

Safeway 2023 -2027										
CONTRACT IMPROVEMENTS	<u>1st Year Cost Increase</u>	<u>Cost per Hour 1st Year Increase</u>	<u>2nd Year Cost Increase</u>	<u>Cost per Hour 2nd Year Increase</u>	<u>3rd Year Cost Increase</u>	<u>Cost per Hour 3rd Year Increase</u>	<u>4th Year Cost Increase</u>	<u>Cost per Hour 4th Year Increase</u>	<u>Total Cost Increase over Term</u>	<u>Total Cost Per Hour Increase</u>
<u>Additional Rated Position Increases</u>	\$433,000.00	\$0.05	\$433,000.00	\$0.05	\$433,000.00	\$0.05	\$433,000.00	\$0.05	<u>\$1,732,000.00</u>	<u>\$0.20</u>
<u>Increase Premium for ICC and Night Captain</u>	\$130,200.00	\$0.02	\$130,200.00	\$0.02	\$130,200.00	\$0.02	\$130,200.00	\$0.02	<u>\$520,800.00</u>	<u>\$0.06</u>
<u>Department Manager Increases</u>	\$396,270.00	\$0.05	\$792,540.00	\$0.09	\$792,540.00	\$0.09	\$792,540.00	\$0.09	<u>\$2,773,890.00</u>	<u>\$0.33</u>
<u>Health and Welfare Increases</u>	\$3,200,000.00	\$0.38	\$1,900,000.00	\$0.22	Up to 8%	---	Up to 16%	---	<u>\$5,100,000.00</u>	<u>\$0.60</u>
<u>Vacation Improvement</u>	\$47,621.00	\$0.006	\$34,633.00	\$0.004	\$46,384.00	\$0.005	\$57,516.00	\$0.007	<u>\$186,154.00</u>	<u>\$0.02</u>
<u>Progression Increases</u>	\$3,580,582.00	\$0.42	\$5,716,666.00	\$0.68	\$8,497,187.00	\$1.00	\$11,217,707.00	\$1.33	<u>\$29,012,142.00</u>	<u>\$3.43</u>
<u>Across the Board Wage Increases</u>	\$4,409,900.00	\$0.52	\$8,097,420.00	\$0.96	\$12,424,385.00	\$1.47	\$16,411,630.00	\$1.94	<u>\$41,343,335.00</u>	<u>\$4.89</u>
<u>TOTALS</u>										<u>\$9.53</u>

Based on the Average wage rate of \$17.67, the \$4.10 wage increase is 23%

FT is 19% and PT is 26%