## Economic Proposal Last, Best and Final July 12, 2017

## Schedule A – Wages, Vacations and Holidays

Frito Lay, Inc. & IBT 337

Notwithstanding the provisions of Article 16, Maintenance of Standards, the following provisions of Schedule "A" shall apply to all salesmen or Full-time Merchandisers regardless of previous rates and benefits.

Wages - Sales

Classification/Route Type	Current	Current	VROT	Year 1				
	Base	Comm	Y/N?	Base Increase	Lump Sum	Ratification Bonus		
Traditional RSR	\$440	7%	Υ	\$15	N/A	\$750		
Pre-Pick RSR	\$390	6%	Υ	\$15	N/A	\$750		
Small Account RSR	\$450	7%	Υ	\$15	N/A	\$750		
TDD Lead	\$315	3%	Υ	\$15	N/A	\$750		
TDD Swing	\$195 1% Y \$15		\$15	N/A	\$750			
Traditional Account Merchandiser	\$350	4%	Y \$15 N/A		N/A	\$750		
Bulk 24 Lead	\$355	2.5%	2.5% Y \$15		N/A	\$750		
Bulk 24 Swing	\$325	1%	Υ	\$15	N/A	\$750		
Super Bulk Lead	\$205	2.25%	Υ	\$15	N/A	\$750		
Super Bulk Swing	\$155	.75%	Υ	\$15	N/A	\$750		
Super Bulk Merchandiser	\$15.00/hr	N/A	N/A	\$15.50	N/A	\$750		
Bin Account Sales	\$350	4%	Υ	\$15	N/A	\$750		
Pre-Pick Account Sales	\$355	3%	Υ	\$15	N/A	\$750		
Extra Employees	\$710	N/A	Υ	\$40	N/A	\$750		
TDD Driver	\$915	N/A	Υ	\$15	N/A	\$750		
Delivery Specialist	\$21.20	N/A	N/A	N/A	N/A	N/A		
5/2 Account Sales	N/A	N/A	N/A	N/A	N/A	N/A		
5/2 Account Sales Swing	Swing N/A N		N/A	N/A	N/A	N/A		

Year 2					
Base	Lump				
Increase	Sum				
N/A	\$1250				
N/A	\$1250				
N/A	\$1250				
N/A	\$1250				
N/A	\$1250				
N/A	\$1250				
N/A	\$1250				
N/A	\$1250				
N/A	\$1250				
N/A	\$1250				
\$16.00	N/A				
N/A	\$1250				
N/A	\$1250				
\$30	N/A				
N/A	\$1250				
N/A	N/A				
N/A	N/A				
N/A	N/A				

Year 3					
Base	Lump				
Increase	Sum				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	\$1000				
N/A	N/A				
N/A	N/A				

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Relief Specialist	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Express	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
				Warehouse	Rates	<u> </u>		<u> </u>	<u> </u>	
Warehouser I	\$16.49	N/A	N/A	\$16.75	N/A	\$750	\$17.0	O N/A	N/A	\$530
Warehouser II	\$18.95	N/A	N/A	\$19.25	N/A	\$750	N/A	\$600	N/A	\$600
Part-Time Warehouser	\$15.68	N/A	N/A	\$16.00	N/A	\$500	\$16.2	5 N/A	N/A	\$505
Processing Technician	\$19.54	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Utility Technician	\$17.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Utility Technician / Warehouse 1	\$17.00 / \$16.49	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

- In the above tables, these are the minimum rates for each classification
- All eligible employees will receive a lump sum payment. Employees with less than one year of service will be paid on a prorated basis
- Extra days pay for commissioned route sales employees will be paid at the rate of \$90
- Extra days pay for route sales associates (extras) will be paid at 1/5 of base pay
- Lump Sums will not be paid to employees until return from LOA
- Route Sales Representative's current weekly guarantee is \$400/week.
- Upon implementation of Pre-Sell, FTMs will receive a \$1.00 increase and MMEs (Merchandising Methods Experts) will be compensated an additional \$2.00 above the FTM wage rate
- This proposal includes all tentative agreements and any necessary housekeeping items to the CBA
- Current active employees receiving a Ratification Bonus in year one (1) is contingent on having a ratified contract by the close of business on Friday, July 28, 2017.

For the Company	For the Union