

Giant Food 2023 -2027	UPDATED VERSION									
CONTRACT IMPROVEMENTS	1st Year Cost Increase	Cost per Hour 1st Year Increase	2nd Year Cost Increase	Cost per Hour 2nd Year Increase	3rd Year Cost Increase	Cost per Hour 3rd Year Increase	4th Year Cost Increase	Cost per Hour 4th Year Increase	Total Cost Increase over Term	Total Cost Per Hour Increase
<u>Additional Leads and Premium Increases</u>	\$509,490.00	\$0.03	\$509,490.00	\$0.03	\$509,490.00	\$0.03	\$509,490.00	\$0.03	<u>\$2,037,960.00</u>	<u>\$0.13</u>
<u>Increase Night Premium for Night Crew and Captain</u>	\$281,560.00	\$0.04	\$281,560.00	\$0.04	\$281,560.00	\$0.04	\$281,560.00	\$0.04	<u>\$1,126,240.00</u>	<u>\$0.14</u>
<u>Department Manager Increases</u>	\$604,750.00	\$0.04	\$1,209,520.00	\$0.07	\$1,209,520.00	\$0.07	\$1,209,520.00	\$0.07	<u>\$4,233,310.00</u>	<u>\$0.26</u>
<u>Health and Welfare Increases</u>	\$6,238,000.00	\$0.39	\$3,700,000.00	\$0.23	Up to 8%		Up to 16%		<u>\$9,938,000.00</u>	<u>\$0.62</u>
<u>Vacation Improvement</u>	\$103,730.00	\$0.01	\$72,487.00	\$0.004	\$73,242.00	\$0.005	\$92,215.00	\$0.01	<u>\$341,674.00</u>	<u>\$0.02</u>
<u>Progression Increases</u>	\$4,943,022.00	\$0.31	\$6,678,960.00	\$0.41	\$9,163,986.00	\$0.57	\$11,649,012.00	\$0.72	<u>\$32,434,980.00</u>	<u>\$2.01</u>
<u>Across the Board Wage Increases</u>	\$9,916,220.00	\$0.61	\$18,909,942.00	\$1.17	\$27,903,672.00	\$1.73	\$36,897,406.00	\$2.29	<u>\$93,627,240.00</u>	<u>\$5.80</u>
<b><u>TOTALS</u></b>	\$22,596,772.00	\$1.42	\$31,361,959.00	\$1.96	\$39,141,470.00	\$2.44	\$50,639,203.00	\$3.16	<u>\$143,739,404.00</u>	<u>\$8.98</u>

Based on the Average wage rate of \$16.61, the \$4.10 wage increase is 24.6%

FT is 20% and PT is 27%