

NORTH BAY | SOUTH BAY | ALL MEAT POSITIONS (N.BAY, S.BAY & SAN FRANCISCO)

MOLLIE STONE'S MARKETS

LOCAL 5 RATES OF PAY AND APPRENTICE STEPS

PER 2021-2025 MOA

MOA Ratified 07.11.2022 | RATES EFFECTIVE 01.01.2023

CLASS - FOOD			RATE	HOURS REQUIRED	CLASS - MEAT			RATE	HOURS REQUIRED
COURTESY CLERKS No Night Premium SUNDAY IS PAID AT REGULAR RATE					<i>Next increases for Experienced (JN) and above:</i> 9/3/2023 @ \$1.50 12/1/2024 @ \$1.00				
CC		16.00							
FOOD CLERKS Cashiers, Stockers, Produce, Night Crew, Wine, Receiving, POS. Night Premium @ .65 per hour (10:00pm-6:00am) Night Premium @ .65 per hour (10:00pm-4:00am)* *Applicable to New Hires upon 2021-2025 ratification only.					MEAT CUTTERS Night Premium @ \$2.00 DAY (6PM-8AM)				
MANAGING CLERKS		26.57		HEAD MEAT CUTTER 27.67					
ACTING MANAGER		26.03		EXPERIENCED (JN) 26.17					
HEAD CLERK (HC)		25.91		7th 23.50 5721-6760					
EXPERIENCED (JN)		25.48		6th 20.65 4681-5720					
7th		23.50		5th 19.45 3641-4680					
6th		22.15		4th 18.25 2601-3640					
5th		21.15		3rd 17.50 1561-2600					
4th		20.65		2nd 17.10 521-1560					
3rd		20.05		1st 16.80 0-520					
2nd		19.45							
1st		18.25							
					NOTE: MEAT DEPARTMENT ONLY EXTRA WORKER'S PAY IS \$2.00 PER HOUR FOR ALL HOURS WORKED ABOVE THE STRAIGHT-TIME RATE FOR THE APPROPRIATE CLASSIFICATION.				
GMC CLERKS Deli, Bakery, Cheese, Vitamins, Housewares, Floral, Utility Clerks, Cut-Fruit Clerks.					MEAT CLERKS Night Premium @ .65 per hour (6PM-9AM)				
MANAGING CLERKS		21.75		EXPERIENCED (JN) 20.48					
HEAD CLERK (HC)		20.25		7th 20.00 5721-6760					
EXPERIENCED (JN)		19.85		6th 19.50 4681-5720					
7th		19.50		5th 18.50 3641-4680					
6th		19.00		4th 17.93 2601-3640					
5th		18.50		3rd 17.50 1561-2600					
4th		18.00		2nd 17.10 521-1560					
3rd		17.50		1st 16.80 0-520					
2nd		17.25							
1st		16.80							
Minimum Wage Effective 01.01.2023: California San Bruno Marin \$15.50 Burlingame \$16.47 San Mateo City \$16.75 Palo Alto \$17.25									
Minimum Wage Effective 07.01.2022: San Francisco \$16.99									
MIN WAGE (MEAT only): If a minimum wage law increases an employee's wage rate above their current progression step, the employee will be advanced \$.25 above the minimum wage and work 1040 hours before advancing through the remaining progression steps.									
(FOOD and MEAT- LOCAL 5): No employee will be paid less than \$.25 above the minimum wage.									
Highlighted apprentice steps are affected by BURLINGAME Min. Wage Ordinance (\$16.47+.25=16.72)									
Highlighted apprentice steps are affected by the CITY OF SAN MATEO Min. Wage Ordinance (\$16.75+.25=\$17.00)									
Highlighted apprentice steps are affected by SAN FRANCISCO Min. Wage Ordinance (\$16.99+.25=17.24)									
Highlighted apprentice steps are affected by PALO ALTO Min. Wage Ordinance (\$17.25+.25=\$17.50)									