

**APPENDIX A**

**SALARY SCHEDULE FOR WAREHOUSE WORKERS AND TRUCK DRIVERS**

THE WAGE RATES FOR JOURNEYMEN WAREHOUSE WORKERS AND TRUCK DRIVERS SHALL BE:

	HOURLY RATE				
	<u>Current</u>	<u>July 1, 2020</u>	<u>July 1, 2021</u>	<u>July 1, 2022</u>	<u>July 1, 2023</u>
Warehouse Worker	17.00	17.51	18.04	18.59	19.15
Warehouse Worker/Truck Driver	25.13	26.35	27.61	28.44	\$29.30

1. Rates for Leadperson and Foreperson when assigned by the District will be as follows:

Leadperson: Truck Driver/Warehouse Worker rate plus three percent (3%)

Foreperson: Truck Driver/Warehouse Worker rate plus ten percent (10%)

General Foreperson: Truck Driver/Warehouse Worker rate plus fifteen percent (15%)

2. A Warehouse Worker assigned responsibility for the Food Service Department's cold food storage shall receive Truck Driver/Warehouse Worker rate plus five percent (5%).
3. An employee substituting in, or temporarily assigned to, a higher classification for two (2) hours or more shall be paid at the rate of the higher classification.
4. Present employees will be given the opportunity to apply for vacancies in the department to which they are assigned. The most senior employee who meets the qualifications for the position will be assigned to the vacancy. Upon selection, employees will serve a 90-day trial service period in the new assignment. During the trial period, if the employee's performance is unacceptable, the employee and their supervisor will meet to discuss. If the employee is unsuccessful, or chooses, upon completion of the 90-day trial period, the employee will be returned to their former position. Employees in other departments so requesting will be interviewed and considered to fill vacancies prior to considering outside applicants. The District reserves the right to appoint to Lead and Foreperson positions.
5. Except in an emergency, twenty-four (24) hours advanced notice shall be given for any required overtime. Employees shall be given the opportunity to sign up for scheduled overtime. Such work shall then be assigned to the most senior worker(s) who signed up providing they are qualified. If no worker signed up, the work shall be assigned to the worker with the least seniority who is qualified.
6. Seniority shall be based on length of continuous employment by the District as a driver and/or warehouseman under this Appendix. In the event of a layoff, the District will release personnel in the inverse order of their seniority. When filling a regular vacancy, the District will recall by seniority. The District will follow the provisions outlines in Article 19 of this contract.