

Economic Proposal
Last, Best and Final
July 12, 2017

Relief Specialist	N/A	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	N/A
Warehouse Rates											
Warehouser I	\$16.49	N/A	N/A	\$16.75	N/A	\$750	\$17.00	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	\$16.25	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