

Economic Proposal  
Last, Best and Final  
February 27, 2017

**A. Schedule "A" – Wages, Commission Rates and Guarantees**

Classification/Route Type	Current Base	Current Comm	VROT Y/N?	Base Increase	Year 1		Year 2		Year 3	
					Lump Sum	Ratification Bonus	Base Increase	Lump Sum	Base Increase	Lump Sum
Traditional Pre-Pick	\$390	6%	Y	\$15	N/A	\$750	N/A	\$1250	N/A	\$1000
Small Account (SMAC)	\$450	7%	Y	\$15	N/A	\$750	N/A	\$1250	N/A	\$1000
TDD Lead	\$230	3%	Y	\$15	N/A	\$750	N/A	\$1250	N/A	\$1000
TDD Co-Lead	\$230	1%	Y	\$15	N/A	\$750	N/A	\$1250	N/A	\$1000
Bulk 24 Lead	\$355	2.50%	Y	\$15	N/A	\$750	N/A	\$1250	N/A	\$1000
Bulk 24 Co-Lead	\$325	1%	Y	\$15	N/A	\$750	N/A	\$1250	N/A	\$1000
Super Bulk 3:1 Lead	\$205	2.25%	Y	\$15	N/A	\$750	N/A	\$1250	N/A	\$1000
Super Bulk 3:1 Swing	\$155	.75%	Y	\$15	N/A	\$750	N/A	\$1250	N/A	\$1000
Full-Time Merchandiser	\$15.00	N/A	N	\$15.50	N/A	\$750	\$16.00	N/A	N/A	\$1000
Pre-Pick Account Sales	\$350	3%	Y	\$15	N/A	\$750	N/A	\$1250	N/A	\$1000
RSA	\$710	N/A	Y	\$40	N/A	\$750	\$30	N/A	N/A	\$1000
Delivery Specialist	\$21.20	N/A	N	N/A	N/A	N/A	N/A	N/A	N/A	\$1000
Relief Specialist/RME	\$780	N/A	Y	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Warehouse Rates</b>										
Warehouse II	\$18.23	N/A	N/A	\$18.50	N/A	\$750	N/A	\$760	N/A	\$760
Warehouse I	\$14.91	N/A	N/A	\$15.21	N/A	\$750	\$15.51	N/A	N/A	\$485
Part-Time Warehouse	\$14.91	N/A	N/A	\$15.21	N/A	\$500	\$15.51	N/A	N/A	\$485

- In the above tables, these are the minimum rates for each classification
- Employees must be actively employed at the time of ratification to be eligible for an increase and/or lump sum. In years two and three, 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

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- Employees who are otherwise eligible for a lump sum but who are on leave of absence will not receive the lump sum until they return from such leave.
- All route guarantees set at \$400 a 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**
- Current active employees receiving a Ratification Bonus in year one (1) is contingent on having a ratified contract by the close of business on Monday, March 19, 2018.

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For the Company

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For the Union