

## WAGE PROGRESSION CHART

<b>Feb 6, 2023</b> % increase	Tier 2	Operator II-Mech II	0	6 mos	1 Year	2 Years	3 Years	4 Years
	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

<b>Mar 6, 2023</b> % increase	Tier 2	Operator II	Start	1 Year	2 Years	3 Years	4 Years	
	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								\$ 39.66
Electrician (Licensed)								\$ 45.00

<b>Feb 5, 2024</b> % increase	Tier 2	Operator II	Start	1 Year	2 Years	3 Years	4 Years	
	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								\$ 41.25
Electrician (Licensed)								\$ 46.80

<b>Feb 3, 2025</b> % increase	Tier 2	Operator II	Start	1 Year	2 Years	3 Years	4 Years	
	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								\$ 42.69
Electrician (Licensed)								\$ 48.41