

Element	Current Language	Changing To
Team Associate Entry Rate	\$18.00	\$19.25
Current Team Associate pay rate increase	N/A	All current TA under \$19.50 will move up to \$19.50 on September 5, 2022.
Team Associate Wage Cap	\$28.00 (LDD)	\$29.25
	\$28.50 (Base Business)	
	\$28.75 (CMEP)	(for all 3 Collective Bargaining Agreements)
Merit Base Increase (pay for performance)	1 <sup>st</sup> Monday in July	1 <sup>st</sup> Monday in April through the duration of contract.
All DWU Classifications (Team Associate including Special Assignment)	N/A	\$0.25 increase to All DWU on September 5, 2022 – any employee who is at /over cap, they will receive a 1-time payout of the difference.
(AMA / CIL / SS / OEES)		Example: (2,080 multiplied by the difference over the maximum base wage rate).
Receiving a pay increase		
Bonus	N/A	A one-time \$1,500.00 Bonus to be paid out September 9, 2022 – subject to applicable tax rate.
	(non-contractual)	