

SAN FRANCISCO | (EXCLUDES ANY MEAT POSITIONS: SEE LOCAL 5)

MOLLIE STONE'S MARKETS - SF STORES ONLY

SAN FRANCISCO STORES - LOCAL 648 & LOCAL 5 RATES OF PAY AND APPRENTICE STEPS  
PER 2021-2025 MOA

| CLASS - FOOD  |       |           | CLASS - MEAT  |       |           |
|---|-------|-----------|---|-------|-----------|
| RATE  |       |           | RATE  |       |           |
| HOURS REQUIRED  |       |           | HOURS REQUIRED  |       |           |
| LOCAL 648   |       |           | LOCAL 5   |       |           |
| MOA Ratified 08/05/2022   |       |           | MOA Ratified 07/11/2022   |       |           |
| <b>COURTESY CLERKS</b><br>No Night Premium<br>SUNDAY IS PAID AT REGULAR RATE  |       |           | <i>Next increases for Experienced JN and above:</i><br><br>9/3/2023 @ \$1.50<br>12/1/2024 @ \$1.00  |       |           |
| CC  | 17.10 |           |   |       |           |
| <b>FOOD CLERKS</b><br>Cashiers, Stockers, Produce, Night Crew, Wine, Receiving, POS.<br>Night Premium @ .65 per hour (10:00pm-6:00am)<br>Night Premium @ .65 per hour (10:00pm-4:00am)*<br>*Applicable to New Hires upon 2021-2025 ratification only. |       |           | <b>MEAT CUTTERS</b><br>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 | 5721-6760 | 5th   | 19.45 | 3641-4680 |
| 6th   | 22.15 | 4681-5720 | 4th   | 18.25 | 2601-3640 |
| 5th   | 21.15 | 3641-4680 | 3rd   | 17.50 | 1561-2600 |
| 4th   | 20.65 | 2601-3640 | 2nd   | 17.10 | 521-1560  |
| 3rd   | 20.05 | 1561-2600 | 1st   | 16.80 | 0-520     |
| 2nd   | 19.45 | 521-1560  |   |       |           |
| 1st   | 18.25 | 0-520     | <b>NOTE: MEAT DEPARTMENT ONLY</b><br>EXTRA WORKER'S PAY IS \$2.00 PER HOUR<br>FOR ALL HOURS WORKED ABOVE THE<br>STRAIGHT-TIME RATE FOR THE APPROPRIATE<br>CLASSIFICATION. |       |           |
| <b>GMC CLERKS</b><br>Deli, Bakery, Cheese, Vitamins, Housewares, Floral, Utility Clerks, Cut-Fruit Clerks.  |       |           | <b>MEAT CLERKS</b><br>Night Premium @ .65 per hour (6PM-9AM)  |       |           |
| MANAGING CLERKS   | 21.75 |           | EXPERIENCED (JN)  | 20.48 |           |
| GMC HEAD CLERK(HC)  | 20.25 |           | 7th   | 20.00 | 5721-6760 |
| EXPERIENCED (JN)  | 19.85 |           | 6th   | 19.50 | 4681-5720 |
| 7th   | 19.50 | 5721-6760 | 5th   | 18.50 | 3641-4680 |
| 6th   | 19.00 | 4681-5720 | 4th   | 17.93 | 2601-3640 |
| 5th   | 18.50 | 3641-4680 | 3rd   | 17.50 | 1561-2600 |
| 4th   | 18.00 | 2601-3640 | 2nd   | 17.10 | 521-1560  |
| 3rd   | 17.50 | 1561-2600 | 1st   | 16.80 | 0-520     |
| 2nd   | 17.25 | 521-1560  |   |       |           |
| 1st   | 17.10 | 0-520     |   |       |           |
| <b>PLEASE NOTE:</b>   |       |           |   |       |           |
| Highlighted apprentice steps are affected by SAN FRANCISCO Minimum Wage Ordinance (\$16.99) eff. 07.01.22   |       |           |   |       |           |
| <b>MINIMUM WAGE:</b>  |       |           |   |       |           |
| (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.   |       |           |   |       |           |
| (CC/FOOD/GMC): No employee will be paid less than \$.10 above the minimum wage.   |       |           |   |       |           |