

MOCO MD Employer Proposal of July 12, 2024

		Effective Dates				
Classification	Current Wage Rates	7/14/24	1/1/25	7/13/25	1/1/26	
If the Wage Rate listed is below the applicable Minimum Wage, the employee's Wage Rate will be increased to the applicable Minimum Wage Rate.						
Department Managers Rates Listed are Minimum Wage Rates for these Classifications	Increase to Department Managers at Scale and Above Scale		\$0.60	\$0.50	\$0.50	\$0.60
	Grocery Manager	\$22.50	\$23.10	\$23.60	\$24.10	\$24.70
	Produce Manager	\$22.50	\$23.10	\$23.60	\$24.10	\$24.70
	Deli Manager	\$22.50	\$23.10	\$23.60	\$24.10	\$24.70
	Meat Manager	\$24.30	\$24.90	\$25.40	\$25.90	\$26.50
	First Cutter	\$22.20	\$22.80	\$23.30	\$23.80	\$24.40
	Journeyman	\$21.85	\$22.45	\$22.95	\$23.45	\$24.05
	Seafood Manager, if designated	\$20.35	\$20.95	\$21.45	\$21.95	\$22.55
	HHB/Non Food Manager, if designated	\$20.35	\$20.95	\$21.45	\$21.95	\$22.55
	Bakery Manager	\$22.50	\$23.10	\$23.60	\$24.10	\$24.70
	Customer Service Manager	\$22.50	\$23.10	\$23.60	\$24.10	\$24.70
	Head Bookkeeper	\$20.35	\$20.95	\$21.45	\$21.95	\$22.55
	Assistant Store Manager	\$24.61	\$25.21	\$25.71	\$26.21	\$26.81
	Receiver (Local 27 at \$20.35)	\$19.85	\$20.45	\$20.95	\$21.45	\$22.05
			Effective Dates			
	Current	7/14/24	1/1/25	7/1/25	1/1/26	
Apprentice Meatcutter	Apprentice					
	Start to 6 months	\$16.70	\$17.20	\$17.20	\$17.70	\$17.70
	After 6 months to 12 months	\$16.95	\$17.45	\$17.45	\$17.95	\$17.95
	After 12 months to 18 months	\$17.20	\$17.70	\$17.70	\$18.20	\$18.20
	After 18 months to 24 months	\$17.45	\$17.95	\$17.95	\$18.45	\$18.45
	After 24 months (Journeyman rate)	\$21.85	\$22.45	\$22.95	\$23.45	\$24.05
			Effective Dates			
	Current	7/14/24	1/1/25	7/1/25	1/1/26	
Increase to those in progression. Illustrative only.		NA	\$0.00	\$0.50	\$0.00	
Clerks	Full Time and Part Time					
	Start to 6 months	\$14.00	\$17.20	\$17.20	\$17.70	\$17.70
	After 6 months to 12 months	\$14.40	\$17.30	\$17.30	\$17.80	\$17.80
	After 12 months to 18 months	\$14.80	\$17.40	\$17.40	\$17.90	\$17.90
	After 18 months to 24 months	\$15.20	\$17.50	\$17.50	\$18.00	\$18.00
	After 24 months to 30 months	\$15.60	\$17.60	\$17.60	\$18.10	\$18.10
	After 30 months to 36 months	\$16.00	\$17.70	\$17.70	\$18.20	\$18.20
	After 36 months	\$16.30	\$17.80	\$17.80	\$18.30	\$18.30

	Increase to those above scale	NA	\$0.60	\$0.50	\$0.50	\$0.60
				Effective Dates		
	Current	7/14/24	1/1/25	7/1/25	1/1/26	
	<i>Increase to those in progression. Illustrative only.</i>	NA	\$0.00	\$0.50	\$0.00	
Service Clerks	Full Time and Part Time					
	Start to 6 months	\$14.00	\$17.20	\$17.20	\$17.70	\$17.70
	After 6 months to 12 months	\$14.25	\$17.30	\$17.30	\$17.80	\$17.80
	After 12 months to 18 months	\$14.50	\$17.40	\$17.40	\$17.90	\$17.90
	After 18 months to 24 months	\$14.75	\$17.50	\$17.50	\$18.00	\$18.00
	After 24 months to 30 months	\$15.00	\$17.60	\$17.60	\$18.10	\$18.10
	After 30 months to 36 months	\$15.25	\$17.70	\$17.70	\$18.20	\$18.20
	After 36 months	\$15.50	\$17.80	\$17.80	\$18.30	\$18.30
	Increase to those above scale	NA	\$0.60	\$0.50	\$0.50	\$0.60
				Effective Dates		
	Current	7/14/24	1/1/25	7/1/25	1/1/26	
	<i>Increase to those in progression. Illustrative only.</i>	NA	\$0.00	\$0.50	\$0.00	
Courtesy Clerks	Full Time and Part Time	\$14.00				
	Start to 6 months	\$14.10	\$17.20	\$17.20	\$17.70	\$17.70
	After 6 months to 12 months	\$14.20	\$17.30	\$17.30	\$17.80	\$17.80
	After 12 months to 18 months	\$14.30	\$17.40	\$17.40	\$17.90	\$17.90
	After 18 months to 24 months	\$14.40	\$17.50	\$17.50	\$18.00	\$18.00
	After 24 months to 30 months	\$14.50	\$17.60	\$17.60	\$18.10	\$18.10
	After 30 months to 36 months	\$14.60	\$17.70	\$17.70	\$18.20	\$18.20
	After 36 months	NA	\$17.80	\$17.80	\$18.30	\$18.30
	Increase to those above scale		\$0.60	\$0.50	\$0.50	\$0.60
				Effective Dates		
	Current	7/14/24	1/1/25	7/1/25	1/1/26	
Premiums	Department Lead - Frozen, Dairy	\$1.50 per hour	\$1.50 per hour	\$1.50 per hour	\$1.50 per hour	\$1.50 per hour
	Seafood (if no service case outside the Deli)	\$1.00 per hour	\$1.00 per hour	\$1.00 per hour	\$1.00 per hour	\$1.00 per hour
	Department Lead - HHB	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
	Person in Charge	\$1.00 per hour	\$1.00 per hour	\$1.00 per hour	\$1.00 per hour	\$1.00 per hour
	Night Shift Premium	\$1.00 per hour	\$1.00 per hour	\$1.00 per hour	\$1.00 per hour	\$1.00 per hour
	Head Cashier	\$.25 per hour	\$.25 per hour	\$.25 per hour	\$.25 per hour	\$.25 per hour
	Office Clerk	\$.50 per hour	\$.50 per hour	\$.50 per hour	\$.50 per hour	\$.50 per hour
	Lead Scan Coordinator	\$.50 per hour	\$.50 per hour	\$.50 per hour	\$.50 per hour	\$.50 per hour
	Back Up Scanner	\$.25 per hour	\$.25 per hour	\$.25 per hour	\$.25 per hour	\$.25 per hour
	PT Bookkeeper - Service Desk	\$.50 per hour	\$.50 per hour	\$.50 per hour	\$.50 per hour	\$.50 per hour