

ATTACHMENT A

WAGE PROGRESSION CHART

Feb 6, 2023		Tier 2	Operator II-Mech II	0	6 mos	1 Year	2 Years	3 Years	4 Years	
% increase	1.73%	COLA		63.0%	66.5%	72.5%	75.0%	77.5%	80.0%	
				\$ 17.83	\$ 18.82	\$ 20.52	\$ 21.23	\$ 21.94	\$ 22.65	
				5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	
				82.5%	85.0%	87.5%	90.0%	95.0%	100.0%	
				\$ 23.35	\$ 24.06	\$ 24.77	\$ 25.48	\$ 26.89	\$ 28.30	
				Tier I					\$ 28.30	
		Tier 2	Operator 1	0	6 mos	1 Year	2 Years	3 Years	4 Years	
				63.0%	66.5%	72.5%	75.0%	77.5%	80.0%	
				\$ 20.07	\$ 21.19	\$ 23.10	\$ 23.89	\$ 24.69	\$ 25.49	
				5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	
				82.5%	85.0%	87.5%	90.0%	95.0%	100.0%	
				\$ 26.28	\$ 27.07	\$ 27.87	\$ 28.67	\$ 30.26	\$ 31.85	
				Tier I					\$ 31.85	
		Master Operator, Master Pilger Operator, Master Finishing Operator, Master Shipper							\$ 33.25	
		Maintenance*					0	6 mos	12 mos	
							90.0%	95.0%	100.0%	
							\$ 32.60	\$ 34.41	\$ 36.22	
		Master H							\$ 37.77	
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Mar 6, 2023		Tier 2	Operator II	Start	1 Year	2 Years	3 Years	4 Years		
% increase	5.00%			70.0%	72.5%	75.0%	77.5%	80.0%		
				\$ 20.80	\$ 21.55	\$ 22.29	\$ 23.03	\$ 23.78		
				5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	
				82.5%	85.0%	87.5%	90.0%	95.0%	100.0%	
				\$ 24.52	\$ 25.26	\$ 26.01	\$ 26.75	\$ 28.23	\$ 29.72	
				Tier I					\$ 29.72	
		Tier 2	Operator 1	Start	1 Year	2 Years	3 Years	4 Years		
				70.0%	72.5%	75.0%	77.5%	80.0%		
				\$ 23.41	\$ 24.24	\$ 25.08	\$ 25.92	\$ 26.75		
				5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	
				82.5%	85.0%	87.5%	90.0%	95.0%	100.0%	
				\$ 27.59	\$ 28.42	\$ 29.26	\$ 30.10	\$ 31.77	\$ 33.44	
				Tier I					\$ 33.44	
		Master Operator, Master Pilger Operator, Master Finishing Operator, Master Shipper							\$ 34.91	
		Working Leader (10% over Master)							\$ 38.40	
		Maintenance (except Electrician)			Start	6 mos	12 mos			
					90.0%	95.0%	100.0%			
					\$ 34.23	\$ 36.13	\$ 38.03			
		Master H - Maintenance (10% over Maintenance Workers) (not including electricians)							\$ 39.66	
		Electrician (Licensed)							\$ 45.00	
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Feb 5, 2024		Tier 2	Operator II	Start	1 Year	2 Years	3 Years	4 Years		
% increase	4.00%			70.0%	72.5%	75.0%	77.5%	80.0%		
				\$ 21.64	\$ 22.41	\$ 23.18	\$ 23.96	\$ 24.73		
				5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	
				82.5%	85.0%	87.5%	90.0%	95.0%	100.0%	
				\$ 25.50	\$ 26.27	\$ 27.05	\$ 27.82	\$ 29.36	\$ 30.91	
				Tier I					\$ 30.91	
		Tier 2	Operator 1	Start	1 Year	2 Years	3 Years	4 Years		
				70.0%	72.5%	75.0%	77.5%	80.0%		
				\$ 24.35	\$ 25.22	\$ 26.09	\$ 26.95	\$ 27.82		
				5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	
				82.5%	85.0%	87.5%	90.0%	95.0%	100.0%	
				\$ 28.69	\$ 29.56	\$ 30.43	\$ 31.30	\$ 33.04	\$ 34.78	
				Tier I					\$ 34.78	
		Master Operator, Master Pilger Operator, Master Finishing Operator, Master Shipper							\$ 36.31	
		Working Leader (10% over Master)							\$ 39.95	
		Maintenance (except Electrician)			Start	6 mos	12 mos			
					90.0%	95.0%	100.0%			
					\$ 35.60	\$ 37.57	\$ 39.55			
		Master H - Maintenance (10% over Maintenance Workers) (not including electricians)							\$ 41.25	
		Electrician (Licensed)							\$ 46.80	
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Feb 3, 2025		Tier 2	Operator II	Start	1 Year	2 Years	3 Years	4 Years		
% increase	3.50%			70.0%	72.5%	75.0%	77.5%	80.0%		
				\$ 22.39	\$ 23.19	\$ 23.99	\$ 24.79	\$ 25.59		
				5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	
				82.5%	85.0%	87.5%	90.0%	95.0%	100.0%	
				\$ 26.39	\$ 27.19	\$ 27.99	\$ 28.79	\$ 30.39	\$ 31.99	
				Tier I					\$ 31.99	
		Tier 2	Operator 1	Start	1 Year	2 Years	3 Years	4 Years		
				70.0%	72.5%	75.0%	77.5%	80.0%		
				\$ 25.20	\$ 26.10	\$ 27.00	\$ 27.90	\$ 28.80		
				5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	
				82.5%	85.0%	87.5%	90.0%	95.0%	100.0%	
				\$ 29.70	\$ 30.60	\$ 31.50	\$ 32.40	\$ 34.20	\$ 36.00	
				Tier I					\$ 36.00	
		Master Operator, Master Pilger Operator, Master Finishing Operator, Master Shipper							\$ 37.58	
		Working Leader (10% over Master)							\$ 41.34	
		Maintenance (except Electricians)			Start	6 mos	12 mos			
					90.0%	95.0%	100.0%			
					\$ 36.84	\$ 38.88	\$ 40.93			
		Master H - Maintenance (10% over Maintenance Workers) (not including electricians)							\$ 42.69	
		Electrician (Licensed)							\$ 48.44	

All Calculations by Alleima

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