

**Memorandum of Agreement
Between
UFCW Local 7
And
Safeway/Albertsons**

**Laramie, Cheyenne, Wheatland and Douglas Safeway Clerks and Meat Bargaining Units
And
Casper Albertsons Clerks and Meat Bargaining Units**

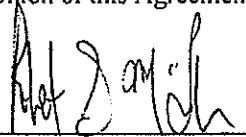
UFCW Local 7 (the "Union") and Safeway/Albertsons (the "Employer") are parties to the above Collective Bargaining Agreements (the "CBA's"). The parties have met and reached a tentative agreement for new CBA's. Such new CBA's shall contain the provisions of the current CBA's between the parties, except as modified in the attached documents, as well as any and all documents attached to, or incorporated by reference into. The new CBA's shall have a term of November 24, 2019 through and including November 19, 2022.

The attached and the current CBA's, as modified herein, represent the entire Agreement between the parties. The parties agree the language contained herein will be conformed to each applicable Article and Section in each respective bargaining agreement and may not be the actual Article or Section referenced in this agreement. Any Union proposal not identified or addressed herein shall be deemed withdrawn. Any proposal of the Employer not identified or addressed herein shall be deemed withdrawn. The modification or withdrawal of any proposal in these negotiations shall not be used as evidence in any arbitration or other proceeding.

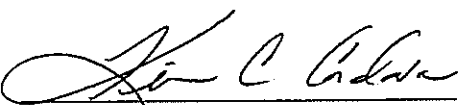
The parties reserve the right to correct any drafting errors or omissions in this Agreement.

The Union, its officers, and bargaining committee agree to recommend and support the ratification of this Agreement.

The Agreement is conditioned on a peaceful settlement and is only effective upon ratification by the Union of this Agreement.



For: Safeway/Albertsons



For: UFCW Local 7

3/6/2020

Date

3/9/2020

Date



Agreed upon language modifications:

1. 2 (Two) Assistant Managers

ARTICLE 1
RECOGNITION AND EXCLUSIONS

1.1 The Employer recognizes the Union as the sole collective bargaining representative for all employees actively engaged in the handling and selling of merchandise, including Head Produce Manager, Courtesy Clerks, Pharmacy Technicians (Douglas, WY only), GM/HBC Manager (Laramie, Cheyenne, Wheatland and Douglas, WY only) Meat department employees, Seafood clerks, and Deli clerks, and part-time employees who work regularly eight (8) hours or more per week, employed by the Employer in the grocery store and stores owned and operated by the Employer in the city of Cheyenne, Wyoming and vicinity, excluding the Store Manager, two Assistant Store Managers per store, one Second Assistant Manager or one Head Clerk per store (as determined by the Employer), Parking Lot Attendants, Demonstrators, Watchmen, Guards, Office and Clerical Workers, Professional Employees and Supervisors as defined in the L.M.R.A. of 1947, as amended.

2. Joint Labor Management Committee Regarding Mandatory Union Orientation

ARTICLE 2
UNION SECURITY AND CONDITIONS

Bargaining Note: The Employer and the Union shall establish a Joint Labor-Management Committee to address, during the term of their CBAs commencing in 2019, the Union's proposal to revise Article 2 to provide for a mandatory union orientation.

3. Prior Experience for Military Service and Joint Labor Management Committee Regarding Industry Credit

ARTICLE 6
PRIOR EXPERIENCE

6.1 Services in the United States military or National Guard shall be given credit for one thousand forty (1040) hours per year of service, capped at four thousand, one hundred and sixty (4160) hours. This section shall only apply to newly-hired employees after ratification of the 2019 to 2022 Agreement on _____.

Bargaining Note: The parties agree to establish a Joint-Labor Management Committee to consider the Union's proposal of Industry Credit.

4. Sabbath Language

ARTICLE 10
SUNDAY PREMIUM

10.3 No employee who, because of his or her religion, has conscientious objections to working on his or her day of Sabbath, will be required to work on his or her Sabbath as a condition of employment. If the rights of the employees under this paragraph operate in conflict with the seniority provisions contained elsewhere in this agreement, the right of seniority shall prevail.

5. 4th Week of Vacation

ARTICLE 13
VACATIONS

13.1 All regular full-time employees, and all part-time employees, who were hired on or after June 26, 2005 and who have worked one thousand forty (1,040) or more hours in their anniversary year, covered by this agreement, shall receive one (1) week's paid vacation after one (1) year's service, two (2) weeks' paid vacation after three (3) years' service, three (3) weeks' paid vacation after eight (8) years' continuous service, and four (4) weeks' paid vacation after twelve (12) years' continuous service.

6. New Demotion Language in Determining Pay Rate for New Job Classification

ARTICLE 14
SENIORITY

14.7 In the case of an employee who has been in their current position for 2 years or more and is allowed to step down, in no event will the reduction, if any, be more than three (3) progression steps. Employees above the "thereafter" rate shall be reduced, if applicable, from the "thereafter" rate.

7. New Additional Hours Language Prior to Using Workers Outside of the Bargaining Unit



ARTICLE 14
SENIORITY

14.39 Management shall post a weekly additional hours request list for their store/department. Employees interested in working additional hours must sign and designate the days they are interested in working additional hours on such list by midnight of the Saturday prior to the start of the applicable workweek.

When additional hours become available, management shall contact, in seniority order, employees who have requested to work on the day/shift indicated on the request list and offer them the hours. If the hours cannot be assigned to the employees requesting them, management may fill the hours at its discretion, including assigning those hours to employees who work in different Local 7 bargaining units within the same banner.

Prior to assigning hours to employees from outside the bargaining unit, employees in the home department/bargaining unit shall have priority in shift selections, if qualified. In the event available hours are being filled from outside the bargaining unit, the Company shall honor reasonable requests for training from employees within the bargaining unit who wish to claim such hours.

Nothing in this section shall be construed to require management to assign hours at overtime or to employees who have not made a request to work additional hours.

Bargaining Note: The intent of the provision is not to avoid assigning available hours to current department or bargaining unit employees or to avoid hiring for long term needs. Rather, the intent is to fill unexpected business needs.

The parties agree to meet at least every six (6) months to discuss issues which may arise from the implementation of this proposal.

8. *Sick Leave*

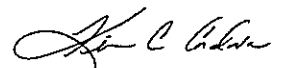
**ARTICLE 16
SICK LEAVE**

16.4 A doctor's certificate or other authoritative verification of illness may be required by the Employer. Said sick leave is to commence after the second (2nd) day's absence due to sickness or non-occupational injury, and shall be paid at the rate of one hundred percent (100%) of a day's pay for each workday's absence thereafter until such sick benefit allowance is used up. Sick leave pay shall commence on the first day, provided the employee is hospitalized as an inpatient or undergoes outpatient surgery or has accumulated in excess of **one-hundred ninety-two (192) hours**. The waiting period provided herein shall apply for each illness or non-occupational injury.

16.12 Employees hired on or after June 26, 2005. Employees hired on or after June 26, 2005 who have completed one (1) consecutive year of employment shall commence accumulating sick leave credit of up to two (2) hours for each month that such employee works at least ninety-six (96) hours in a four week month or one hundred twenty (120) hours in a five week month. Such credit shall be determined by dividing the actual hours worked for such month by one hundred sixty (160) hours (in a four week month) or two hundred (200) hours in a five week month times two (2). Unused sick leave shall not exceed a maximum accumulation of **two hundred forty (240) hours**. Said sick leave is to commence:

- On the third (3rd) full workday's absence for sickness or non-occupational injury;
- On the second (2nd) workday's absence if the employee is hospitalized, undergoes outpatient surgery, or has accumulated in excess of ninety-six (96) hours but less than one hundred ninety-two hours, and;
- On the first (1st) workday's absence if the employee is hospitalized, undergoes outpatient surgery, or has accumulated in excess of one hundred ninety-two (192) hours.

16.13 For all employees, any employee ineligible for first or second day sick pay under this provision shall be permitted to use up to five (5) days per year of vacation accrued pursuant to Article 13 or unused personal holidays as payment for such employee's first or second day sick time, at the employee's election. Notwithstanding other requirements to use personal holidays or unused and accrued vacation, there shall be no management discretion to deny pay for such absence, except that a doctor's certificate or other authoritative verification of illness may be required by the Employer. In order to use personal holidays and/or vacation pay for a sick absence, the employee must provide at least two (2) hours' notice prior to the start of such employee's scheduled shift.



9. Pension

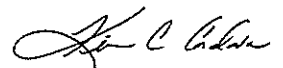
ARTICLE 17
PENSION

17.1 Effective October, 2020 (September hours), the Employer contribution rate will be increased by \$0.25 per hour. Effective October, 2021 (September hours), the Employer contribution rate will be increased by an additional \$0.10 per hour.

In addition to those increases, at the time of the completion of the 2020 Pension Protection Act certification, the co-actuaries will calculate the 2019 market return and the Employer shall make a conditional lump sum contribution based on all pension contribution hours, (not to include Courtesy Clerks), worked during the period January through December 2019.

- i. If the return is equal to or exceeds 10.25%, no conditional lump sum contribution shall be required.
- ii. If the return is equal to or exceeds 9.25%, but is less than 10.25%, a \$0.05 additional contribution per hour shall be required.
- iii. If the return is equal to or exceeds 8%, but is less than 9.25%, a \$0.10 additional contribution per hour shall be required.
- iv. If the return is less than 8%, a \$0.15 additional contribution per hour shall be required.

The payment will be made within 60 days following completion of the 2020 Pension Protection Act certification.



10. Health Insurance

**ARTICLE 18
MEDICAL, SURGICAL, HOSPITAL, DENTAL, PRESCRIPTION,
VISION AND GROUP LIFE INSURANCE**

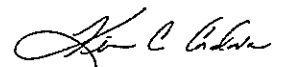
18.1 Employer Contributions and Benefit Levels – The Employer agrees to contribute the following amounts per month for each eligible employee.

“Up to” increase on January 1, 2021.

Changes effective June 1	Current	March hours payable in April 3/1/2020	January hours payable in February 1/1/2021
Plan A Hired Before 6/25/2005	\$ 807.14	\$ 924.09	\$988.78
Plan A Hired After 6/26/2005	\$ 694.33	\$ 794.94	\$850.59
Plan B Hired Before 6/25/2005	\$ 645.70	\$ 739.26	\$791.01
Plan B Hired After 6/26/2005	\$ 555.47	\$ 635.95	\$680.47
Plan C Hired After 6/26/2005	\$ 349.93	\$ 400.64	\$428.68

The “up to” rates for 2021 will be determined as follows:

1. Using the latest financial data available as of September 1, 2020, co-consultants will develop a forecast through 12/31/2021.
2. In preparing the forecast, the below trend rates will be used.
3. If the forecast projects an ending balance at 12/31/2021 that is below the target reserve level (average of 1.4 months of expense for the 12 months ending 12/31/2021, plus IBNR at 12/31/2021), then the employer contributions will be increased effective January 2021 so that the ending reserve will be equal to the target reserve.
4. In no event will the increase in the employer contributions rate exceed 7.0%. In no event will the 2021 employer contribution rate be less than the 2020 employer contribution rate.
5. Co-consultants will work together to develop increases that are as close as possible. In the event co-consultants develop materially different estimates, the lowest increase will be implemented while Trustees resolve the differences between the two estimates of the co-consultants. Any arbitration concerning the differences between the two estimates shall be held not more than sixty (60) days following deadlock.

Agreed upon trend:

Year	2019	2020	2021	2022
PPO Medical	6.5%	6.5%	6.5%	6.5%
Prescription Drug	8.0%	8.0%	8.0%	8.0%
Dental	4.0%	4.0%	4.0%	4.0%
Vision	3.0%	3.0%	3.0%	3.0%
Time Loss	0.0%	0.0%	0.0%	0.0%
Kaiser Premium	6.5%	6.5%	6.5%	6.5%
Medicare Advantage	5.0%	5.0%	5.0%	5.0%
Life Premium	0.0%	0.0%	0.0%	0.0%
Provider Access Fees	Actual	Actual	Actual	3.0%
Stop Loss Premiums	Actual	3.0%	3.0%	3.0%
Administration	Actual	3.0%	3.0%	3.0%
Investment Income	2.0%	2.0%	2.0%	2.0%

Employee Co-Premiums: Employees who are eligible to participate and enroll in the Health Plan shall as a condition of such participation make a monthly co-premium payment equal to \$5.00 per week if enrolled in employee only coverage, \$10.00 per week if enrolled as employee plus spouse or employee plus children and \$15.00 per week if enrolled in family coverage. Effective January 1, 2013, the required weekly co-premium amounts for all active employees enrolled in the Plan shall become: \$7.50/week for employee only, \$15/week for employee and children or employee and spouse and \$23/week for employee, spouse and children/family. Such co-premiums shall be made by payroll deduction and forwarded to the Trust Fund on a monthly basis by the Employer.

Effective January 1, 2020, Plan B's dental benefit shall become identical to the dental benefit for Plan A. Effective January 1, 2020, any employee and their dependents who are enrolled in Plan B shall receive the improved dental benefits.

HEALTH AND WELFARE CONTRIBUTIONS LETTER OF UNDERSTANDING
RECITALS

A. Albertsons/Safeway (the "Employer") and the United Food and Commercial Workers Local 7 (the "Union") are party to various collective bargaining agreements (the "CBAs").

B. Pursuant to the CBAs, the Employer makes contributions on a monthly basis to the United Food and Commercial Workers Welfare Trust (the "Plan") on behalf of specified bargaining unit employees who work 80 or more hours in a four week month or 100 or more hours in a five week month.

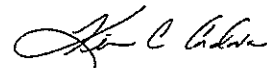
C. The contribution presently required to be made to the Plan by the CBAs is expressed as a monthly dollar amount that commences with hours worked after the employee completes their initial eligibility period (the "Monthly Rate").

D. The undersigned parties desire to modify the contribution structure to convert the Monthly Rate to an equivalent hourly contribution rate commencing at date of hire (the "Hourly Rate") pursuant to the methodology outlined below, with the express intent of maintaining the overall economic terms of the CBAs by requiring a monthly reconciliation to ensure the amount contributed each month pursuant to the new Hourly Rate structure equals the amount that would have been contributed under the Monthly Rate structure.

AGREEMENTS

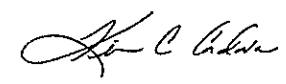
The undersigned parties hereby agree as follows:

1. Effective October 1, 2016 (September hours) the Monthly Rate shall be converted to an equivalent Hourly Rate commencing with an employee's first hour of employment pursuant to the methodology outlined below. The undersigned parties agree the Hourly Rate provided for herein shall supplant and replace the Monthly Rate specified in the CBAs, and the Employer shall have no additional obligation to contribute to the Plan beyond the Hourly Rate (subject to the monthly reconciliation provided for herein).
2. The Monthly Rate shall be converted to an equivalent Hourly Rate as follows:
 - (a) The Employer shall calculate the Hourly Rate. Each participating Employer at its option may have the Plan's Consultant calculate the Hourly Rate. The Hourly Rate shall be the amount projected by the Plan's consultant to provide an equivalent dollar amount of monthly contributions to the Plan as would have been made had the Monthly Rate and contribution rules remained in effect.
 - (b) The Employer shall calculate the Hourly Rate to be effective commencing with hours worked September 2016. The Plan's consultant shall thereafter update his calculation of the projected Hourly Rate each January 1 and July 1 (or such other dates as determined as necessary and appropriate by the Plan's Trustees) based on Plan experience for such employer, and such updated Hourly Rate shall become effective when approved by the Plan's Trustees.
 - (c) To maintain the overall economic terms of the CBAs, the undersigned parties agree the Employer or Plan Administrator if assigned the task by an Employer shall reconcile contributions on a monthly basis to compare the amount actually contributed by the Employer pursuant to the Hourly Rate each month relative to the amount that the Employer would have contributed had the Monthly Rate remained in effect for such month. The Employer will determine by the last day of each month whether the amount contributed to the Plan in such month pursuant to the Hourly Rate structure was more or less than would have been paid pursuant to the Monthly Rate structure. To the extent the amount of the Employer's actual Hourly Rate contributions for a month exceed the amount the Employer would have contributed had the Monthly Rate remained in effect for such month, then the Employer shall be entitled to a credit in the amount of



such excess against contributions due for the following month. EXAMPLE ONE: EMPLOYER CONTRIBUTES \$50,000 TO THE PLAN ON APRIL 10 FOR MARCH HOURS. EMPLOYER OR PLAN ADMINISTRATOR RECONCILES AND IF THE EMPLOYER OR PLAN ADMINISTRATOR DETERMINES EMPLOYER WOULD HAVE PAID \$48,000 HAD MONTHLY RATE STRUCTURE BEEN IN EFFECT FOR THE MONTH, EMPLOYER WILL BE ENTITLED TO \$2,000 CREDIT TO BE TAKEN AGAINST CONTRIBUTION DUE IN MAY FOR APRIL HOURS. Conversely, to the extent the amount of the Employer's actual Hourly Rate contributions for a month are less than the amount the Employer would have contributed had the Monthly Rate remained in effect for such month, then the Employer shall pay the amount of such difference to the Plan as an additional contribution, with such amount due for the following month. EXAMPLE TWO: EMPLOYER CONTRIBUTES \$50,000 TO THE PLAN ON APRIL 10 FOR MARCH HOURS. EMPLOYER OR PLAN ADMINISTRATOR RECONCILES AND IF THE EMPLOYER OR PLAN ADMINISTRATOR DETERMINES EMPLOYER WOULD HAVE PAID \$54,000 HAD MONTHLY RATE STRUCTURE BEEN IN EFFECT FOR THE MONTH, EMPLOYER WILL CONTRIBUTE AN ADDITIONAL \$4,000 WITH THE CONTRIBUTION DUE IN MAY FOR APRIL HOURS.

- (d) Notwithstanding the foregoing, all other terms of the CBAs with respect to the amount of the Employer and employee contributions payable to the Plan shall remain in effect.
- 3. The Employer shall pay the Hourly Rate to the Plan on behalf of those employees covered by the CBAs (even if such employees have not yet satisfied the eligibility requirements to qualify for initial Plan eligibility) beginning with the first hour worked with the Employer in such an eligible position. The hours for which the Employer shall be obligated to contribute the Hourly Rate to the Plan shall be the same hours that are credited under the CBAs for purposes of determining whether employees satisfy the 80-hour, or 100-hour, qualifiers for receiving the prior Monthly Rate contributions. However, employees shall not be required to work such 80 hours, or 100 hours, to qualify for the Hourly Rate contribution. The Employer shall continue to report credited hours to the Plan on a monthly basis, and the contribution amount shall continue to be payable each month by the deadline required under the CBAs.
- 4. The Employer agrees that its contributions tendered pursuant to this Agreement are subject to audit by the Fund's auditor. The Employer further agrees to reimburse the Fund Administrator for any administrative expense it incurs in the processing of these contributions with the understanding that there shall be no reimbursement of the Fund auditor by the Employer for audits conducted pursuant to this provision.



11. Dispute Procedure Language Regarding Lower Level Discipline

ARTICLE 29
DISPUTE PROCEDURE

29.2 If the issuance of a verbal or written warning is grieved, the Union will notify the Employer of the same. If the grievant is disciplined further, or otherwise adversely affected, and the verbal or written warning is relied upon by the Employer in doing so, the Union will have the right to submit the grievance protesting the warning to arbitration together with the grievance contesting the disciplinary or adverse action. It is expressly agreed that all such grievances will be consolidated.

12. Bereavement Leave

ARTICLE 31
BEREAVEMENT LEAVE

31.1 Upon request, a non-probationary employee covered by this Agreement shall be granted the necessary time off with pay at his regular straight-time rate of pay in order to make arrangements for and/or attend a funeral occasioned by a death in his immediate family. Such time off with pay shall in no event exceed three (3) regularly scheduled working days, and the amount of such paid time off actually granted shall normally depend upon distance involved. The immediate family is defined as the employee's father, mother, step parents, grandparents, grandchildren, spouse, **common-law spouse, an individual in a civil union with the employee if recognized by State law**, children, step-child, brother, sister, and father, mother, brother and sister of then existing spouse.. Payments shall not be made hereunder where the relative's death occurs while the employee is on vacation or on a leave of absence. Additional time, without pay, shall be granted as needed by the employee up to seven (7) days for the above defined immediate family as well as for aunts, uncles, niece, nephews, step-brother, step-sisters, co-parents, fiances/fiancées, and grandparent of then existing spouse.

13. Safe Leave

ARTICLE 33
LEAVES OF ABSENCE

33.9 Safe Leave. The parties recognize that, in accordance with Colorado law, which the Company also agrees to follow in Cheyenne, Wyoming, employees may request and take up to three working days of leave from work in any twelve-month period if the employee is the victim of domestic abuse, stalking, sexual assault or the victim of any other crime. In accordance with law, the employee must give reasonable notice to his or her department manager, when possible.

In addition to the requirements of the law, the Company agrees to allow employees, upon their request, to use any available sick time, vacation or personal holidays for work time missed during such leave.

14. Technological Changes

ARTICLE 35
TECHNOLOGICAL CHANGES

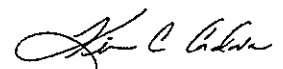
35.1 The parties recognize that a well-trained workforce is beneficial to employer and employees alike. As technological changes are occurring at a rapid pace, such changes may have a dramatic impact on both employees' careers and the employer's business. In the event the Employer introduces technological changes that impact bargaining unit work, they shall meet to discuss the changes, their anticipated impact on the workforce, and any other subjects relating to or arising from the technological change in question and the affected employees.

35.2 In addition, the Employer agrees to discuss the following:

- i. Any retraining necessary, for a comparable position and subject to the applicable seniority provisions.
- ii. Where retraining is not feasible, the Employer shall make every effort to transfer all affected employees to another department, another store, or other employment, within a reasonable geographic area of the employee's existing position or, solely at the employee's election, their residence.
- iii. In the event the employee is not retrained or transferred and is separated from employment as a result of technological changes, the Company and the Union will discuss using a placement service.
- iv. To the extent that technological change results in the loss of bargaining unit work or positions, the Employer shall discuss implementing such change gradually, to allow for the natural attrition of employees through voluntary separation or retirement, with the intention that no employee, who is employed as of the date the Employer notifies the Union of its anticipated technological change, is involuntarily separated from their employment.

35.3 In the event the employee is not retrained or transferred and is permanently displaced as a direct result of major technological changes as defined above, the employee will be eligible for severance pay in accordance with the following provisions:

- a. All employees, excluding courtesy clerks, with two (2) or more years of continuous service will be eligible for one (1) week's severance pay for each year of continuous service. Maximum severance pay of ten (10) weeks' pay to be paid on a lump sum basis. Weekly severance pay shall be determined by the average number of hours worked for the four (4) weeks preceding displacement, not to exceed forty (40) hours' straight-time pay.
- b. An employee shall be disqualified from severance pay in the event the employee:
 - i. Refuses retraining,
 - ii. Refuses a transfer or other employment within a radius of forty (40) miles
 - iii. Voluntarily terminates employment.
- b. In the event an employee is eligible for a severance payment pursuant to the provision, the employee will execute a Release Agreement provided by the Company prior to receipt of such severance payment.



15. Travel Between Stores

ARTICLE 36
TRAVEL BETWEEN STORES

36.1 When an employee is transferred from one store to another store during his workday, reasonable time spent in traveling between said stores shall be considered as time worked. **All travel time must be preapproved by the Store Director or PIC.** Effective with the execution of this Agreement, required travel between stores in the employee's personal vehicle, **or another employee's personal vehicle**, shall be reimbursed in the amount of the Denver Division mileage allowance, or the maximum rate allowed by the Internal Revenue Service, whichever is the greater, **for miles commuted outside their regular commute.**

16. Military Service

ARTICLE 38
MILITARY SERVICE

38.1 All seniority granted employees under the terms of this Agreement shall be subject to the rights granted by the law to employees volunteering, called or conscripted for service **in the Uniformed Services, as defined by USERRA or any applicable law**, and any additions or amendments thereto, or rulings and interpretations hereof by any authorized court or agency. **Eligible employees will be entitled to seniority, and all rights and benefits based on seniority, as provided by law.**

17. Time Clock

ARTICLE 40
TIME CARDS

40.1 **If an employee fails to punch the time clocks or in work areas without time clocks,** Time Exception Forms will be completed by a management person and signed by **both the employee and the manager** involved for all time not recorded. Any employee scanning another employee's time card **or filling out a Time Exception Form without management approval** shall be subject to immediate discipline **including termination.**

Employees shall not be disciplined for any time entry errors caused by equipment or software malfunctions.

The Employer will zero out all missed clocking occurrences accrued by the employees, as of the date of ratification of this Agreement (2019-2022).

18. Safety Language

ARTICLE 46
SAFETY

46.1 The Company and the Union agree that the Employer is responsible for maintaining a sound safety program and its employees are responsible for adhering to the safety program by working safely, being continually alert so they may prevent injury to themselves, fellow employees, and our customers. Employees are responsible for reporting any safety hazards immediately to store management so that they may be addressed in accord with the Company safety program.

46.2 The Company agrees that, when required by its safety program or applicable law, it is obligated to provide the following safety items:

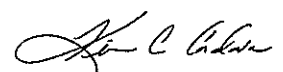
1. Appropriate Personal Protective Equipment (PPE), as outlined in SDS sheets, including but not limited to, any cleaning of restrooms;
2. Floor mats, if needed, where they do not compromise safety and or the ability to clean and sanitize;
3. Fall protection equipment and other appropriate health and safety devises when required by OSHA rules.

46.3 The Company agrees that it shall provide safety training, as required by applicable law or by its safety program at the time of hire, when employees change positions (if required) and through its store Safety Champions monthly program. The Company further agrees to maintain records of all such training, for each employee, and such records shall be made available within a reasonable amount of time with written request by the Union.

- No employee shall operate, be permitted to operate, or directed to operate Powered Industrial Truck (PIT) prior to completion of training in PIT operation. The Company shall be responsible to track the expiration date of their PIT training for re-certification. Without required PIT training, employees may only operate hand trucks.
- No employee shall operate, be permitted to operate, or directed to operate a cardboard baler prior to completion of training in bailer operation.
- No employee shall operate, be permitted to operate, or be directed to operate a trash compactor prior to completion of training in compactor operation.
- Employees agree that they will not operate PIT if their training certification has expired.

Nothing in this section shall be construed to limit or replace any rights or remedies available to employees under Workers Compensation or other applicable law or regulation. Employees shall report all injuries immediately and complete the required reporting procedures paperwork required of them by store management.

46.4 The President of the Union, or a designee, shall have the right to visit any of the Company's covered places of business in order to ensure a safe work environment in accordance with this Article. The President of the Union, or a designee, shall follow all applicable health and safety regulations, including but not limited to hair restraints, attire, personal belongings and beverages/food throughout the store.



46.5 The Employer agrees that each store will have a Safety Committee that can be made up of managerial and non-managerial employees from the store. The Safety Committee will meet at least once a month. The Store Director may designate one employee per store to act as a Safety Champion. The Company will encourage the Safety Champion to attend the monthly safety meeting with all Safety Committee members.

46.6 Master Safety Committee. The Employer and the Union will jointly set up a Master Safety Committee, made up by two (2) members from the Union and two (2) members from the Company, to discuss and work toward resolving safety issues in the workplace.

The Master Safety Committee will meet periodically, and no less frequently than once per quarter, to review workplace safety matters. The parties will discuss and work toward resolving safety in the workplace.

In addition, the Company and the Union agree that they will continue to discuss and jointly address safety related issues and/or questions about the Company's safety program in good faith.

19. Term of Agreement

ARTICLE 47
TERM OF AGREEMENT

47.2 This Agreement shall be in full force and effect beginning at 12:01 a.m. on the 24th day of November, 2019 and shall remain in full force and effect through the 19th day of November, 2022, and shall be automatically renewed from year to year thereafter, unless either party desires change or termination at the expiration of said Agreement. In such event, the party desiring such change or termination shall notify the other party in writing sixty (60) days prior to the expiration date.

20. Rate Determination and Lump Sum Bonus

Ensure the rate determination and lump sum bonus sections are deleted from the sections prior to Appendix C.

21. Promotion for Pay Rate Determination

Promotions, new hires and new entrants into the bargaining unit.

Employees who are promoted to a different classification shall not receive a reduction in their hourly rate of pay if when promoted to such classification they are being paid an hourly rate of pay greater than the minimum, unless they are above the "thereafter" hourly rate in which case they will immediately be paid the "thereafter" hourly rate. When such employee is paid less than the "thereafter" hourly rate, prior to receiving an increase in their hourly rate, they must work 1040 hours at their current rate, **or the hours they had left in their step prior to promotion, whichever is less**, before promotion to the hourly rate in the new classification that would give them an increase in their hourly rate of pay.

22. Letters of Understanding/Agreement

The parties agree to carry forward the following Safeway letters of understanding/agreement:

- 1) Letter #1 – Grievance Settlements at Store Level
- 2) Letter #2 – Voluntary and Involuntary Demotions
- 3) Letter #3 – Return to Work Agreements for the Alcoholic Rehabilitation Program
- 4) Letter #4 – Additional Non-Bargaining Second Assistant Manager or Head Clerk
- 5) Letter #5 – Starbucks
- 6) Letter #6 – Employee Buyout
- 7) Letter #8 – Health & Welfare Recitals
- 8) Letter #9 – Bulk Food
- 9) Letter #10 – Sushi
- 10) Letter #11 – Minimum Wage (Modified and attached below)
- 11) Letter#12 – GM Manager (Attached below)
- 12) Letter #13 – Late Schedule Posting Penalty (Attached below) [Safeway and Albertsons]
- 13) Apprenticeship Program (Attached below) [Safeway and Albertsons]
- 14) Full Time Look Back (Attached below) [Safeway and Albertsons]
- 15) Drive Up and Go DUG (Attached below) [Safeway and Albertsons]
- 16) Unpublished Department Manager Rates of Pay
- 17) Unpublished NPS Agreements

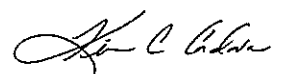
The parties agree to carry forward the following Albertsons letters of understanding/agreement:

- 1) Employee Transfer (Clerks and Meat)
- 2) Non-Food and General Merchandise Clerks
- 3) Active Ballot Club (Clerks and Meat)
- 4) Employee Buyout (Clerks and Meat)
- 5) Amicable Relationship/ADR (Clerks and Meat)
- 6) Minimum Wage (Modified and attached below) [Clerks and Meat]
- 7) Health & Welfare Recitals (Clerks and Meat)
- 8) Sushi (Clerks and Meat)
- 9) Starbucks Lead and Starbucks Clerk (Attached below)
- 10) Floral Manager (Attached below)
- 11) Letter #13 – Late Schedule Posting Penalty (Attached below) [Safeway and Albertsons]
- 12) Apprenticeship Program (Attached below) [Safeway and Albertsons]
- 13) Full Time Look Back (Attached below) [Safeway and Albertsons]
- 14) Drive Up and Go DUG (Attached below) [Safeway and Albertsons]
- 15) Unpublished NPS Agreements

23. Wages

Wage tables as attached to this document.

Above Scale Employees: Any employee above the manager rate or top rate for his/her classification will receive the following increases - \$.40 in 2019, \$.35 in 2020 and \$.35 in 2021 (these amounts match the Thereafter/Manager increase amounts for each year).

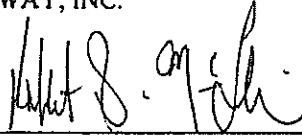


Letter of Agreement

Minimum Wage

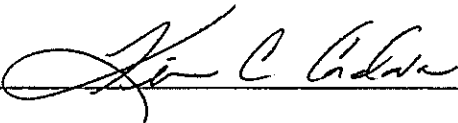
Minimum Wage – The parties agree that an employee working at a progression step that is adjusted as a result of the operation of the minimum wage during the term of this Agreement would remain at the same step but work under the newly adjusted rate until they complete the remaining hours of that step and advance to the next step.

SAFEWAY, INC.

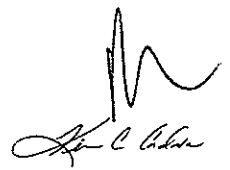
By  _____

Robert McLaughlin
Director, Labor Relations
Safeway, Inc.

UFCW LOCAL NO. 7

By  _____

Kim C. Cordova
President
UFCW Local No. 7



Letter of Agreement
Between
Safeway, Inc. and UFCW Local #7
Wyoming Retail Bargaining Units

The above referenced parties hereby agree to establish terms and conditions for a GM/HBC Manager classification.

1. This classification shall become part of all the Safeway, Incorporated and United Food and Commercial Workers Union Local #7 retail labor agreements in the State of Wyoming. All of the terms and conditions of the respective labor agreement shall apply as set forth therein.
2. The rates of pay shall be as set forth below:

Cheyenne, Wyoming - \$15.13

Douglas, Wyoming - \$15.29

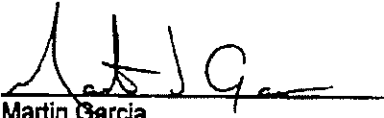
Laramie, Wyoming - \$15.13

Wheatland, Wyoming - \$15.13

Safeway reserves the right to fill the GM/HBC Manager position at its discretion and it is also understood that this is not a required classification in every Wyoming store.



Frank Jorgensen
Safeway, Inc.



Martin Garcia
Local 7

6/13/17

Date

6/12/17

Date



Resolution of Schedule Posting Grievances

The Union agrees to withdraw, with prejudice, all schedule posting grievances identified in the attached List of Resolved Grievances, as well as any and all other pending grievances that have been filed, and any potential claims and/or grievances, known or unknown, alleging a failure to timely post a store's work schedule, up to and including the date this Agreement is fully executed.

In the event of a future alleged failure to timely post a store schedule pursuant to the parties' labor agreement(s) during the term of the parties' current labor agreement(s), Albertson's/Safeway's Employee Relations Manager and UFCW Local 7's Assistant to the President will promptly meet a joint committee within fourteen (14) days of the grievance being filed to discuss and resolve the grievance. The joint committee will have the authority to determine whether the alleged failure to timely post did occur in violation of the applicable collective bargaining agreement and shall also have the authority to excuse the violation where they conclude that the failure to post was reasonable under the circumstances. If the committee does not reach agreement, the matter will be handled in accordance with the grievance procedure as set forth in the applicable labor agreement.

Where a violation is found, and not excused, the violations at the same store will be handled as follows:

1st Violation: The Company will notify the Store manager in writing with a copy to the Union that schedules are to be posted no later than 9:00 a.m. on Friday each week for the following workweek, per the labor agreement applicable to the store in which the violation occurred.

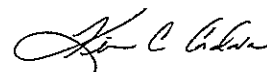
Subsequent Violations in the Same Store: The Store will have a drawing of the affected bargaining unit employees and award a Albertson's/Safeway gift card in the total amount of one hundred fifty dollars (\$150.00), subject to all applicable payroll withholdings. The employee will be responsible for payment of all applicable payroll taxes related to the gift card. The value of Albertson's/Safeway gift card is not associated with any hours worked or paid and will not be included in any rate or overtime calculation, unless required by law.

It is understood and agreed that this Agreement, along with the attached List of Resolved Grievances, which is incorporated into this Agreement as though fully set forth herein, represents the full, complete, and permanent settlement of all claims and/or grievances relating to the above categories of claims and/or grievances as set forth above. This Agreement supersedes any and all prior oral or contemporaneous written agreements, negotiations, discussions or understandings between Albertson's/Safeway and UFCW Local 7 relating to the processing and/or disposition of the grievances resolved by this Agreement.

The parties acknowledge that the terms of this Agreement are the result of compromise. This Agreement does not constitute an admission of liability by any party to this Agreement. Furthermore, this Agreement is not intended to set a precedent for any similar or dissimilar cases, but is, rather, an accord and satisfaction mutually reached in good faith by the parties in order to avoid further grievance processing and/or arbitration, and to obtain a full, final, and complete settlement of all claims related to the above grievances.

The parties agree that the terms and conditions of this Agreement shall not be introduced as

119
2/2/12



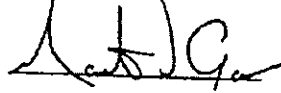
evidence and shall have no evidentiary value whatsoever in any future discussions, grievance or arbitration proceeding, or any other legal proceeding, except as may be necessary to enforce the terms of this specific Agreement. In addition, the parties agree to keep confidential and not disclose to any third party the terms and conditions of this Agreement, the existence of this Agreement, or any of the negotiations and discussions that preceded its making, except as is necessary to effectuate or enforce the terms of this Agreement, in which case the parties will nevertheless use their best efforts to seek confidential treatment by any receiving party, including any employee who receives a payment in connection with this Agreement.

This Agreement may not be altered, amended or modified except in a writing signed by Safeway's Director of Labor Relations and UFCW Local 7's President or her designee. This Agreement will expire on January 19, 2019, unless mutually renewed by the parties.

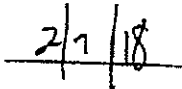
For the Company:



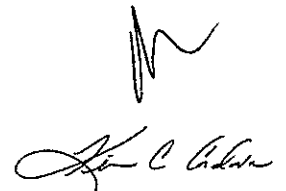
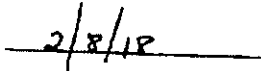
For the Union:



Date:



Date:



Letter of Agreement

Apprenticeship Programs

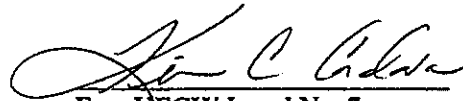
The parties agree to work together during the term of the new contract (2019 to 2022) to establish appropriate Industry Apprenticeship programs, pursuant to applicable State and Federal training and apprentice guidelines. The Union and the Company agree to meet regularly, with a first meeting to be held not later than the end of the quarter after ratification.



For: Safeway/Albertsons

3/6/2020

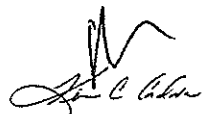
Date



For: UFCW Local No. 7

3/9/2020

Date



Letter of Agreement

Full Time Look Back

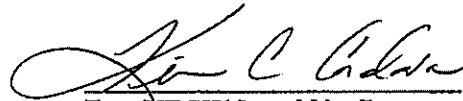
Within ninety (90) days of ratification (2019-2022 Agreement), the Company will agree, on a one-time basis, and not subject to the grievance and arbitration procedure, to review by store, in the trailing 52 week period ending November 23, 2019 to identify (any part-time employee who during that period, worked, at straight-time plus vacation, a total of 2080 or more hours within the same classification and store) and post for seventy-two (72) hours the full-time opening(s) and to advance the most senior qualified employee who signs the posting to such position, or if no one signs the posting, to make the employee who worked the hours full-time. Notwithstanding the foregoing, the parties agree that not more than ten (10) full-time openings shall be created pursuant to this provision. The Company shall determine which stores and departments shall receive the opening(s).



For: Safeway/Albertsons

3/6/2020

Date



For: UFCW Local No. 7

3/9/2020

Date



**Letter of Agreement
Drive up and GO (DUG)**

The parties hereby agree to establish the terms and conditions for a Drive Up and Go (DUG) Shopper classification pursuant to the provisions below. It is expressly understood and agreed that DUG Shopper work is bargaining unit work within the scope of the applicable "Clerks" collective bargaining agreements between Safeway Inc., Albertsons LLC, and UFCW Local 7 within the Denver Division.

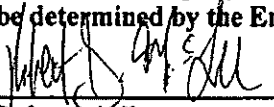
All terms and conditions of the applicable UFCW Local 7 Clerks collective bargaining agreements between Safeway Inc, Albertsons LLC., and UFCW Local 7 will apply to the DUG Shopper classification, except as specifically modified herein.

DUG Shoppers will select and pack customer-ready products to fulfill customer orders. The DUG Shoppers will perform no preparation or cutting of food or meat.

DUG Shoppers shall be considered a separate classification in the Clerks Agreement for all purposes, including but not limited to seniority and scheduling.

Wage rates for DUG Shoppers will be the same as the Non-Food/GM classification wage rate progression of the applicable Clerks Agreement for the Store.

If the Company chooses to establish a DUG Shopping Manager in the DUG Shopping Department, the company shall notify the Union immediately, and a new wage rate for such job shall be determined by the Employer and the Union.



For: Safeway/Albertsons

3/6/2020

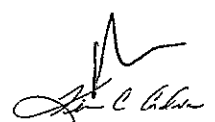
Date



For: UFCW Local 7

3/9/2020

Date



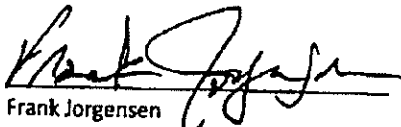
LETTER OF UNDERSTANDING
ALBERTSON'S, LLC. AND UFCW LOCAL 7
Casper, Wyoming Clerks Agreement

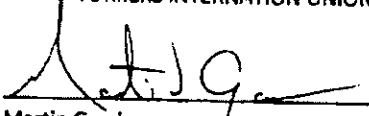
The above-referenced parties hereby agree to establish the terms and conditions of the Starbucks Lead and Starbucks Clerk classifications as follows:

1. The parties agree to the establishment new classifications of Starbucks Lead and Starbucks Clerk to be part of the Albertson's LLC and UFCW Local 7 Clerks Collective Bargaining Unit Agreement. The Starbucks Lead classification shall not be considered a required classification.
2. The Starbucks Lead and Starbucks Clerks shall be subject to all the terms and conditions of the Clerks principle Agreement. The Company shall endeavor to fill openings in these positions from those already employed in the bargaining unit and on the basis of fitness, ability, and seniority.
3. The rate of pay for a Starbucks Lead is \$12.92/hr. The rate of pay for Starbucks Clerks will follow the Bakery Sales Clerk wage scale. These rates are effective June 18, 2017. Future wage increases shall be determined by the Collective Bargaining Agreement.

ALBERTSON'S, LLC

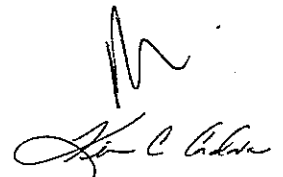
UFCW LOCAL NO. 7, DENVER COLORADO,
Chartered by the UNITED FOOD AND
COMMERCIAL WORKERS INTERNATIONAL UNION

By 
Frank Jorgensen
Vice President, Labor Relations

By 
Martin Garcia
Assistant to the President

Date 10/9/17

Date 10/12/17




LETTER OF UNDERSTANDING
ALBERTSON'S, LLC. AND UFCW LOCAL 7
Casper, Wyoming Clerks Agreement

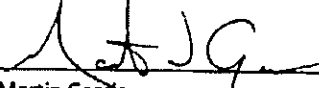
The above-referenced parties hereby agree to establish the terms and conditions of the Floral Manager classification as follows:

1. The parties agree to the establishment of a new classification, Floral Manager, to be part of the Albertson's LLC and UFCW Local 7 Clerks Collective Bargaining Unit Agreement. The Floral Manager classification shall not be considered a required classification.
2. The Floral Manager shall be subject to all the terms and conditions of the Clerks Agreement. The Company shall endeavor to fill openings in this position from those already employed in the bargaining unit and on the basis of fitness, ability, and seniority.
3. The hourly rate of pay for the Floral Manager is \$12.04 effective June 25, 2017 and will increase to \$12.34 effective July 22, 2018.

ALBERTSON'S, LLC

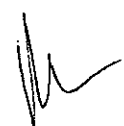
UFCW LOCAL NO. 7, DENVER COLORADO,
Chartered by the UNITED FOOD AND
COMMERCIAL WORKERS INTERNATIONAL UNION

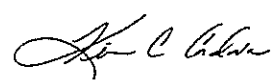
By 
Frank Jorgensen
Vice President, Labor Relations

By 
Martin Garcia
Assistant to the President

Date 6/20/17

Date 6/21/17





**CHEYENNE RETAIL CLERKS
APPENDIX "C"**

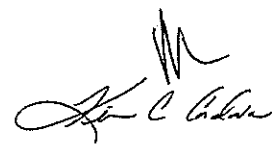
Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Second Assistant		\$17.15	\$17.55	\$17.90	\$18.25
Head Clerk		\$15.97	\$16.37	\$16.72	\$17.07
Produce Manager		\$16.41	\$16.81	\$17.16	\$17.51
Bakery Manager		\$16.21	\$16.61	\$16.96	\$17.31
GM/HBC Manager		\$15.43	\$15.83	\$16.18	\$16.53
Plant/Floral Manager		\$14.38	\$14.78	\$15.13	\$15.48
Fuel Lead Clerk		\$14.81	\$15.21	\$15.56	\$15.91
Produce Fresh Cut Supervisor		\$14.11	\$14.51	\$14.86	\$15.21

All Purpose Clerk					
1st 1040 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1040 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1040 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1040 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1040 hours worked		\$9.45	\$9.85	\$10.10	\$10.35
Next 1040 hours worked		\$10.45	\$10.45	\$10.45	\$10.45
Next 1040 hours worked		\$11.45	\$11.45	\$11.45	\$11.45
Next 520 hours worked		\$12.45	\$12.45	\$12.45	\$12.45
Thereafter		\$15.13	\$15.53	\$15.88	\$16.23

Bakery Dept Prod & Sales/Fresh Cut Clerk					
1st 1300 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1300 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1300 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1300 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1040 hours worked		\$9.55	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$9.85	\$10.00	\$10.25	\$10.50
Next 520 hours worked		\$10.15	\$10.15	\$10.40	\$10.65
Next 520 hours worked		\$10.70	\$10.70	\$10.70	\$10.80
Thereafter		\$13.11	\$13.51	\$13.86	\$14.21

Cake Decorator					
1st 1040 hours worked		\$9.25	\$9.50	\$9.75	\$10.00
Next 1040 hours worked		\$9.55	\$9.65	\$9.90	\$10.15
Next 1040 hours worked		\$9.75	\$9.80	\$10.05	\$10.30
Next 1040 hours worked		\$9.95	\$10.05	\$10.20	\$10.45
Next 1040 hours worked		\$10.15	\$10.25	\$10.35	\$10.60
Next 1040 hours worked		\$10.35	\$10.35	\$10.50	\$10.75
Next 1040 hours worked		\$10.55	\$10.55	\$10.65	\$10.90
Next 520 hours worked		\$10.80	\$10.80	\$10.80	\$11.05
Thereafter		\$13.23	\$13.63	\$13.98	\$14.33



Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

General Merchandise					
Ist 1386 hours worked		\$8.50	\$9.10	\$9.35	\$9.55
Next 1386 hours worked		\$8.60	\$9.25	\$9.50	\$9.70
Next 1386 hours worked		\$8.70	\$9.40	\$9.65	\$9.85
Next 1040 hours worked		\$8.80	\$9.55	\$9.80	\$10.00
Next 1040 hours worked		\$8.90	\$9.70	\$9.95	\$10.15
Next 520 hours worked		\$9.00	\$9.85	\$10.10	\$10.30
Next 520 hours worked		\$9.10	\$10.00	\$10.25	\$10.45
Next 520 hours worked		\$9.20	\$10.15	\$10.40	\$10.60
Thereafter		\$12.41	\$12.81	\$13.16	\$13.51

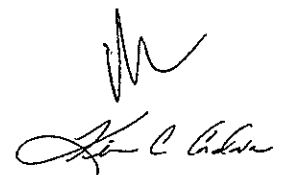
Fuel Center Clerk					
Ist 1386 hours worked		\$8.50	\$9.10	\$9.35	\$9.55
Next 1386 hours worked		\$8.75	\$9.30	\$9.55	\$9.75
Next 1386 hours worked		\$9.00	\$9.50	\$9.75	\$9.95
Next 1040 hours worked		\$9.25	\$9.70	\$9.95	\$10.15
Next 1040 hours worked		\$9.50	\$9.90	\$10.15	\$10.35
Next 520 hours worked		\$9.65	\$10.10	\$10.35	\$10.55
Next 520 hours worked		\$9.80	\$10.30	\$10.55	\$10.75
Next 520 hours worked		\$9.95	\$10.50	\$10.70	\$10.90
Thereafter		\$12.41	\$12.81	\$13.16	\$13.51

Courtesy Clerk					
Ist 480 hours worked		\$8.25	\$8.25	\$8.50	\$8.75
Thereafter Rate		\$8.25	\$8.35	\$8.60	\$8.85
After 3 years	Additional \$.55 per hour				
After 6 years	Additional \$1.10 per hour				

CHEYENNE APPENDIX D

Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Meat Market Manager		\$18.68	\$19.08	\$19.43	\$19.78
Deli Manager		\$17.29	\$17.69	\$18.04	\$18.39
Employed as a Deli Manager after 12/6/78 and directing 5 or less Deli Employees		\$15.12	\$15.52	\$15.87	\$16.22
Assistant Deli Mgr		\$15.21	\$15.61	\$15.96	\$16.31
Starbucks Lead		\$15.21	\$15.61	\$15.96	\$16.31
Seafood Supervisor		\$14.08	\$14.48	\$14.83	\$15.18



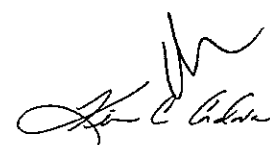
Effective Effective Effective
 Current 11/24/2019 11/22/2020 11/21/2021

Meat Cutters					
1st 1040 hours worked		\$9.15	\$9.70	\$10.00	\$10.20
Next 1040 hours worked		\$9.89	\$10.00	\$10.25	\$10.45
Next 1040 hours worked		\$10.60	\$10.80	\$10.90	\$11.00
Next 1040 hours worked		\$11.35	\$11.55	\$11.70	\$11.85
Next 1040 hours worked		\$12.07	\$12.25	\$12.40	\$12.50
Next 1040 hours worked		\$12.81	\$13.10	\$13.20	\$13.30
Next 1040 hours worked		\$13.53	\$13.70	\$13.70	\$13.70
Next 520 hours worked		\$14.25	\$14.45	\$14.55	\$14.65
Thereafter		\$17.32	\$17.72	\$18.07	\$18.42

Meat Wrappers					
1st 1248 hours worked		\$9.00	\$9.40	\$9.60	\$9.80
Next 1248 hours worked		\$9.10	\$9.55	\$9.75	\$9.95
Next 1248 hours worked		\$9.20	\$9.75	\$9.95	\$10.15
Next 1248 hours worked		\$9.70	\$10.10	\$10.20	\$10.35
Next 1248 hours worked		\$10.20	\$10.45	\$10.45	\$10.45
Next 520 hours worked		\$10.70	\$10.95	\$10.95	\$10.95
Next 520 hours worked		\$11.20	\$11.45	\$11.45	\$11.45
Next 520 hours worked		\$12.55	\$12.75	\$12.75	\$12.75
Thereafter		\$14.41	\$14.81	\$15.16	\$15.51

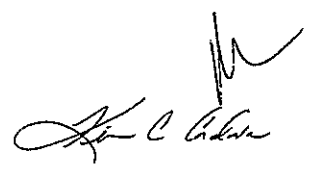
Deli Clerks					
1st 1248 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1248 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1248 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1248 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1248 hours worked		\$9.70	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$10.40	\$10.40	\$10.40	\$10.50
Next 520 hours worked		\$10.85	\$10.85	\$10.85	\$10.85
Next 520 hours worked		\$11.30	\$11.30	\$11.30	\$11.30
Thereafter		\$13.70	\$14.10	\$14.45	\$14.80

Seafood Clerks					
1st 1248 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1248 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1248 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1248 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1248 hours worked		\$9.70	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$10.35	\$10.35	\$10.35	\$10.50
Next 520 hours worked		\$10.80	\$10.80	\$10.80	\$10.80
Next 520 hours worked		\$11.25	\$11.25	\$11.25	\$11.25
Thereafter		\$12.82	\$13.22	\$13.57	\$13.92



Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Starbucks					
		<u>Current</u>	<u>11/24/2019</u>	<u>11/22/2020</u>	<u>11/21/2021</u>
1st 1248 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1248 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1248 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1248 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1248 hours worked		\$9.70	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$10.40	\$10.40	\$10.40	\$10.50
Next 520 hours worked		\$10.85	\$10.85	\$10.85	\$10.85
Next 520 hours worked		\$11.30	\$11.30	\$11.30	\$11.30
Thereafter		\$13.70	\$14.10	\$14.45	\$14.80


 Alan C. Gordon

**LARAMIE RETAIL CLERKS
APPENDIX "C"**


Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Second Assistant		\$17.15	\$17.55	\$17.90	\$18.25
Head Clerk		\$15.97	\$16.37	\$16.72	\$17.07
Produce Manager		\$16.41	\$16.81	\$17.16	\$17.51
Bakery Manager		\$16.21	\$16.61	\$16.96	\$17.31
GM/HBC Manager		\$15.43	\$15.83	\$16.18	\$16.53
Plant/Floral Manager		\$14.38	\$14.78	\$15.13	\$15.48
Fuel Lead Clerk		\$14.81	\$15.21	\$15.56	\$15.91
Produce Fresh Cut Supervisor		\$14.11	\$14.51	\$14.86	\$15.21

All Purpose Clerk					
1st 1040 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1040 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1040 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1040 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1040 hours worked		\$9.45	\$9.85	\$10.10	\$10.35
Next 1040 hours worked		\$10.45	\$10.45	\$10.45	\$10.45
Next 1040 hours worked		\$11.45	\$11.45	\$11.45	\$11.45
Next 520 hours worked		\$12.45	\$12.45	\$12.45	\$12.45
Thereafter		\$15.13	\$15.53	\$15.88	\$16.23

Bakery Dept Prod & Sales/Fresh Cut Clerk					
1st 1300 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1300 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1300 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1300 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1040 hours worked		\$9.55	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$9.85	\$10.00	\$10.25	\$10.50
Next 520 hours worked		\$10.15	\$10.15	\$10.40	\$10.65
Next 520 hours worked		\$10.70	\$10.70	\$10.70	\$10.80
Thereafter		\$13.11	\$13.51	\$13.86	\$14.21

Cake Decorator					
1st 1040 hours worked		\$9.25	\$9.50	\$9.75	\$10.00
Next 1040 hours worked		\$9.55	\$9.65	\$9.90	\$10.15
Next 1040 hours worked		\$9.75	\$9.80	\$10.05	\$10.30
Next 1040 hours worked		\$9.95	\$10.05	\$10.20	\$10.45
Next 1040 hours worked		\$10.15	\$10.25	\$10.35	\$10.60
Next 1040 hours worked		\$10.35	\$10.35	\$10.50	\$10.75
Next 1040 hours worked		\$10.55	\$10.55	\$10.65	\$10.90
Next 520 hours worked		\$10.80	\$10.80	\$10.80	\$11.05
Thereafter		\$13.23	\$13.63	\$13.98	\$14.33



Effective Effective Effective
 Current 11/24/2019 11/22/2020 11/21/2021

General Merchandise					
Ist 1386 hours worked		\$8.50	\$9.10	\$9.35	\$9.55
Next 1386 hours worked		\$8.60	\$9.25	\$9.50	\$9.70
Next 1386 hours worked		\$8.70	\$9.40	\$9.65	\$9.85
Next 1040 hours worked		\$8.80	\$9.55	\$9.80	\$10.00
Next 1040 hours worked		\$8.90	\$9.70	\$9.95	\$10.15
Next 520 hours worked		\$9.00	\$9.85	\$10.10	\$10.30
Next 520 hours worked		\$9.10	\$10.00	\$10.25	\$10.45
Next 520 hours worked		\$9.20	\$10.15	\$10.40	\$10.60
Thereafter		\$12.41	\$12.81	\$13.16	\$13.51

Fuel Center Clerk					
Ist 1386 hours worked		\$8.50	\$9.10	\$9.35	\$9.55
Next 1386 hours worked		\$8.75	\$9.30	\$9.55	\$9.75
Next 1386 hours worked		\$9.00	\$9.50	\$9.75	\$9.95
Next 1040 hours worked		\$9.25	\$9.70	\$9.95	\$10.15
Next 1040 hours worked		\$9.50	\$9.90	\$10.15	\$10.35
Next 520 hours worked		\$9.65	\$10.10	\$10.35	\$10.55
Next 520 hours worked		\$9.80	\$10.30	\$10.55	\$10.75
Next 520 hours worked		\$9.95	\$10.50	\$10.70	\$10.90
Thereafter		\$12.41	\$12.81	\$13.16	\$13.51

Courtesy Clerk					
Ist 480 hours worked		\$8.25	\$8.25	\$8.50	\$8.75
Thereafter Rate		\$8.25	\$8.35	\$8.60	\$8.85
After 3 years	Additional \$.55 per hour				
After 6 years	Additional \$1.10 per hour				

LARAMIE APPENDIX D

Effective Effective Effective
 Current 11/24/2019 11/22/2020 11/21/2021

Meat Market Manager		\$18.68	\$19.08	\$19.43	\$19.78
Deli Manager		\$17.29	\$17.69	\$18.04	\$18.39
Employed as a Deli Manager after 12/6/78 and directing 5 or less Deli Employees		\$15.12	\$15.52	\$15.87	\$16.22
Assistant Deli Mgr		\$15.21	\$15.61	\$15.96	\$16.31
Starbucks Lead		\$15.21	\$15.61	\$15.96	\$16.31
Seafood Supervisor		\$14.08	\$14.48	\$14.83	\$15.18



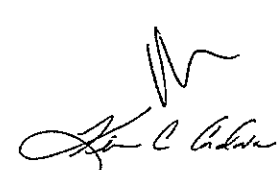
Effective Effective Effective
 Current 11/24/2019 11/22/2020 11/21/2021

Meat Cutters					
1st 1040 hours worked		\$9.15	\$9.70	\$10.00	\$10.20
Next 1040 hours worked		\$9.89	\$10.00	\$10.25	\$10.45
Next 1040 hours worked		\$10.60	\$10.80	\$10.90	\$11.00
Next 1040 hours worked		\$11.35	\$11.55	\$11.70	\$11.85
Next 1040 hours worked		\$12.07	\$12.25	\$12.40	\$12.50
Next 1040 hours worked		\$12.81	\$13.10	\$13.20	\$13.30
Next 1040 hours worked		\$13.53	\$13.70	\$13.70	\$13.70
Next 520 hours worked		\$14.25	\$14.45	\$14.55	\$14.65
Thereafter		\$17.32	\$17.72	\$18.07	\$18.42

Meat Wrappers					
1st 1248 hours worked		\$9.00	\$9.40	\$9.60	\$9.80
Next 1248 hours worked		\$9.10	\$9.55	\$9.75	\$9.95
Next 1248 hours worked		\$9.20	\$9.75	\$9.95	\$10.15
Next 1248 hours worked		\$9.70	\$10.10	\$10.20	\$10.35
Next 1248 hours worked		\$10.20	\$10.45	\$10.45	\$10.45
Next 520 hours worked		\$10.70	\$10.95	\$10.95	\$10.95
Next 520 hours worked		\$11.20	\$11.45	\$11.45	\$11.45
Next 520 hours worked		\$12.55	\$12.75	\$12.75	\$12.75
Thereafter		\$14.41	\$14.81	\$15.16	\$15.51

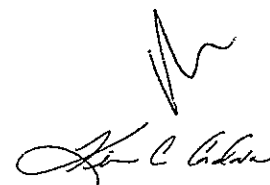
Deli Clerks					
1st 1248 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1248 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1248 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1248 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1248 hours worked		\$9.70	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$10.40	\$10.40	\$10.40	\$10.50
Next 520 hours worked		\$10.85	\$10.85	\$10.85	\$10.85
Next 520 hours worked		\$11.30	\$11.30	\$11.30	\$11.30
Thereafter		\$13.70	\$14.10	\$14.45	\$14.80


Seafood Clerks					
1st 1248 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1248 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1248 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1248 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1248 hours worked		\$9.70	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$10.35	\$10.35	\$10.35	\$10.50
Next 520 hours worked		\$10.80	\$10.80	\$10.80	\$10.80
Next 520 hours worked		\$11.25	\$11.25	\$11.25	\$11.25
Thereafter		\$12.82	\$13.22	\$13.57	\$13.92



Current Effective Effective Effective
 11/24/2019 11/22/2020 11/21/2021

Starbucks					
1st 1248 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1248 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1248 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1248 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1248 hours worked		\$9.70	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$10.40	\$10.40	\$10.40	\$10.50
Next 520 hours worked		\$10.85	\$10.85	\$10.85	\$10.85
Next 520 hours worked		\$11.30	\$11.30	\$11.30	\$11.30
Thereafter		\$13.70	\$14.10	\$14.45	\$14.80




 Ken C. Carlson

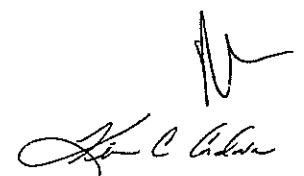
**WHEATLAND RETAIL CLERKS
APPENDIX "C"**

	<u>Current</u>	<u>Effective 11/24/2019</u>	<u>Effective 11/22/2020</u>	<u>Effective 11/21/2021</u>
Head Clerk	\$15.97	\$16.37	\$16.72	\$17.07
Produce Manager	\$16.41	\$16.81	\$17.16	\$17.51
Liquor Dept. Mgr.	\$16.48	\$16.88	\$17.23	\$17.58
Bakery Manager	\$16.21	\$16.61	\$16.96	\$17.31
GM/HBC Manager	\$15.43	\$15.83	\$16.18	\$16.53
Plant/Floral Manager	\$14.38	\$14.78	\$15.13	\$15.48
Fuel Lead Clerk	\$14.81	\$15.21	\$15.56	\$15.91
Produce Fresh Cut Supervisor	\$14.11	\$14.51	\$14.86	\$15.21

All Purpose Clerk				
1st 1040 hours worked	\$9.00	\$9.25	\$9.50	\$9.75
Next 1040 hours worked	\$9.10	\$9.40	\$9.65	\$9.90
Next 1040 hours worked	\$9.20	\$9.55	\$9.80	\$10.05
Next 1040 hours worked	\$9.30	\$9.70	\$9.95	\$10.20
Next 1040 hours worked	\$9.45	\$9.85	\$10.10	\$10.35
Next 1040 hours worked	\$10.45	\$10.45	\$10.45	\$10.45
Next 1040 hours worked	\$11.45	\$11.45	\$11.45	\$11.45
Next 520 hours worked	\$12.45	\$12.45	\$12.45	\$12.45
Thereafter	\$15.13	\$15.53	\$15.88	\$16.23

Bakery Dept Prod & Sales/Fresh Cut Clerk				
1st 1300 hours worked	\$9.00	\$9.25	\$9.50	\$9.75
Next 1300 hours worked	\$9.10	\$9.40	\$9.65	\$9.90
Next 1300 hours worked	\$9.20	\$9.55	\$9.80	\$10.05
Next 1300 hours worked	\$9.30	\$9.70	\$9.95	\$10.20
Next 1040 hours worked	\$9.55	\$9.85	\$10.10	\$10.35
Next 520 hours worked	\$9.85	\$10.00	\$10.25	\$10.50
Next 520 hours worked	\$10.15	\$10.15	\$10.40	\$10.65
Next 520 hours worked	\$10.70	\$10.70	\$10.70	\$10.80
Thereafter	\$13.11	\$13.51	\$13.86	\$14.21

General Merchandise				
1st 1386 hours worked	\$8.50	\$9.10	\$9.35	\$9.55
Next 1386 hours worked	\$8.60	\$9.25	\$9.50	\$9.70
Next 1386 hours worked	\$8.70	\$9.40	\$9.65	\$9.85
Next 1040 hours worked	\$8.80	\$9.55	\$9.80	\$10.00
Next 1040 hours worked	\$8.90	\$9.70	\$9.95	\$10.15
Next 520 hours worked	\$9.00	\$9.85	\$10.10	\$10.30
Next 520 hours worked	\$9.10	\$10.00	\$10.25	\$10.45
Next 520 hours worked	\$9.20	\$10.15	\$10.40	\$10.60
Thereafter	\$12.41	\$12.81	\$13.16	\$13.51



Effective Effective Effective
 Current 11/24/2019 11/22/2020 11/21/2021

Fuel Center Clerk					
1st 1386 hours worked		\$8.50	\$9.10	\$9.35	\$9.55
Next 1386 hours worked		\$8.75	\$9.30	\$9.55	\$9.75
Next 1386 hours worked		\$9.00	\$9.50	\$9.75	\$9.95
Next 1040 hours worked		\$9.25	\$9.70	\$9.95	\$10.15
Next 1040 hours worked		\$9.50	\$9.90	\$10.15	\$10.35
Next 520 hours worked		\$9.65	\$10.10	\$10.35	\$10.55
Next 520 hours worked		\$9.80	\$10.30	\$10.55	\$10.75
Next 520 hours worked		\$9.95	\$10.50	\$10.70	\$10.90
Thereafter		\$12.41	\$12.81	\$13.16	\$13.51


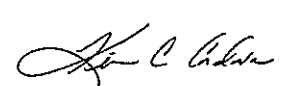
Courtesy Clerk					
1st 480 hours worked		\$8.25	\$8.25	\$8.50	\$8.75
Thereafter Rate		\$8.25	\$8.35	\$8.60	\$8.85
After 3 years	Additional \$0.55 per hour				
After 6 years	Additional \$1.10 per hour				

WHEATLAND APPENDIX D

Effective Effective Effective
 Current 11/24/2019 11/22/2020 11/21/2021

Meat Market Manager		\$18.52	\$18.92	\$19.27	\$19.62
Deli Manager		\$17.28	\$17.68	\$18.03	\$18.38
Employed as a Deli Manager after 12/6/78 and directing 5 or less Deli Employees		\$14.82	\$15.22	\$15.57	\$15.92
Assistant Deli Mgr		\$15.05	\$15.45	\$15.80	\$16.15
Starbucks Lead		\$15.05	\$15.45	\$15.80	\$16.15

Meat Cutters					
1st 1040 hours worked		\$9.10	\$9.65	\$9.95	\$10.14
Next 1040 hours worked		\$9.83	\$9.94	\$10.19	\$10.39
Next 1040 hours worked		\$10.55	\$10.75	\$10.85	\$10.95
Next 1040 hours worked		\$11.28	\$11.48	\$11.63	\$11.78
Next 1040 hours worked		\$11.98	\$12.16	\$12.31	\$12.41
Next 1040 hours worked		\$12.72	\$13.01	\$13.11	\$13.21
Next 1040 hours worked		\$13.43	\$13.60	\$13.60	\$13.60
Next 520 hours worked		\$14.15	\$14.35	\$14.45	\$14.55
Thereafter		\$17.17	\$17.57	\$17.92	\$18.27

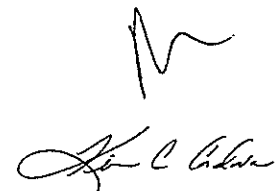



Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Meat Wrappers					
1st 1248 hours worked		\$9.00	\$9.40	\$9.60	\$9.80
Next 1248 hours worked		\$9.10	\$9.55	\$9.75	\$9.95
Next 1248 hours worked		\$9.20	\$9.75	\$9.95	\$10.15
Next 1248 hours worked		\$9.70	\$10.10	\$10.20	\$10.35
Next 1248 hours worked		\$10.20	\$10.45	\$10.45	\$10.45
Next 520 hours worked		\$10.70	\$10.95	\$10.95	\$10.95
Next 520 hours worked		\$11.20	\$11.45	\$11.45	\$11.45
Next 520 hours worked		\$12.20	\$12.39	\$12.39	\$12.39
Thereafter		\$13.90	\$14.30	\$14.65	\$15.00

Deli Clerks					
1st 1248 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1248 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1248 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1248 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1248 hours worked		\$9.70	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$10.35	\$10.35	\$10.35	\$10.45
Next 520 hours worked		\$10.80	\$10.80	\$10.80	\$10.80
Next 520 hours worked		\$11.35	\$11.35	\$11.35	\$11.35
Thereafter		\$13.53	\$13.93	\$14.28	\$14.63

Starbucks					
1st 1248 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1248 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1248 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1248 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1248 hours worked		\$9.70	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$10.35	\$10.35	\$10.35	\$10.45
Next 520 hours worked		\$10.80	\$10.80	\$10.80	\$10.80
Next 520 hours worked		\$11.35	\$11.35	\$11.35	\$11.35
Thereafter		\$13.53	\$13.93	\$14.28	\$14.63


 M
 Ken C. Adams

**DOUGLAS RETAIL CLERKS
APPENDIX "C"**

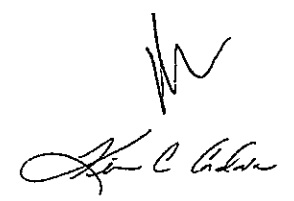
Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Head Clerk		\$16.14	\$16.54	\$16.89	\$17.24
Produce Manager		\$16.58	\$16.98	\$17.33	\$17.68
Bakery Manager		\$16.31	\$16.71	\$17.06	\$17.41
GM/HBC Manager		\$15.59	\$15.99	\$16.34	\$16.69
Plant/Floral Manager		\$14.53	\$14.93	\$15.28	\$15.63
Fuel Lead Clerk		\$14.80	\$15.20	\$15.55	\$15.90
Fresh Cut Supervisor		\$13.84	\$14.24	\$14.59	\$14.94

All Purpose Clerk					
1st 1040 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1040 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1040 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1040 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1040 hours worked		\$9.40	\$9.80	\$10.05	\$10.30
Next 1040 hours worked		\$10.20	\$10.20	\$10.20	\$10.45
Next 1040 hours worked		\$10.95	\$10.95	\$10.95	\$10.95
Next 1040 hours worked		\$12.20	\$12.20	\$12.20	\$12.20
Thereafter		\$15.29	\$15.69	\$16.04	\$16.39

Certified Pharmacy Technician					
1st 1040 hours worked		\$12.10	\$12.35	\$12.80	\$13.00
Next 1040 hours worked		\$13.60	\$13.85	\$14.10	\$14.35
Next 1040 hours worked		\$14.60	\$14.85	\$15.10	\$15.35
Next 1040 hours worked		\$15.60	\$15.60	\$15.85	\$16.10
Next 1040 hours worked		\$16.60	\$16.60	\$16.91	\$17.04
Thereafter		\$18.35	\$18.75	\$19.10	\$19.45

Pharmacy Technician					
1st 1040 hours worked		\$10.60	\$10.85	\$11.10	\$11.40
Next 1040 hours worked		\$11.60	\$11.85	\$12.15	\$12.40
Next 1040 hours worked		\$12.60	\$12.85	\$13.15	\$13.40
Next 1040 hours worked		\$13.60	\$13.85	\$14.15	\$14.40
Next 1040 hours worked		\$14.60	\$14.85	\$15.15	\$15.40
Thereafter		\$16.60	\$17.00	\$17.35	\$17.70



Effective Effective Effective
 Current 11/24/2019 11/22/2020 11/21/2021

Bakery Dept Prod & Sales/Fresh Cut Clerk

1st 1300 hours worked	\$9.00	\$9.25	\$9.50	\$9.75
Next 1300 hours worked	\$9.10	\$9.40	\$9.65	\$9.90
Next 1300 hours worked	\$9.20	\$9.55	\$9.80	\$10.05
Next 1300 hours worked	\$9.30	\$9.70	\$9.95	\$10.20
Next 1040 hours worked	\$9.52	\$9.82	\$10.07	\$10.32
Next 520 hours worked	\$9.82	\$9.97	\$10.22	\$10.47
Next 520 hours worked	\$10.12	\$10.12	\$10.37	\$10.62
Next 520 hours worked	\$10.54	\$10.54	\$10.54	\$10.77
Thereafter	\$12.84	\$13.24	\$13.59	\$13.94

Cake Decorator


1st 1040 hours worked	\$9.23	\$9.48	\$9.73	\$9.98
Next 1040 hours worked	\$9.54	\$9.64	\$9.89	\$10.14
Next 1040 hours worked	\$9.74	\$9.79	\$10.04	\$10.29
Next 1040 hours worked	\$9.94	\$10.04	\$10.19	\$10.44
Next 1040 hours worked	\$10.14	\$10.24	\$10.34	\$10.59
Next 1040 hours worked	\$10.34	\$10.34	\$10.49	\$10.74
Next 1040 hours worked	\$10.54	\$10.54	\$10.64	\$10.89
Next 520 hours worked	\$10.79	\$10.79	\$10.79	\$11.04
Thereafter	\$13.20	\$13.60	\$13.95	\$14.30

General Merchandise

1st 1386 hours worked	\$8.50	\$9.10	\$9.35	\$9.55
Next 1386 hours worked	\$8.60	\$9.25	\$9.50	\$9.70
Next 1386 hours worked	\$8.70	\$9.40	\$9.65	\$9.85
Next 1040 hours worked	\$8.80	\$9.55	\$9.80	\$10.00
Next 1040 hours worked	\$8.90	\$9.70	\$9.95	\$10.15
Next 520 hours worked	\$9.00	\$9.85	\$10.10	\$10.30
Next 520 hours worked	\$9.10	\$10.00	\$10.25	\$10.45
Next 520 hours worked	\$9.20	\$10.15	\$10.40	\$10.60
Thereafter	\$12.39	\$12.79	\$13.14	\$13.49

Fuel Center Clerk

1st 1386 hours worked	\$8.50	\$9.10	\$9.35	\$9.55
Next 1386 hours worked	\$8.75	\$9.30	\$9.55	\$9.75
Next 1386 hours worked	\$9.00	\$9.50	\$9.75	\$9.95
Next 1040 hours worked	\$9.25	\$9.70	\$9.95	\$10.15
Next 1040 hours worked	\$9.50	\$9.90	\$10.15	\$10.35
Next 520 hours worked	\$9.65	\$10.10	\$10.35	\$10.55
Next 520 hours worked	\$9.80	\$10.30	\$10.55	\$10.75
Next 520 hours worked	\$9.85	\$10.39	\$10.70	\$10.90
Thereafter	\$12.39	\$12.79	\$13.14	\$13.49


 K. C. Adams

Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Courtesy Clerk					
1st 480 hours worked		\$8.25	\$8.25	\$8.50	\$8.75
Thereafter Rate		\$8.25	\$8.35	\$8.60	\$8.85
After 3 years	Additional \$0.55 per hour				
After 6 years	Additional \$1.10 per hour				

DOUGLAS APPENDIX D

Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Meat Market Manager		\$18.52	\$18.92	\$19.27	\$19.62
Deli Manager		\$17.28	\$17.68	\$18.03	\$18.38
Employed as a Deli Manager after 12/6/78 and directing 5 or less Deli Employees		\$14.82	\$15.22	\$15.57	\$15.92
Assistant Deli Mgr		\$15.05	\$15.45	\$15.80	\$16.15
Starbucks Lead		\$15.05	\$15.45	\$15.80	\$16.15
Seafood Supervisor		\$14.07	\$14.47	\$14.82	\$15.17

Meat Cutters					
1st 1040 hours worked		\$9.10	\$9.65	\$9.95	\$10.14
Next 1040 hours worked		\$9.83	\$9.94	\$10.19	\$10.39
Next 1040 hours worked		\$10.55	\$10.75	\$10.85	\$10.95
Next 1040 hours worked		\$11.28	\$11.48	\$11.63	\$11.78
Next 1040 hours worked		\$11.98	\$12.16	\$12.31	\$12.41
Next 1040 hours worked		\$12.72	\$13.01	\$13.11	\$13.21
Next 1040 hours worked		\$13.48	\$13.65	\$13.65	\$13.65
Next 520 hours worked		\$14.20	\$14.40	\$14.50	\$14.60
Thereafter		\$17.17	\$17.57	\$17.92	\$18.27

Meat Wrappers					
1st 1248 hours worked		\$9.00	\$9.40	\$9.60	\$9.80
Next 1248 hours worked		\$9.10	\$9.55	\$9.75	\$9.95
Next 1248 hours worked		\$9.20	\$9.75	\$9.95	\$10.15
Next 1248 hours worked		\$9.70	\$10.10	\$10.20	\$10.35
Next 1248 hours worked		\$10.20	\$10.45	\$10.45	\$10.45
Next 520 hours worked		\$10.70	\$10.95	\$10.95	\$10.95
Next 520 hours worked		\$11.20	\$11.45	\$11.45	\$11.45
Next 520 hours worked		\$12.20	\$12.39	\$12.39	\$12.39
Thereafter		\$13.88	\$14.28	\$14.63	\$14.98


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Effective Effective Effective
 Current 11/24/2019 11/22/2020 11/21/2021

Deli Clerks					
Ist 1248 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1248 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1248 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1248 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1248 hours worked		\$9.70	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$10.35	\$10.35	\$10.35	\$10.45
Next 520 hours worked		\$10.80	\$10.80	\$10.80	\$10.80
Next 520 hours worked		\$11.25	\$11.25	\$11.25	\$11.25
Thereafter		\$13.53	\$13.93	\$14.28	\$14.63

Seafood Clerks					
Ist 1248 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1248 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1248 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1248 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1248 hours worked		\$9.70	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$10.35	\$10.35	\$10.35	\$10.50
Next 520 hours worked		\$10.80	\$10.80	\$10.80	\$10.80
Next 520 hours worked		\$11.25	\$11.25	\$11.25	\$11.25
Thereafter		\$13.53	\$13.93	\$14.28	\$14.63

Starbucks					
Ist 1248 hours worked		\$9.00	\$9.25	\$9.50	\$9.75
Next 1248 hours worked		\$9.10	\$9.40	\$9.65	\$9.90
Next 1248 hours worked		\$9.20	\$9.55	\$9.80	\$10.05
Next 1248 hours worked		\$9.30	\$9.70	\$9.95	\$10.20
Next 1248 hours worked		\$9.70	\$9.85	\$10.10	\$10.35
Next 520 hours worked		\$10.35	\$10.40	\$10.40	\$10.50
Next 520 hours worked		\$10.80	\$10.85	\$10.85	\$10.85
Next 520 hours worked		\$11.25	\$11.30	\$11.30	\$11.30
Thereafter		\$13.53	\$13.93	\$14.28	\$14.63


 Ken C. Collier

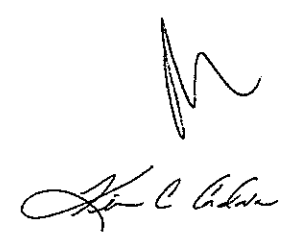
CASPER, WYOMING CLERKS AGREEMENT
APPENDIX "A"

Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Produce Manager	\$15.82	\$16.22	\$16.57	\$16.92
Floral Manager	\$12.34	\$12.74	\$13.09	\$13.44
Head Clerk	\$15.74	\$16.14	\$16.49	\$16.84
Lobby Supervisor	\$13.33	\$13.73	\$14.08	\$14.43
Head Bakery Clerk	\$13.28	\$13.68	\$14.03	\$14.38
Bakery Manager	\$16.50	\$16.90	\$17.25	\$17.60
Starbucks Lead	\$13.32	\$13.72	\$14.07	\$14.42
Salad Spvsr	\$13.22	\$13.62	\$13.97	\$14.32
Liquor Manager	\$15.88	\$16.28	\$16.63	\$16.98
Fresh Cut Supervisor	\$13.22	\$13.62	\$13.97	\$14.32

All Purpose Clerk				
1st 1040 Hours	\$9.00	\$9.25	\$9.50	\$9.75
Next 1040 Hours	\$9.10	\$9.40	\$9.65	\$9.90
Next 1040 Hours	\$9.20	\$9.55	\$9.80	\$10.05
Next 1040 Hours	\$9.25	\$9.65	\$9.90	\$10.15
Next 1040 Hours	\$9.70	\$10.11	\$10.37	\$10.62
Next 1040 Hours	\$10.45	\$10.45	\$10.45	\$10.77
Next 1040 Hours	\$10.95	\$10.95	\$10.95	\$10.95
Next 520 Hours	\$12.70	\$12.70	\$12.70	\$12.70
Thereafter	\$15.12	\$15.52	\$15.87	\$16.22

Foliage Clerk				
Ist 1040 Hours	\$9.00	\$9.25	\$9.50	\$9.75
Next 1040 Hours	\$9.10	\$9.40	\$9.65	\$9.90
Next 1040 Hours	\$9.20	\$9.55	\$9.80	\$10.05
Next 1040 Hours	\$9.30	\$9.70	\$9.95	\$10.20
Next 1040 Hours	\$9.40	\$9.85	\$10.10	\$10.35
Next 1040 Hours	\$9.55	\$10.00	\$10.25	\$10.50
Next 1040 Hours	\$9.70	\$10.15	\$10.40	\$10.65
Next 520 Hours	\$9.85	\$10.30	\$10.55	\$10.80
Thereafter	\$11.34	\$11.74	\$12.09	\$12.44




Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Bakery Sales Clerk/Starbucks Clerk/Fresh Cut Clerk				
Ist 1040 Hours	\$9.00	\$9.25	\$9.50	\$9.75
Next 1040 Hours	\$9.10	\$9.40	\$9.65	\$9.90
Next 1040 Hours	\$9.20	\$9.55	\$9.80	\$10.05
Next 1040 Hours	\$9.30	\$9.70	\$9.95	\$10.20
Next 1040 Hours	\$9.52	\$9.85	\$10.10	\$10.35
Next 1040 Hours	\$9.82	\$10.00	\$10.25	\$10.50
Next 1040 Hours	\$10.12	\$10.15	\$10.40	\$10.65
Next 520 Hours	\$10.44	\$10.44	\$10.55	\$10.80
Thereafter	\$12.22	\$12.62	\$12.97	\$13.32

Bakers				
Ist 1040 Hours	\$9.50	\$9.76	\$10.03	\$10.29
Next 1040 Hours	\$10.28	\$10.62	\$10.90	\$11.18
Next 1040 Hours	\$10.78	\$11.19	\$11.48	\$11.78
Next 1040 Hours	\$11.27	\$11.75	\$12.06	\$12.36
Next 1040 Hours	\$11.88	\$12.25	\$12.56	\$12.88
Next 1040 Hours	\$12.23	\$12.42	\$12.73	\$13.04
Next 1040 Hours	\$12.83	\$12.83	\$13.15	\$13.46
Next 520 Hours	\$13.43	\$13.43	\$13.43	\$13.56
Thereafter	\$15.71	\$16.11	\$16.46	\$16.81

Decorators				
Ist 1040 Hours	\$9.00	\$9.24	\$9.49	\$9.73
Next 1040 Hours	\$9.23	\$9.33	\$9.57	\$9.81
Next 1040 Hours	\$9.38	\$9.43	\$9.67	\$9.91
Next 1040 Hours	\$9.53	\$9.63	\$9.77	\$10.01
Next 1040 Hours	\$9.68	\$9.78	\$9.87	\$10.11
Next 1040 Hours	\$9.83	\$9.83	\$9.97	\$10.21
Next 1040 Hours	\$9.98	\$9.98	\$10.07	\$10.31
Next 520 Hours	\$10.23	\$10.23	\$10.23	\$10.47
Thereafter	\$12.22	\$12.62	\$12.97	\$13.32


Ken C. Adams

Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Liquor Clerk				
1st 1040 Hours	\$9.00	\$9.25	\$9.50	\$9.75
Next 1040 Hours	\$9.23	\$9.53	\$9.79	\$10.04
Next 1040 Hours	\$9.48	\$9.84	\$10.10	\$10.36
Next 1040 Hours	\$9.63	\$10.04	\$10.30	\$10.56
Next 1040 Hours	\$9.88	\$10.19	\$10.45	\$10.71
Next 1040 Hours	\$10.23	\$10.50	\$10.60	\$10.85
Next 1040 Hours	\$10.78	\$10.78	\$10.78	\$11.00
Next 520 Hours	\$11.18	\$11.18	\$11.18	\$11.18
Thereafter	\$13.79	\$14.19	\$14.54	\$14.89

Non Food Clerk				
1st 1040 Hours	\$8.50	\$9.10	\$9.35	\$9.55
Next 1040 Hours	\$8.60	\$9.25	\$9.50	\$9.70
Next 1040 Hours	\$8.70	\$9.40	\$9.65	\$9.85
Next 1040 Hours	\$8.80	\$9.55	\$9.80	\$10.00
Next 1040 Hours	\$8.90	\$9.70	\$9.95	\$10.15
Next 1040 Hours	\$9.00	\$9.85	\$10.10	\$10.30
Next 1040 Hours	\$9.75	\$10.71	\$10.98	\$11.20
Next 520 Hours	\$10.50	\$11.58	\$11.87	\$12.10
Thereafter	\$12.98	\$13.38	\$13.73	\$14.08

Salad Bar				
1 st 1040 Hours	\$9.00	\$9.25	\$9.50	\$9.75
2 nd 1040 Hours	\$9.50	\$9.75	\$9.90	\$10.10
3 rd 1040 Hours	\$10.00	\$10.25	\$10.40	\$10.60
Thereafter	\$12.22	\$12.62	\$12.97	\$13.32

Courtesy Clerk				
Courtesy Clerk Hired before January 1, 2011	\$8.10	\$8.10	\$8.25	\$8.50
Courtesy Clerk Hired on or after January 1, 2011	\$7.65	\$7.85	\$8.10	\$8.25
After 3 years	Additional \$.55 per hour			
After 6 years	Additional \$1.10 per hour			

Ken C. Adams

CASPER, WYOMING MEAT AGREEMENT
APPENDIX "A"


Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Meat Manager	\$17.87	\$18.27	\$18.62	\$18.97
Deli Manager	\$14.12	\$14.52	\$14.87	\$15.22
Butcher Block Supervisor	\$14.32	\$14.72	\$15.07	\$15.42

Meatcutter				
1st 1040 Hours	\$9.15	\$9.70	\$10.00	\$10.20
Next 1040 Hours	\$9.90	\$10.01	\$10.26	\$10.46
Next 1040 Hours	\$10.62	\$10.82	\$10.92	\$11.02
Next 1040 Hours	\$11.35	\$11.55	\$11.70	\$11.85
Next 1040 Hours	\$12.05	\$12.23	\$12.38	\$12.48
Next 1040 Hours	\$12.79	\$13.08	\$13.18	\$13.28
Next 1040 Hours	\$13.50	\$13.67	\$13.67	\$13.67
Next 520 Hours	\$14.27	\$14.47	\$14.57	\$14.67
Thereafter	\$17.11	\$17.51	\$17.86	\$18.21

Butcher Block Clerk				
1st 1040 Hours	\$9.00	\$9.25	\$9.50	\$9.75
Next 1040 Hours	\$9.10	\$9.40	\$9.65	\$9.90
Next 1040 Hours	\$9.20	\$9.55	\$9.80	\$10.05
Next 1040 Hours	\$9.45	\$9.86	\$10.11	\$10.36
Next 1040 Hours	\$9.95	\$10.10	\$10.36	\$10.62
Next 1040 Hours	\$10.50	\$10.50	\$10.50	\$10.77
Next 1040 Hours	\$11.05	\$11.05	\$11.05	\$11.05
Next 520 Hours	\$11.50	\$11.50	\$11.50	\$11.50
Thereafter	\$13.00	\$13.40	\$13.75	\$14.10

Meat Wrapper				
1st 1040 Hours	\$9.00	\$9.40	\$9.60	\$9.80
Next 1040 Hours	\$9.45	\$9.92	\$10.13	\$10.33
Next 1040 Hours	\$10.03	\$10.63	\$10.85	\$11.07
Next 1040 Hours	\$10.63	\$11.07	\$11.18	\$11.34
Next 1040 Hours	\$11.23	\$11.51	\$11.51	\$11.51
Next 1040 Hours	\$11.73	\$12.00	\$12.00	\$12.00
Next 1040 Hours	\$12.23	\$12.50	\$12.50	\$12.50
Next 520 Hours	\$12.55	\$12.75	\$12.75	\$12.75
Thereafter	\$14.17	\$14.57	\$14.92	\$15.27



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Effective Effective Effective
Current 11/24/2019 11/22/2020 11/21/2021

Service Deli Clerks				
1st 1040 Hours	\$9.00	\$9.25	\$9.50	\$9.75
Next 1040 Hours	\$9.10	\$9.40	\$9.65	\$9.90
Next 1040 Hours	\$9.20	\$9.55	\$9.80	\$10.05
Next 1040 Hours	\$9.45	\$9.86	\$10.11	\$10.36
Next 1040 Hours	\$9.95	\$10.10	\$10.36	\$10.62
Next 1040 Hours	\$10.50	\$10.50	\$10.50	\$10.77
Next 1040 Hours	\$11.05	\$11.05	\$11.05	\$11.05
Next 520 Hours	\$11.50	\$11.50	\$11.50	\$11.50
Thereafter	\$13.00	\$13.40	\$13.75	\$14.10

