

**ALL SO CAL UFCW Locals Recommend a Vote to Accept the Agreement Negotiated with Ralphs/Vons/Albertsons**

Significant Wage Increases for all Experienced (or above-scale) Employees and Department Heads	Food Clerks and Meat Cutters: <ul style="list-style-type: none"> <li>• \$0.50, \$0.55, \$0.50 = \$1.55 over 3 years</li> </ul> GM Clerks, E-commerce, Rx Tech, Fuel and Panda: <ul style="list-style-type: none"> <li>• \$0.55 each year = \$1.65 over 3 years (plus any applicable minimum wage increases)</li> </ul> Clerk's Helper: <ul style="list-style-type: none"> <li>• Annual increases equal to increases in minimum wage</li> </ul>
Retro Wages	All increases are fully retroactive to March 3, 2019
Health and Welfare funding	Secured sufficient funding to maintain benefits for the life of this agreement with a target reserve of 3 months: up to an additional \$0.40 per hour over the life of the Agreement
H&W Improvements	<ul style="list-style-type: none"> <li>• Up to half of the annual dental and vision benefit may be rolled over to the following year</li> <li>• Working Spouses must enroll in employer coverage comparable to the level of coverage in the SoCal UFCW Fund (rather than the best coverage offered). <b>If that coverage costs \$200 or more /month, the spouse may decline their employer's coverage and pay \$48/week to buy UFCW family coverage without the impact of the Working Spouse Penalty.</b></li> </ul>
H&W Employee Weekly Contribution (Premium)	Effective January 1, 2020, increase employee contribution (premium) by \$1/week for each coverage level: Individual - \$8/week Individual + child(ren) - \$11.50/week Family with or without children - \$16/week
Pension	Secured adequate funding to maintain all pension benefits, including Golden 85: additional \$0.45/hour over the life of the Agreement
Increased minimum hours	Food Clerks, GM Clerks and Rx Techs with at least fifteen (15) years of service will be guaranteed twenty-eight (28) hours per week.
4 <sup>th</sup> week of vacation	Effective January 1, 2022, add the 4 <sup>th</sup> week of vacation after fifteen (15) years of service for employees hired after March 2004.
Future of Work	The parties agree to Joint Labor Management Committee to prepare employees for changes related to automation and other technological change.
Bereavement Leave	Change Funeral Leave to Bereavement Leave to allow members who lose an immediate family member to receive up to three (3) days pay while grieving whether they attend a funeral or not.
Scheduling	Allow changes after noon on Monday to accommodate an employee returning from leave of absence. Such changes have to be made by noon on Thursday.
<b>Clerk Helper Sunday Premium</b>	<b>Clerks Helpers hired after ratification will receive straight-time pay when working on Sunday – No Sunday premium</b>
Term of Agreement	Three (3) year term. Contract will expire on March 2, 2022

**Defeated Employer Proposals**

- No expansion of Courtesy Clerk or GM Clerk duties;
- Protects Head Steward from transfer;
- Protects Pay-Off of Unused Sick Leave;
- Protects Night Premium between 10pm and midnight;
- Defeated cap of back pay and benefits an improperly discharged employee may collect;
- Defeated an additional management exclusion in each store;
- Protects 8-hour guarantee for meat department employees;
- Protects Overtime after Seven (7) Consecutive Days Worked;
- Protects Time-and-a-half for Part-time workers who work a 6<sup>th</sup> day in a workweek;
- Protects Travel Pay for employees who float between stores

**Locals 135, 324, 770, 1167, 1428, 1442 and 8 recommend a “YES” vote**

**Voto de Ratificación de Contrato- RALPHS/Vons/Albertsons: Septiembre 9, 10 y 11, 2019**

**TODOS Los Locales de UFCW en el Sur de California Recomiendan un Voto para Aceptar el Acuerdo Negociado con Ralphs/Vons/Albertsons**

Aumentos de Salario Significativos para Todos los Empleados con Experiencia y Jefes de Departamento	Cajeros (Food Clerks) y Carniceros: <ul style="list-style-type: none"> <li>\$0.50, \$0.55, \$0.50 = \$1.55 en 3 años</li> </ul> Empleados GM, E-commerce y Técnicos de Farmacia (Rx Tech, Fuel y Panda): <ul style="list-style-type: none"> <li>\$0.55 cada año = \$1.65 en 3 años (más cualquier aumento de salario mínimo aplicable)</li> </ul> Ayudante de Empleado: <ul style="list-style-type: none"> <li>Aumentos Anuales equivalentes a los aumentos al salario mínimo</li> </ul>
Sueldos Retroactivos	Todos los aumentos son totalmente retroactivos al 3 de Marzo, 2019
Fondo de Salud y Bienestar	Financiamiento suficiente asegurado para mantener beneficios en la duración de este acuerdo, con una reserva objetivo de 3 meses: hasta \$0.40 por hora adicionales por la duración de este Acuerdo
Mejoras en Salud y Bienestar- H&W	<ul style="list-style-type: none"> <li>Hasta la mitad del beneficio dental y de visión anual será pasado al siguiente año</li> <li>Pareja que trabajen deben registrarse con la cobertura del empleador comparable al nivel de cobertura del Fondo UFCW del Sur de CA (en lugar de la mejor cobertura que se les ofrezca). <b>Si esa cobertura cuesta \$200 o más/mes, el esposo (a) puede declinar la cobertura de su empleador y pagar \$48/semana para comprar la cobertura familiar de UFCW sin el impacto de la Sanción de Esposo Trabajador.</b></li> </ul>
Contribución Semanal del Empleado para Salud y Bienestar- H&W (Premium)	Efectivo el 1 de Enero, 2020, aumenta la contribución del empleado (premium) por \$1/semana para cada nivel de cobertura: Individual - \$8/semana Individual + hijo(s) - \$11.50/semana Familiar con o sin hijos - \$16/semana
Pensión	Financiamiento adecuado asegurado para mantener todos los beneficios de pensión, incluyendo Golden 85: \$0.45/hora adicionales por la duración de este Acuerdo
Aumento de Horas Mínimas	Cajeros (Food Clerks), Empleados GM y Técnicos de Farmacia (Rx Techs) con por lo menos (15) años de servicio tendrán garantizadas veintiocho (28) horas por semana.
4ª semana de vacaciones	Efectivo el 1 de Enero, 2022, agrega la 4ª semana de vacaciones después de (15) años de servicio para empleados contratados después de Marzo de 2004.
Futuro Laboral	Las partes acuerdan un Comité Conjunto de Administración Laboral para preparar a empleados para cambios relacionados a la automatización y otros cambios tecnológicos.
Permiso de Ausencia por Luto	Cambia el Permiso de Ausencia por Funeral a Permiso por Luto para permitir a miembros que pierdan a un miembro cercano de la familia recibir hasta tres (3) días de pago mientras están de luto ya sea que asistan o no a un funeral.
Horarios	Permite cambios después del mediodía del Lunes para acomodar a un empleado que regresa de un permiso de ausencia. Tales cambios tienen que ser hechos al mediodía del Jueves.
Prima de Domingo para el Empleado Ayudante	Los empleados ayudantes contratados después de la ratificación recibirán un pago en tiempo regular cuando trabajen los domingos: sin prima dominical
Duración del Acuerdo	Un periodo de tres (3) años. El Contrato vence el 2 de Marzo, 2022

**Propuestas Derrotadas del Empleador**

- Ninguna expansión de funciones de Embolsadores o Empleados GM;
- Protege a Delegados Líder de transferencias;
- Protege Pago de Permisos de Ausencia no usados;
- Protege el Premium de Noche entre las 10pm y Medianoche;
- Derrotado el límite de pago retroactivo y beneficios que un empleado inapropiadamente despedido pueda recibir;
- Derrotada una exclusión de gerencia adicional en cada tienda;
- Protege garantía de 8-horas para empleados del departamento de carnicería;
- Protege Tiempo Extra después de Siete (7) Días Consecutivos Trabajados;
- Protege Tiempo-y-medio para trabajadores de Tiempo Parcial que trabajan un 6º día en una semana laboral;
- Protege Pago de Transporte para empleados que viajan entre tiendas

**Los Locales 135, 324, 770, 1167, 1428, 1442 y 8 recomiendan que votes "SI"**

**LA City, Pasadena, Santa Monica, and Malibu**

<b>Meat Cutter</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>7/1/2019</b>	<b>3/2/2020</b>	<b>7/1/2020</b>	<b>3/5/2021</b>
	1st 6 months	\$13.45	\$13.45	\$14.45	\$14.45	\$ 15.20	\$ 15.20
	Next 6 months	\$14.45	\$14.45	\$14.55	\$14.55	\$ 15.30	\$ 15.30
	Next 6 months	\$15.56	\$15.56	\$15.56	\$15.56	\$ 15.56	\$ 15.56
	Next 6 months	\$17.78	\$17.78	\$17.78	\$17.78	\$ 17.78	\$ 17.78
Thereafter		\$22.23	\$22.73	\$22.73	\$ 23.28	\$ 23.28	\$ 23.78
Department	Manager	\$23.23	\$23.73	\$23.73	\$ 24.28	\$ 24.28	\$ 24.78

<b>Clerk's Helper</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>7/1/2019</b>	<b>3/2/2020</b>	<b>7/1/2020</b>	<b>3/5/2021</b>
	1st 3 months	\$13.35	\$13.35	\$14.35	\$14.35	\$15.10	\$15.10
	Next 6 months	\$13.45	\$13.45	\$14.45	\$14.45	\$15.20	\$15.20
	After 9 months	\$13.55	\$13.55	\$14.55	\$14.55	\$15.30	\$15.30

<b>Pharmacy Tech</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>7/1/2019</b>	<b>3/2/2020</b>	<b>7/1/2020</b>	<b>3/5/2021</b>
	1st 26 weeks	\$13.45	\$13.45	\$14.45	\$14.45	\$15.20	\$15.20
	next 26 weeks	\$13.55	\$13.55	\$14.55	\$14.55	\$15.30	\$15.30
	next 26 weeks	\$14.00	\$14.00	\$14.65	\$14.65	\$15.40	\$15.40
	next 26 weeks	\$14.50	\$14.50	\$14.75	\$14.75	\$15.50	\$15.50
Thereafter		\$18.20	\$18.75	\$18.75	\$19.30	\$19.30	\$19.85

<b>Appendix F</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>7/1/2019</b>	<b>3/2/2020</b>	<b>7/1/2020</b>	<b>3/5/2021</b>
	First 800 hours	\$13.45	\$13.45	\$14.45	\$14.45	\$15.20	\$15.20
	Next 800 hours	\$13.55	\$13.55	\$14.55	\$14.55	\$15.30	\$15.30
	Next 1000 hours	\$13.65	\$13.65	\$14.65	\$14.65	\$15.40	\$15.40
Thereafter		\$13.75	\$14.30	\$14.75	\$15.30	\$15.50	\$16.05

LA City, Pasadena, Santa Monica, and Malibu

GM/MEAT CLERK	Current		3/4/2019		7/1/2019		3/2/2020		7/1/2020	3/5/2021
FIRST 600	\$13.45		FIRST 600	\$13.45	FIRST 600	\$14.45	\$14.45	Eliminate		
NEXT 600	\$13.55		NEXT 600	\$13.55	FIRST 600	\$14.55	\$14.55	FIRST 600	\$15.20	\$15.20
NEXT 600	\$13.65		NEXT 600	\$13.65	NEXT 600	\$14.65	\$14.65	NEXT 600	\$15.30	\$15.30
NEXT 600	\$13.75		NEXT 600	\$13.75	NEXT 600	\$14.75	\$14.75	NEXT 600	\$15.40	\$15.40
NEXT 600	\$13.85		NEXT 600	\$13.85	NEXT 600	\$14.85	\$14.85	NEXT 600	\$15.50	\$15.50
NEXT 600	\$13.95		NEXT 600	\$13.95	NEXT 600	\$14.95	\$14.95	NEXT 600	\$15.60	\$15.60
NEXT 600	\$14.05		NEXT 600	\$14.05	NEXT 600	\$15.05	\$15.05	NEXT 600	\$15.70	\$15.70
NEXT 600	\$14.15		NEXT 600	\$14.15	NEXT 600	\$15.15	\$15.15	NEXT 600	\$15.80	\$15.80
NEXT 600	\$14.25		NEXT 600	\$14.25	NEXT 600	\$15.25	\$15.25	NEXT 600	\$15.90	\$15.90
NEXT 600	\$14.35		NEXT 600	\$14.35	NEXT 600	\$15.35	\$15.35	NEXT 600	\$16.00	\$16.00
NEXT 600	\$14.45		NEXT 600	\$14.45	NEXT 600	\$15.45	\$15.45	NEXT 600	\$16.10	\$16.10
NEXT 800	\$14.55		NEXT 800	\$14.55	NEXT 800	\$15.55	\$15.55	NEXT 800	\$16.20	\$16.20
NEXT 800	\$14.65		NEXT 800	\$14.65	NEXT 800	\$15.65	\$15.65	NEXT 800	\$16.30	\$16.30
NEXT 800	\$14.75		NEXT 800	\$14.75	NEXT 800	\$15.75	\$15.75	NEXT 800	\$16.40	\$16.40
NEXT 800	\$14.85		NEXT 800	\$14.85	NEXT 800	\$15.85	\$15.85	NEXT 800	\$16.50	\$16.50
<b>THEREAFTER</b>	<b>9800</b>	<b>\$15.37</b>	<b>9800</b>	<b>\$15.92</b>	<b>9800</b>	<b>\$15.95</b>	<b>\$16.50</b>	<b>9200</b>	<b>\$16.60</b>	<b>\$17.15</b>
<b>DPT HEAD</b>		<b>\$16.47</b>		<b>\$17.02</b>		<b>\$17.05</b>		<b>\$17.60</b>		<b>\$18.25</b>

FOOD CLERK	Current		3/4/2019		7/1/2019		3/2/2020		7/1/2020	3/5/2021
FIRST 1000	\$13.65		FIRST 1000	\$13.65	FIRST 1000	\$14.65	\$14.65	Eliminate		
NEXT 1000	\$13.75		NEXT 1000	\$13.75	NEXT 1000	\$14.75	\$14.75	FIRST 1000	\$15.40	\$15.40
NEXT 600	\$13.85		NEXT 600	\$13.85	NEXT 600	\$14.85	\$14.85	NEXT 1000	\$15.50	\$15.50
NEXT 600	\$13.95		NEXT 600	\$13.95	NEXT 600	\$14.95	\$14.95	NEXT 600	\$15.60	\$15.60
NEXT 600	\$14.05		NEXT 600	\$14.05	NEXT 600	\$15.05	\$15.05	NEXT 600	\$15.70	\$15.70
NEXT 600	\$14.15		NEXT 600	\$14.15	NEXT 600	\$15.15	\$15.15	NEXT 600	\$15.80	\$15.80
NEXT 600	\$14.25		NEXT 600	\$14.25	NEXT 600	\$15.25	\$15.25	NEXT 600	\$15.90	\$15.90
NEXT 600	\$14.35		NEXT 600	\$14.35	NEXT 600	\$15.35	\$15.35	NEXT 600	\$16.00	\$16.00
NEXT 600	\$14.45		NEXT 600	\$14.45	NEXT 600	\$15.45	\$15.45	NEXT 600	\$16.10	\$16.10
NEXT 600	\$14.55		NEXT 600	\$14.55	NEXT 600	\$15.55	\$15.55	NEXT 600	\$16.20	\$16.20
NEXT 600	\$15.30		NEXT 600	\$15.30	NEXT 600	\$15.65	\$15.65	NEXT 600	\$16.30	\$16.30
NEXT 600	\$16.00		NEXT 600	\$16.00	NEXT 600	\$16.00	\$16.00	NEXT 600	\$16.40	\$16.40
NEXT 600	\$16.50		NEXT 600	\$16.50	NEXT 600	\$16.50	\$16.50	NEXT 600	\$16.50	\$16.50
NEXT 600	\$17.50		NEXT 600	\$17.50	NEXT 600	\$17.50	\$17.50	NEXT 600	\$17.50	\$17.50
NEXT 600	\$18.50		NEXT 600	\$18.50	NEXT 600	\$18.50	\$18.50	NEXT 600	\$18.50	\$18.50
NEXT 600	\$19.50		NEXT 600	\$19.50	NEXT 600	\$19.50	\$19.50	NEXT 600	\$19.50	\$19.50
<b>THEREAFTER</b>	<b>10400</b>	<b>\$20.95</b>	<b>10400</b>	<b>\$21.45</b>	<b>10400</b>	<b>\$21.45</b>	<b>\$22.00</b>	<b>9800</b>	<b>\$22.00</b>	<b>\$22.50</b>
<b>DPT HEAD</b>		<b>\$21.95</b>		<b>\$22.45</b>		<b>\$22.45</b>		<b>\$23.00</b>		<b>\$23.50</b>

## State and Minimum Wage

<b>Meat Cutter</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>1/1/2020</b>	<b>3/2/2020</b>	<b>1/1/2021</b>	<b>3/5/2021</b>	<b>1/1/2022</b>
	1st 6 months	\$13.34	\$13.34	\$13.34	\$13.34	\$14.20	\$14.20	\$15.20
	Next 6 months	\$14.45	\$14.45	\$14.45	\$14.45	\$14.45	\$14.45	\$15.30
	Next 6 months	\$15.56	\$15.56	\$15.56	\$15.56	\$15.56	\$15.56	\$15.56
	Next 6 months	\$17.78	\$17.78	\$17.78	\$17.78	\$17.78	\$17.78	\$17.78
Thereafter		\$22.23	\$22.73	\$22.73	\$23.28	\$23.28	\$23.78	\$23.78
Department	Manager	\$23.23	\$23.73	\$23.73	\$24.28	\$24.28	\$24.78	\$24.78

<b>Clerk's Helper</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>1/1/2020</b>	<b>3/2/2020</b>	<b>1/1/2021</b>	<b>3/5/2021</b>	<b>1/1/2022</b>
	1st 3 months	\$12.10	\$12.10	\$13.10	\$13.10	\$14.10	\$14.10	\$15.10
	Next 6 months	\$12.20	\$12.20	\$13.20	\$13.20	\$14.20	\$14.20	\$15.20
	After 9 months	\$12.30	\$12.30	\$13.30	\$13.30	\$14.30	\$14.30	\$15.30

<b>Pharmacy Tech</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>1/1/2020</b>	<b>3/2/2020</b>	<b>1/1/2021</b>	<b>3/5/2021</b>	<b>1/1/2022</b>
	1st 26 weeks	\$13.00	\$13.00	\$13.20	\$13.20	\$14.20	\$14.20	\$15.20
	next 26 weeks	\$13.50	\$13.50	\$13.50	\$13.50	\$14.30	\$14.30	\$15.30
	next 26 weeks	\$14.00	\$14.00	\$14.00	\$14.00	\$14.40	\$14.40	\$15.40
	next 26 weeks	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$15.50
Thereafter		\$18.20	\$18.75	\$18.75	\$19.30	\$19.30	\$19.85	\$19.85

<b>Appendix F</b>	<b>Hours per step</b>	<b>Current</b>	<b>3/4/2019</b>	<b>1/1/2020</b>	<b>3/2/2020</b>	<b>1/1/2021</b>	<b>3/5/2021</b>	<b>1/1/2022</b>
	First 800 hours	\$12.20	\$12.20	\$13.20	\$13.20	\$14.20	\$14.20	\$15.20
	Next 800 hours	\$12.30	\$12.30	\$13.30	\$13.30	\$14.30	\$14.30	\$15.30
	Next 1000 hours	\$12.40	\$12.40	\$13.40	\$13.40	\$14.40	\$14.40	\$15.40
Thereafter		\$12.50	\$13.05	\$13.50	\$14.05	\$14.50	\$15.00	\$15.55

**State Minimum Wage**

GM/MEAT CLERK	CURRENT		3/4/2019			1/1/2020	3/2/2020		1/1/2021	3/5/2021		1/1/2022	
FIRST 600	\$12.20	FIRST 600	\$12.20		Eliminate			Eliminate				Eliminate	
NEXT 600	\$12.30	NEXT 600	\$12.30		FIRST 600	\$13.20	\$13.20	FIRST 600	\$14.20	\$14.20	FIRST 600	\$15.20	
NEXT 600	\$12.40	NEXT 600	\$12.40		NEXT 600	\$13.30	\$13.30	NEXT 600	\$14.30	\$14.30	NEXT 600	\$15.30	
NEXT 600	\$12.50	NEXT 600	\$12.50		NEXT 600	\$13.40	\$13.40	NEXT 600	\$14.40	\$14.40	NEXT 600	\$15.40	
NEXT 600	\$12.60	NEXT 600	\$12.60		NEXT 600	\$13.50	\$13.50	FIRST 600	\$14.50	\$14.50	NEXT 600	\$15.50	
NEXT 600	\$12.70	NEXT 600	\$12.70		NEXT 600	\$13.60	\$13.60	NEXT 600	\$14.60	\$14.60	NEXT 600	\$15.60	
NEXT 600	\$12.80	NEXT 600	\$12.80		NEXT 600	\$13.70	\$13.70	NEXT 600	\$14.70	\$14.70	NEXT 600	\$15.70	
NEXT 600	\$12.90	NEXT 600	\$12.90		NEXT 600	\$13.80	\$13.80	NEXT 600	\$14.80	\$14.80	NEXT 600	\$15.80	
NEXT 600	\$13.00	NEXT 600	\$13.00		NEXT 600	\$13.90	\$13.90	NEXT 600	\$14.90	\$14.90	NEXT 600	\$15.90	
NEXT 600	\$13.10	NEXT 600	\$13.10		NEXT 600	\$14.00	\$14.00	NEXT 600	\$15.00	\$15.00	NEXT 600	\$16.00	
NEXT 600	\$13.20	NEXT 600	\$13.20		NEXT 600	\$14.10	\$14.10	NEXT 600	\$15.10	\$15.10	NEXT 600	\$16.10	
NEXT 800	\$13.30	NEXT 800	\$13.30		NEXT 800	\$14.20	\$14.20	NEXT 800	\$15.20	\$15.20	NEXT 800	\$16.20	
NEXT 800	\$13.40	NEXT 800	\$13.40		NEXT 800	\$14.30	\$14.30	NEXT 800	\$15.30	\$15.30	NEXT 800	\$16.30	
NEXT 800	\$13.50	NEXT 800	\$13.50		NEXT 800	\$14.40	\$14.40	NEXT 800	\$15.40	\$15.40	NEXT 800	\$16.40	
NEXT 800	\$13.60	NEXT 800	\$13.60		NEXT 800	\$14.50	\$14.50	NEXT 800	\$15.50	\$15.50	NEXT 800	\$16.50	
<b>THEREAFTER</b>	<b>9800</b>	<b>\$15.37</b>	<b>9800</b>	<b>\$15.92</b>		<b>9200</b>	<b>\$15.92</b>	<b>\$16.47</b>	<b>9200</b>	<b>\$16.47</b>	<b>\$17.02</b>	<b>9200</b>	<b>\$17.02</b>
<b>DPT HEAD</b>		<b>\$16.47</b>		<b>\$17.02</b>			<b>\$17.02</b>	<b>\$17.57</b>		<b>\$17.57</b>	<b>\$18.12</b>		<b>\$18.12</b>

FOOD CLERK	CURRENT		3/4/2019			1/1/2020	3/2/2020		1/1/2021	3/5/2021		1/1/2022	
FIRST 1000	\$12.40	FIRST 1000	\$12.40		FIRST 1000	\$13.40	\$13.40	Eliminate				Eliminate	
NEXT 1000	\$12.50	NEXT 1000	\$12.50		NEXT 1000	\$13.50	\$13.50	FIRST 1000	\$14.40	\$14.40	FIRST 1000	\$15.40	
NEXT 600	\$12.60	NEXT 600	\$12.60		NEXT 600	\$13.60	\$13.60	NEXT 1000	\$14.50	\$14.50	Next 1000	\$15.50	
NEXT 600	\$12.70	NEXT 600	\$12.70		NEXT 600	\$13.70	\$13.70	NEXT 600	\$14.60	\$14.60	NEXT 600	\$15.60	
NEXT 600	\$12.80	NEXT 600	\$12.80		NEXT 600	\$13.80	\$13.80	NEXT 600	\$14.70	\$14.70	NEXT 600	\$15.70	
NEXT 600	\$12.90	NEXT 600	\$12.90		NEXT 600	\$13.90	\$13.90	NEXT 600	\$14.80	\$14.80	NEXT 600	\$15.80	
NEXT 600	\$13.00	NEXT 600	\$13.00		NEXT 600	\$14.00	\$14.00	NEXT 600	\$14.90	\$14.90	NEXT 600	\$15.90	
NEXT 600	\$13.10	NEXT 600	\$13.10		NEXT 600	\$14.10	\$14.10	NEXT 600	\$15.00	\$15.00	NEXT 600	\$16.00	
NEXT 600	\$13.20	NEXT 600	\$13.20		NEXT 600	\$14.20	\$14.20	NEXT 600	\$15.10	\$15.10	NEXT 600	\$16.10	
NEXT 600	\$13.70	NEXT 600	\$13.70		NEXT 600	\$14.30	\$14.30	NEXT 600	\$15.20	\$15.20	NEXT 600	\$16.20	
NEXT 600	\$15.30	NEXT 600	\$15.30		NEXT 600	\$15.30	\$15.30	NEXT 600	\$15.30	\$15.30	NEXT 600	\$16.30	
NEXT 600	\$16.00	NEXT 600	\$16.00		NEXT 600	\$16.00	\$16.00	NEXT 600	\$16.00	\$16.00	NEXT 600	\$16.40	
NEXT 600	\$16.50	NEXT 600	\$16.50		NEXT 600	\$16.50	\$16.50	NEXT 600	\$16.50	\$16.50	NEXT 600	\$16.50	
NEXT 600	\$17.50	NEXT 600	\$17.50		NEXT 600	\$17.50	\$17.50	NEXT 600	\$17.50	\$17.50	NEXT 600	\$17.50	
NEXT 600	\$18.50	NEXT 600	\$18.50		NEXT 600	\$18.50	\$18.50	NEXT 600	\$18.50	\$18.50	NEXT 600	\$18.50	
NEXT 600	\$19.50	NEXT 600	\$19.50		NEXT 600	\$19.50	\$19.50	NEXT 600	\$19.50	\$19.50	NEXT 600	\$19.50	
<b>THEREAFTER</b>	<b>10400</b>	<b>\$20.95</b>	<b>10400</b>	<b>\$21.45</b>		<b>10400</b>	<b>\$21.45</b>	<b>\$22.00</b>	<b>9800</b>	<b>\$22.00</b>	<b>\$22.50</b>	<b>9800</b>	<b>\$22.50</b>
<b>DPT HEAD</b>		<b>\$21.95</b>		<b>\$22.45</b>			<b>\$22.45</b>	<b>\$23.00</b>		<b>\$23.00</b>	<b>\$23.50</b>		<b>\$23.50</b>