

New Mexico Smith's Retail Economic Proposal

September 10, 2018

Increase Journeyperson/top pay rate(s) in all classifications by 3.5% in June 10, 2018, 3.5% in June 9, 2019, 3.5% in June 7, 2020, and 3.5% in June 6, 2021.

Los Alamos Marketplace Agreement appendix- All rates increased by 3.5% in June 10, 2018 and then all Journeyperson rates increased 3.5% in June 2019, 2020, and June 2021.

Revise Minimum wage Letter of Agreement from .10¢ to .40¢ in each step and remove courtesy clerk minimum wage.

Revise Appendix "A"

- Add the following Classifications/wages to Appendix "A"- Nutrition Mngr, Lead CSM, Coffee Bar Manager, Lead Fuel Clerk, and Convenience Store to all CBA's.
- Remove any reference of Bracket(s) making easy to understand. Wages based solely on date of hire/classification.
- Merge wage scale for employees hired after June 1, 2005 into same wage scale as employees hired before June 1, 2005. Reduce steps from 11,200 to 9,360 hrs by removing Step 10 and change 1200 hours to 1040 hours in all CBA's.
- Same wage scale and Journeyperson rate of pay for Albuquerque and all counties

The following jobs, when designated by management, shall be paid the prior to June 1, 2005 top rate for their classification plus the following premium rates:

| | |
|----------------------|---|
| Lead Fuel | \$1.00 per hour |
| Florist | \$1.00 per hour |
| Receiving/DEX clerk | \$1.00 per hour |
| Scanning Coordinator | \$1.00 per hour |
| Bookkeeper | \$1.00 per hour |
| HR Manager | \$1.00 per hour |
| Night Crew | \$1.50 per hour (includes all employees working from 11p-7am) |

Food Clerks-Grocery, Produce, Liquor Clerks, Scan Coordinators, Clicklist, Coffee Bar, Cheese Shop, Non-Foods / Variety Clerks, Bakery Sales, Nutrition, Bulk Foods, Customer Service Clerks, and other clerks.

| | June 10, 2018 | June 9, 2019 | June 7, 2020 | June 6, 2021 |
|----------------------|---------------|--------------|--------------|--------------|
| Step 1 1040 hrs | \$10.00 | \$10.00 | \$10.00 | \$10.00 |
| Step 2 next 1040 hrs | \$10.40 | \$10.40 | \$10.40 | \$10.40 |
| Step 3 next 1040 hrs | \$11.00 | \$11.00 | \$11.00 | \$11.00 |
| Step 4 next 1040 hrs | \$12.00 | \$12.00 | \$12.00 | \$12.00 |
| Step 5 next 1040 hrs | \$12.80 | \$12.80 | \$12.80 | \$12.80 |
| Step 6 next 1040 hrs | \$13.60 | \$13.60 | \$13.60 | \$13.60 |
| Step 7 next 1040 hrs | \$14.40 | \$14.40 | \$14.40 | \$14.40 |
| Step 8 next 1040 hrs | \$15.00 | \$15.00 | \$15.00 | \$15.00 |
| Step 9 next 1040 hrs | \$15.50 | \$15.50 | \$15.50 | \$15.50 |

| | | | | |
|------------------------|---------|---------|---------|---------|
| Journeyperson food | \$16.56 | \$17.14 | \$17.74 | \$18.36 |
| Journeyperson non-food | \$16.06 | \$16.64 | \$17.24 | \$17.86 |

Fuel Center / Utility Clerks

| | June 10, 2018 | June 9, 2019 | June 7, 2020 | June 6, 2021 |
|---------------------|---------------|--------------|--------------|--------------|
| Step 1 1040 hrs | \$10.50 | \$10.50 | \$10.50 | \$10.50 |
| Step 2 nxt 1040 hrs | \$11.00 | \$11.00 | \$11.00 | \$11.00 |
| Step 3 nxt 1040 hrs | \$11.50 | \$11.50 | \$11.50 | \$11.50 |
| Journeyperson | \$12.50 | \$12.94 | \$13.40 | \$13.87 |

Courtesy Clerk

| | June 10, 2018 | June 9, 2019 | June 7, 2020 | June 6, 2021 |
|---------------------|---------------|--------------|--------------|--------------|
| Step 1 1040 hrs | \$10.25 | \$10.25 | \$10.25 | \$10.25 |
| Step 2 nxt 1040 hrs | \$10.50 | \$10.50 | \$10.50 | \$10.50 |
| Thereafter | \$11.00 | \$11.39 | \$11.79 | \$12.20 |