

VA Employer Proposal of July 12, 2024

Classification		Effective Dates				
		Current Wage Rates	7/14/24	1/1/25	7/13/25	1/1/26
<i>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.</i>						
Department Managers Rates listed are the minimum wage rates for the Manager Classifications.	Increase to Managers 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	\$20.35	\$20.95	\$21.45	\$21.95	\$22.55
		Effective Dates				
Apprentice		Current	7/14/24	1/1/25	7/1/25	1/1/26
	Start to 6 months	\$14.25	\$16.00	\$16.50	\$16.50	\$17.00
	After 6 months to 12 months	\$14.75	\$16.50	\$17.00	\$17.00	\$17.50
	After 12 months to 18 months	\$15.25	\$17.00	\$17.50	\$17.50	\$18.00
	After 18 months to 24 months	\$15.75	\$17.50	\$18.00	\$18.00	\$18.50
	After 24 months (Journeyman rate)	\$21.85	\$22.45	\$22.95	\$23.45	\$24.05
	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
Clerks	Full Time and Part Time					
	Start to 6 months	\$14.00	\$14.00	\$14.00	\$14.00	\$15.00
	After 6 months to 12 months	\$14.40	\$14.40	\$14.40	\$14.40	\$15.40
	After 12 months to 18 months	\$14.80	\$14.80	\$14.80	\$14.80	\$15.80
	After 18 months to 24 months	\$15.20	\$15.20	\$15.20	\$15.20	\$16.20
	After 24 months to 30 months	\$15.60	\$15.60	\$15.60	\$15.60	\$16.60
	After 30 months to 36 months	\$16.00	\$16.00	\$16.00	\$16.00	\$17.00
	After 36 months to 42 months	\$16.30	\$16.30	\$16.30	\$16.30	\$17.30
	After 42 months to 48 months	NA	\$16.60	\$16.60	\$16.60	\$17.60
	After 48 months	NA	\$16.90	\$16.90	\$16.90	\$18.00
	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
Service Clerks	Full Time and Part Time					
	Start to 6 months	\$14.00	\$14.00	\$14.00	\$14.00	\$15.00
	After 6 months to 12 months	\$14.25	\$14.40	\$14.40	\$14.40	\$15.40
	After 12 months to 18 months	\$14.50	\$14.80	\$14.80	\$14.80	\$15.80
	After 18 months to 24 months	\$14.75	\$15.20	\$15.20	\$15.20	\$16.20
	After 24 months to 30 months	\$15.00	\$15.60	\$15.60	\$15.60	\$16.60
	After 30 months to 36 months	\$15.25	\$16.00	\$16.00	\$16.00	\$17.00
	After 36 months to 42 months	NA	\$16.30	\$16.30	\$16.30	\$17.30
	After 42 months to 48 months	NA	\$16.60	\$16.60	\$16.60	\$17.60

	After 48 months	NA	\$16.90	\$16.90	\$16.90	\$18.00
	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
	Full Time and Part Time					
	Start to 6 months	\$14.00	\$14.00	\$14.00	\$14.00	\$15.00
	After 6 months to 12 months	\$14.25	\$14.40	\$14.40	\$14.40	\$15.40
	After 12 months to 18 months	\$14.50	\$14.80	\$14.80	\$14.80	\$15.80
	After 18 months to 24 months	\$14.75	\$15.20	\$15.20	\$15.20	\$16.20
Courtesy Clerks	After 24 months to 30 months	\$15.00	\$15.60	\$15.60	\$15.60	\$16.60
	After 30 months to 36 months	\$15.25	\$16.00	\$16.00	\$16.00	\$17.00
	After 36 months to 42 months	NA	\$16.30	\$16.30	\$16.30	\$17.30
	After 42 months to 48 months	NA	\$16.60	\$16.60	\$16.60	\$17.60
	After 48 months	NA	\$16.90	\$16.90	\$16.90	\$18.00
	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
	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
Premiums	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