13.90	\$0.50	\$14.40
Thereafter	\$12.70		\$1.00	\$13.70	\$0.80	\$14.50	\$0.80	\$15.30

	Farm/Aztec						
	Current			FSAR		2023	2024
COURTESY CLERKS	\$11.50			MW		MW	MW
UTILITY CLERKS	\$11.75			MW + .25		MW + .25	MW + .25

Above scale employees will wait for underlying rate to catch up.

Note: Progression hours reset where increase is given (to the starting hours for the destination step)

Minimum Wage: The first step will be \$0.10 above minimum wage and every other step will be at least \$0.10 so that all steps are at least \$0.10 apart. No apprentice steps, however, may surpass the JP rates.