

**Local 7 Denver City Stores: 244, 1038, 1248, 1267, 1463, 1614, 2246, 2714  
LA: 0111MD, 0019MD**

**Local 7**

**City of Denver**

1/10/2021 1/1/2022 1/9/2022 1/1/2023 1/8/2023 **1/1/2024** 1/7/2024

<b>Other Assist. Managers</b>	\$21.51	\$21.51	→	\$24.51	\$24.51	<b>\$25.31</b>	\$25.31	<b>\$26.11</b>
<b>Head Clerk</b>	\$20.51	\$20.51	→	\$22.51	\$22.51	<b>\$23.31</b>	\$23.31	<b>\$24.11</b>
<b>Produce Dept. Manager</b>	\$21.47	\$21.47	→	\$24.47	\$24.47	<b>\$25.27</b>	\$25.27	<b>\$26.07</b>
<b>Floral Manager</b>	\$18.56	\$18.56	→	\$21.51	\$21.51	<b>\$22.31</b>	\$22.31	<b>\$23.11</b>
<b>Head Baker</b>	\$20.51	\$20.51	→	\$22.51	\$22.51	<b>\$23.31</b>	\$23.31	<b>\$24.11</b>
<b>Bakery Manager</b>	\$21.51	\$21.51	→	\$24.51	\$24.51	<b>\$25.31</b>	\$25.31	<b>\$26.11</b>
<b>Variety Manager</b>	\$19.47	\$19.47	→	\$22.47	\$22.47	<b>\$23.27</b>	\$23.27	<b>\$24.07</b>
<b>Manager Trainee</b>	\$19.51	\$19.51	→	\$21.51	\$21.51	<b>\$22.31</b>	\$22.31	<b>\$23.11</b>
<b>Fresh Cut Supervisor</b>	\$19.09	\$19.09	→	\$21.51	\$21.51	<b>\$22.31</b>	\$22.31	<b>\$23.11</b>

**All Purpose Clerk**

1st 1040 hours worked	Start	\$12.35	\$12.56	→	Start	\$16.30	\$17.69	\$17.69	<b>\$18.69</b>	\$18.69
Next 1040 hours worked	After 1040 Hours	\$12.60	\$12.60	→	After 520 Hours	\$16.55	\$17.94	\$17.94	<b>\$18.94</b>	\$18.94
Next 1040 hours worked	After 2080 Hours	\$12.85	\$12.85	→	After 1560 Hours	\$16.80	\$18.19	\$18.19	<b>\$19.19</b>	\$19.19
Next 1040 hours worked	After 3120 Hours	\$13.10	\$13.10	→	After 2600 Hours	\$17.20	\$18.44	\$18.44	<b>\$19.44</b>	\$19.44
Next 1040 hours worked	After 4160 Hours	\$14.00	\$14.00	→	After 3640 Hours	\$17.60	\$18.69	\$18.69	<b>\$19.69</b>	\$19.69
Next 1040 hours worked	After 5200 Hours	\$14.80	\$14.80	→	After 4680 Hours	\$18.00	\$18.94	\$18.94	<b>\$19.94</b>	<b>\$20.00</b>
Next 1040 hours worked	After 6240 Hours	\$15.80	\$15.80	→	After 5720 Hours	\$18.40	\$19.19	<b>\$19.20</b>	<b>\$20.19</b>	<b>\$20.50</b>
Next 520 hours worked	After 7280 Hours	\$16.80	\$16.80	→	After 6760 Hours	\$18.80	\$19.44	<b>\$19.65</b>	<b>\$20.44</b>	<b>\$20.75</b>
Thereafter Rate	After 7800 Hours	\$19.51	\$19.51	→	After 7800 Hours	\$21.01	\$21.01	<b>\$21.81</b>	\$21.81	<b>\$22.61</b>
Grandfathered		\$19.51	\$19.51	→	Grandfathered	\$21.51	\$21.51	<b>\$22.31</b>	\$22.31	<b>\$23.11</b>

**Senior Certified Pharmacy Tech**

1st 1040 hours worked	New Position				Start	\$22.50	\$22.50	<b>\$23.15</b>	\$23.15	<b>\$23.80</b>
Next 1040 hours worked					After 1040 Hours	\$23.50	\$23.50	<b>\$24.15</b>	\$24.15	<b>\$24.80</b>
Next 520 hours worked					After 2080 Hours	\$24.50	\$24.50	<b>\$25.15</b>	\$25.15	<b>\$25.80</b>
					After 2600 Hours	\$25.50	\$25.50	<b>\$26.30</b>	\$26.30	<b>\$27.10</b>

**Certified Pharmacy**

**Techs**

1st 1040 hours worked	Start	\$12.60	\$12.60	→	Start	\$19.15	\$19.15	<b>\$19.70</b>	\$19.70	<b>\$20.25</b>
Next 1040 hours worked	After 1040 Hours	\$12.85	\$12.85	→	After 520 Hours	\$19.40	\$19.40	<b>\$19.80</b>	\$19.80	<b>\$20.35</b>
Next 1040 hours worked	After 2080 Hours	\$13.10	\$13.10	→	After 1560 Hours	\$19.80	\$19.80	<b>\$20.40</b>	\$20.40	<b>\$21.00</b>
Next 1040 hours worked	After 3120 Hours	\$13.35	\$13.35	→	After 2600 Hours	\$20.20	\$20.20	<b>\$20.85</b>	\$20.85	<b>\$21.50</b>
Next 1040 hours worked	After 4160 Hours	\$13.60	\$13.60	→	After 3640 Hours	\$20.45	\$20.45	<b>\$21.15</b>	\$21.15	<b>\$21.85</b>
Next 1040 hours worked	After 5200 Hours	\$14.10	\$14.10	→	After 4680 Hours	\$20.80	\$20.80	<b>\$21.55</b>	\$21.55	<b>\$22.30</b>
Next 520 hours worked	After 6240 Hours	\$14.80	\$14.80	→	After 5720 Hours	\$21.20	\$21.20	<b>\$22.00</b>	\$22.00	<b>\$22.80</b>
Thereafter Rate	After 7280 Hours	\$19.51	\$19.51	→	After 6760 Hours	\$21.75	\$21.75	<b>\$22.55</b>	\$22.55	<b>\$23.35</b>

**Pharmacy Tech**

1st 1040 hours worked	Start	\$12.60	\$12.60	→	Start	\$16.75	\$17.69	\$17.69	<b>\$18.69</b>	\$18.69
Next 1040 hours worked	After 1040 Hours	\$12.85	\$12.85	→	After 520 Hours	\$17.00	\$17.94	\$17.94	<b>\$18.94</b>	\$18.94
Next 1040 hours worked	After 2080 Hours	\$13.10	\$13.10	→	After 1560 Hours	\$17.45	\$18.19	\$18.19	<b>\$19.19</b>	\$19.19
Next 1040 hours worked	After 3120 Hours	\$13.35	\$13.35	→	After 2600 Hours	\$17.70	\$18.44	\$18.44	<b>\$19.44</b>	\$19.44
Next 1040 hours worked	After 4160 Hours	\$13.60	\$13.60	→	After 3640 Hours	\$17.95	\$18.69	\$18.69	<b>\$19.69</b>	\$19.69
Next 1040 hours worked	After 5200 Hours	\$14.10	\$14.10	→	After 4680 Hours	\$18.15	\$18.94	\$18.94	<b>\$19.94</b>	\$19.94
Next 1040 hours worked	After 6240 Hours	\$14.60	\$14.60	→	After 5720 Hours	\$18.50	\$19.19	\$19.30	<b>\$20.19</b>	\$20.19
Next 520 hours worked	After 7280 Hours	\$15.10	\$15.10	→	After 6760 Hours	\$18.75	\$19.44	<b>\$19.55</b>	<b>\$20.44</b>	\$20.44
Thereafter Rate	After 7800 Hours	\$16.88	\$16.88	→	After 7800 Hours	\$19.00	\$19.69	<b>\$19.80</b>	<b>\$20.69</b>	\$20.69

**Bakery/Fresh Cut/Liquor Clerk**

1st 1040 hours worked	Start	\$12.35	\$12.56	Start	\$16.30	\$17.69	\$17.69	\$18.69	\$18.69
Next 1040 hours worked	After 1040 Hours	\$12.60	\$12.60	After 520 Hours	\$16.55	\$17.94	\$17.94	\$18.94	\$18.94
Next 1040 hours worked	After 2080 Hours	\$12.85	\$12.85	After 1560 Hours	\$16.80	\$18.19	\$18.19	\$19.19	\$19.19
Next 1040 hours worked	After 3120 Hours	\$13.10	\$13.10	After 2600 Hours	\$17.20	\$18.44	\$18.44	\$19.44	\$19.44
Next 1040 hours worked	After 4160 Hours	\$13.60	\$13.60	After 3640 Hours	\$17.60	\$18.69	\$18.69	\$19.69	\$19.69
Next 1040 hours worked	After 5200 Hours	\$14.10	\$14.10	After 4680 Hours	\$18.00	\$18.94	\$18.94	\$19.94	\$19.94
Next 1040 hours worked	After 6240 Hours	\$15.50	\$15.50	After 5720 Hours	\$18.40	\$19.19	\$19.20	\$20.19	\$20.19
Next 520 hours worked	After 7280 Hours	\$16.00	\$16.00	After 6760 Hours	\$18.80	\$19.44	\$19.65	\$20.44	\$20.50
Thereafter Rate	After 7800 Hours	\$18.09	\$18.09	After 7800 Hours	\$21.01	\$21.01	\$21.81	\$21.81	\$22.61

**Cake Decorator**

1st 1040 hours worked	Start	\$12.35	\$12.56	Start	\$16.30	\$17.69	\$17.69	\$18.69	\$18.69
Next 1040 hours worked	After 1040 Hours	\$12.60	\$12.60	After 520 Hours	\$16.55	\$17.94	\$17.94	\$18.94	\$18.94
Next 1040 hours worked	After 2080 Hours	\$12.85	\$12.85	After 1560 Hours	\$16.80	\$18.19	\$18.19	\$19.19	\$19.19
Next 1040 hours worked	After 3120 Hours	\$13.10	\$13.10	After 2600 Hours	\$17.20	\$18.44	\$18.44	\$19.44	\$19.44
Next 1040 hours worked	After 4160 Hours	\$13.60	\$13.60	After 3640 Hours	\$17.60	\$18.69	\$18.69	\$19.69	\$19.69
Next 1040 hours worked	After 5200 Hours	\$14.10	\$14.10	After 4680 Hours	\$18.00	\$18.94	\$18.94	\$19.94	\$19.94
Next 1040 hours worked	After 6240 Hours	\$15.50	\$15.50	After 5720 Hours	\$18.40	\$19.19	\$19.20	\$20.19	\$20.19
Next 520 hours worked	After 7280 Hours	\$16.00	\$16.00	After 6760 Hours	\$18.80	\$19.44	\$19.65	\$20.44	\$20.50
Thereafter Rate	After 7800 Hours	\$18.09	\$18.09	After 7800 Hours	\$21.01	\$21.01	\$21.81	\$21.81	\$22.61

**5 Star Cake Decorator**      New Position

\$21.51	\$21.51	\$22.31	\$22.31	\$23.11
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**Non-Food/GM/Floral**

1st 1040 hours worked	Start	\$12.35	\$12.56	Start	\$16.30	\$17.69	\$17.69	\$18.69	\$18.69
Next 1040 hours worked	After 1040 Hours	\$12.60	\$12.60	After 520 Hours	\$16.55	\$17.94	\$17.94	\$18.94	\$18.94
Next 1040 hours worked	After 2080 Hours	\$12.85	\$12.85	After 1560 Hours	\$16.80	\$18.19	\$18.19	\$19.19	\$19.19
Next 1040 hours worked	After 3120 Hours	\$13.10	\$13.10	After 2600 Hours	\$17.20	\$18.44	\$18.44	\$19.44	\$19.44
Next 1040 hours worked	After 4160 Hours	\$13.60	\$13.60	After 3640 Hours	\$17.60	\$18.69	\$18.69	\$19.69	\$19.69
Next 1040 hours worked	After 5200 Hours	\$14.10	\$14.10	After 4680 Hours	\$18.00	\$18.94	\$18.94	\$19.94	\$19.94
Next 1040 hours worked	After 6240 Hours	\$14.60	\$14.60	After 5720 Hours	\$18.40	\$19.19	\$19.20	\$20.19	\$20.19
Next 520 hours worked	After 7280 Hours	\$15.10	\$15.10	After 6760 Hours	\$18.80	\$19.44	\$19.65	\$20.44	\$20.50
Thereafter Rate	After 7800 Hours	\$16.58	\$16.58	After 7800 Hours	\$21.01	\$21.01	\$21.81	\$21.81	\$22.61

**Floral Clerk-FTD Only**

1st 1040 hours worked	Start	\$12.35	\$12.56	Start	\$16.30	\$17.69	\$17.69	\$18.69	\$18.69
Next 1040 hours worked	After 1040 Hours	\$12.60	\$12.60	After 520 Hours	\$16.55	\$17.94	\$17.94	\$18.94	\$18.94
Next 1040 hours worked	After 2080 Hours	\$12.85	\$12.85	After 1560 Hours	\$16.80	\$18.19	\$18.19	\$19.19	\$19.19
Next 1040 hours worked	After 3120 Hours	\$13.10	\$13.10	After 2600 Hours	\$17.20	\$18.44	\$18.44	\$19.44	\$19.44
Next 1040 hours worked	After 4160 Hours	\$13.60	\$13.60	After 3640 Hours	\$17.60	\$18.69	\$18.69	\$19.69	\$19.69
Next 1040 hours worked	After 5200 Hours	\$14.10	\$14.10	After 4680 Hours	\$18.00	\$18.94	\$18.94	\$19.94	\$19.94
Next 1040 hours worked	After 6240 Hours	\$14.60	\$14.60	After 5720 Hours	\$18.40	\$19.19	\$19.20	\$20.19	\$20.19
Next 520 hours worked	After 7280 Hours	\$15.10	\$15.10	After 6760 Hours	\$18.80	\$19.44	\$19.65	\$20.44	\$20.50
Thereafter Rate	After 7800 Hours	\$16.58	\$16.58	After 7800 Hours	\$21.01	\$21.01	\$21.81	\$21.81	\$22.61

**COURTESY CLERKS**

1st 480 hours worked	Start	\$12.00	\$12.56	Start	\$16.30	\$17.69	\$17.69	\$18.69	\$18.69
After 3 years	After 36 Months	\$12.55	\$12.56	After 36 Months	\$16.55	\$17.94	\$17.94	\$18.94	\$18.94
After 6 years	After 72 Months	\$13.10	\$13.10	After 72 Months	\$17.10	\$18.19	\$18.19	\$19.19	\$19.19
				After 108 Months	\$17.65	\$18.44	\$18.44	\$19.44	\$19.44

Local 7

City of Denver Meat

	1/10/2021	1/1/2022		1/9/2022	1/1/2023	1/8/2023	1/1/2024	1/8/2023
<b>Head Meat Cutter</b>	\$22.33	\$22.33	→	\$25.28	\$25.28	<b>\$26.08</b>	\$26.08	<b>\$26.88</b>
<b>First Cutter</b>	\$21.83	\$21.83	→	\$23.83	\$23.83	<b>\$24.63</b>	\$24.63	<b>\$25.43</b>
<b>Seafood Manager</b>	\$19.02	\$19.02	→	\$21.70	\$21.70	<b>\$22.50</b>	\$22.50	<b>\$23.30</b>
<b>Deli Manager</b>	\$20.56	\$20.56	→	\$23.24	\$23.24	<b>\$24.04</b>	\$24.04	<b>\$24.84</b>
<b>Deli Manager after 05/20/77 &amp; directing 5 or less deli ee's</b>	\$18.97	\$18.97	→	\$21.65	\$21.65	<b>\$22.45</b>	\$22.45	<b>\$23.25</b>
<b>Assist. Deli Manager</b>	\$18.47	\$18.47	→	\$21.51	\$21.51	<b>\$22.31</b>	\$22.31	<b>\$23.11</b>
<b>Starbucks Lead</b>	\$18.47	\$18.47	→	\$21.51	\$21.51	<b>\$22.31</b>	\$22.31	<b>\$23.11</b>

Meat Cutters

1st 1040 hours worked	Start	\$12.35	\$12.56	→	Start	\$16.30	\$17.69	\$17.69	<b>\$18.69</b>	\$18.69
Next 1040 hours worked	After 1040 Hours	\$12.60	\$12.60	→	After 520 Hours	\$16.55	\$17.94	\$17.94	<b>\$18.94</b>	\$18.94
Next 1040 hours worked	After 2080 Hours	\$12.85	\$12.85	→	After 1560 Hours	\$16.80	\$18.19	\$18.19	<b>\$19.19</b>	\$19.19
Next 1040 hours worked	After 3120 Hours	\$13.10	\$13.10	→	After 2600 Hours	\$17.20	\$18.44	\$18.44	<b>\$19.44</b>	\$19.44
Next 1040 hours worked	After 4160 Hours	\$13.60	\$13.60	→	After 3640 Hours	\$17.60	\$18.69	\$18.69	<b>\$19.69</b>	\$19.69
Next 1040 hours worked	After 5200 Hours	\$14.12	\$14.12	→	After 4680 Hours	\$18.00	\$18.94	\$18.94	<b>\$19.94</b>	\$19.94
Next 1040 hours worked	After 6240 Hours	\$15.01	\$15.01	→	After 5720 Hours	\$18.40	\$19.19	<b>\$19.20</b>	<b>\$20.19</b>	\$20.19
Next 520 hours worked	After 7280 Hours	\$15.89	\$15.89	→	After 6760 Hours	\$18.80	\$19.44	<b>\$19.65</b>	<b>\$20.44</b>	<b>\$20.50</b>
Thereafter Rate	After 7800 Hours	\$21.50	\$21.50	→	After 7800 Hours	\$23.50	\$23.50	<b>\$24.30</b>	\$24.30	<b>\$25.10</b>

Seafood Clerks

1st 1040 hours worked	Start	\$12.35	\$12.56	→	After	\$16.30	\$17.69	\$17.69	<b>\$18.69</b>	\$18.69
Next 1040 hours worked	After 1040 Hours	\$12.60	\$12.60	→	After 520 Hours	\$16.55	\$17.94	\$17.94	<b>\$18.94</b>	\$18.94
Next 1040 hours worked	After 2080 Hours	\$12.85	\$12.85	→	After 1560 Hours	\$16.80	\$18.19	\$18.19	<b>\$19.19</b>	\$19.19
Next 1040 hours worked	After 3120 Hours	\$13.10	\$13.10	→	After 2600 Hours	\$17.20	\$18.44	\$18.44	<b>\$19.44</b>	\$19.44
Next 1040 hours worked	After 4160 Hours	\$13.60	\$13.60	→	After 3640 Hours	\$17.60	\$18.69	\$18.69	<b>\$19.69</b>	\$19.69
Next 1040 hours worked	After 5200 Hours	\$14.10	\$14.10	→	After 4680 Hours	\$18.00	\$18.94	\$18.94	<b>\$19.94</b>	\$19.94
Next 1040 hours worked	After 6240 Hours	\$15.50	\$15.50	→	After 5720 Hours	\$18.40	\$19.19	<b>\$19.20</b>	<b>\$20.19</b>	\$20.19
Next 520 hours worked	After 7280 Hours	\$16.00	\$16.00	→	After 6760 Hours	\$18.80	\$19.44	<b>\$19.65</b>	<b>\$20.44</b>	<b>\$20.50</b>
Thereafter Rate	After 7800 Hours	\$18.18	\$18.18	→	After 7800 Hours	\$21.01	\$21.01	<b>\$21.81</b>	\$21.81	<b>\$22.61</b>

Meat Wrappers

1st 1040 hours worked	Start	\$12.35	\$12.56	→	Start	\$16.30	\$17.69	\$17.69	<b>\$18.69</b>	\$18.69
Next 1040 hours worked	After 1040 Hours	\$12.60	\$12.60	→	After 520 Hours	\$16.55	\$17.94	\$17.94	<b>\$18.94</b>	\$18.94
Next 1040 hours worked	After 2080 Hours	\$12.85	\$12.85	→	After 1560 Hours	\$16.80	\$18.19	\$18.19	<b>\$19.19</b>	\$19.19
Next 1040 hours worked	After 3120 Hours	\$13.10	\$13.10	→	After 2600 Hours	\$17.20	\$18.44	\$18.44	<b>\$19.44</b>	\$19.44
Next 1040 hours worked	After 4160 Hours	\$13.60	\$13.60	→	After 3640 Hours	\$17.60	\$18.69	\$18.69	<b>\$19.69</b>	\$19.69
Next 1040 hours worked	After 5200 Hours	\$14.10	\$14.10	→	After 4680 Hours	\$18.00	\$18.94	\$18.94	<b>\$19.94</b>	\$19.94
Next 1040 hours worked	After 6240 Hours	\$15.50	\$15.50	→	After 5720 Hours	\$18.40	\$19.19	<b>\$19.20</b>	<b>\$20.19</b>	\$20.19
Next 520 hours worked	After 7280 Hours	\$16.00	\$16.00	→	After 6760 Hours	\$18.80	\$19.44	<b>\$19.65</b>	<b>\$20.44</b>	<b>\$20.50</b>
Thereafter Rate	After 7800 Hours	\$18.39	\$18.39	→	After 7800 Hours	\$21.01	\$21.01	<b>\$21.81</b>	\$21.81	<b>\$22.61</b>

<b>Local 7</b>								
<b>City of Denver Meat</b>								
	1/10/2021	1/1/2022		1/9/2022	1/1/2023	1/8/2023	1/1/2024	1/8/2023

**Deli Clerks**

1st 1040 hours worked	Start	\$12.35	\$12.56	Start	\$16.30	\$17.69	\$17.69	\$18.69	\$18.69
Next 1040 hours worked	After 1040 Hours	\$12.60	\$12.60	After 520 Hours	\$16.55	\$17.94	\$17.94	\$18.94	\$18.94
Next 1040 hours worked	After 2080 Hours	\$12.85	\$12.85	After 1560 Hours	\$16.80	\$18.19	\$18.19	\$19.19	\$19.19
Next 1040 hours worked	After 3120 Hours	\$13.10	\$13.10	After 2600 Hours	\$17.20	\$18.44	\$18.44	\$19.44	\$19.44
Next 1040 hours worked	After 4160 Hours	\$13.60	\$13.60	After 3640 Hours	\$17.60	\$18.69	\$18.69	\$19.69	\$19.69
Next 1040 hours worked	After 5200 Hours	\$14.10	\$14.10	After 4680 Hours	\$18.00	\$18.94	\$18.94	\$19.94	\$19.94
Next 1040 hours worked	After 6240 Hours	\$15.50	\$15.50	After 5720 Hours	\$18.40	\$19.19	<b>\$19.20</b>	\$20.19	\$20.19
Next 520 hours worked	After 7280 Hours	\$16.00	\$16.00	After 6760 Hours	\$18.80	\$19.44	<b>\$19.65</b>	\$20.44	<b>\$22.50</b>
Thereafter Rate	After 7800 Hours	\$17.93	\$17.93	After 7800 Hours	\$21.01	\$21.01	<b>\$21.81</b>	\$21.81	<b>\$22.61</b>

**Starbucks Clerks**

1st 1040 hours worked	Start	\$12.35	\$12.56	Start	\$16.30	\$17.69	\$17.69	\$18.69	\$18.69
Next 1040 hours worked	After 1040 Hours	\$12.60	\$12.60	After 520 Hours	\$16.55	\$17.94	\$17.94	\$18.94	\$18.94
Next 1040 hours worked	After 2080 Hours	\$12.85	\$12.85	After 1560 Hours	\$16.80	\$18.19	\$18.19	\$19.19	\$19.19
Next 1040 hours worked	After 3120 Hours	\$13.10	\$13.10	After 2600 Hours	\$17.20	\$18.44	\$18.44	\$19.44	\$19.44
Next 1040 hours worked	After 4160 Hours	\$13.60	\$13.60	After 3640 Hours	\$17.60	\$18.69	\$18.69	\$19.69	\$19.69
Next 1040 hours worked	After 5200 Hours	\$14.10	\$14.10	After 4680 Hours	\$18.00	\$18.94	\$18.94	\$19.94	\$19.94
Next 1040 hours worked	After 6240 Hours	\$15.50	\$15.50	After 5720 Hours	\$18.40	\$19.19	<b>\$19.20</b>	\$20.19	\$20.19
Next 520 hours worked	After 7280 Hours	\$16.00	\$16.00	After 6760 Hours	\$18.80	\$19.44	<b>\$19.65</b>	\$20.44	<b>\$22.50</b>
Thereafter Rate	After 7800 Hours	\$17.93	\$17.93	After 7800 Hours	\$21.01	\$21.01	<b>\$21.81</b>	\$21.81	<b>\$22.61</b>