

# EXAMPLES OF WAGE GROWTH

Latest Company Offer 10/18/24

Compounding of GWI's Over Life of Contract

A series of several parallel white lines of varying lengths and positions, all slanted diagonally from the bottom-left towards the top-right, located on the right side of the slide.

# Example – Grade 1 Max grade 1 \$39.26

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT							
INPUT YOUR CURRENT BASE WAGE	\$39.26		2024	2025	2026	2027	Hourly rate at Year 4
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	<b>\$54.88</b>
		<b>Cumulative growth year to year</b>	12.00%	20.96%	30.64%	39.78%	\$15.62
	2nd shift premium	\$1.25					more per hour from prior to contract
	3rd shift premium	\$0.30					
	Input any other additional additives not currently receiving (license premium, pay additive)						
	Team Leader Pay Amount						
		12.0%GWI Year 1					
		\$4.71 hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		<b>\$43.97Upon ratification</b>					
		8.0%GWI Year 2					
		\$3.52hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		\$47.49September 2025 hourly rate					
		8.0%GWI Year 3					
		\$3.80hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		\$51.29September 2026 hourly rate					
		7.0%GWI Year 4					
		\$3.59hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		\$54.88September 2027 hourly rate					

Figures do NOT include any unknown COLA's

# Example – Grade 2 Max grade 2 \$40.52

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT							
INPUT YOUR CURRENT BASE WAGE	\$40.52		2024	2025	2026	2027	Hourly rate at Year 4
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	<b>\$56.64</b>
		<b>Cumulative growth year to year</b>	12.00%	20.96%	30.64%	39.78%	\$16.12
	2nd shift premium	\$1.25					more per hour from prior to contract
	3rd shift premium	\$0.30					
	Input any other additional additives not currently receiving (license premium, pay additive)						
	Team Leader Pay Amount						
	12.0%GWI Year 1						
	\$4.86 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	<b>\$45.38Upon ratification</b>						
	8.0%GWI Year 2						
	\$3.63hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$49.01September 2025 hourly rate						
	8.0%GWI Year 3						
	\$3.92hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$52.93September 2026 hourly rate						
	7.0%GWI Year 4						
	\$3.71 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$56.64September 2027 hourly rate						

Figures do NOT include any unknown COLA's

# Example – Grade 3 Max grade 3 \$41.79

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT										
INPUT YOUR CURRENT BASE WAGE	\$41.79		2024	2025	2026	2027	Hourly rate at Year 4			
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	\$58.41			
		<b>Cumulative growth year to year</b>	12.00%	20.96%	30.64%	39.78%	\$16.62			
	2nd shift premium	\$1.25					more per hour from prior to contract			
	3rd shift premium	\$0.30								
	Input any other additional additives not currently receiving (license premium, pay additive)									
	Team Leader Pay Amount									
	12.0%GWI Year 1									
	\$5.01 hourly rate increase									
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)									
	COLA/yr Conservative Estimate									
	<b>\$46.80Upon ratification</b>									
		8.0%GWI Year 2								
		\$3.74hourly rate increase								
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)								
		COLA/yr Conservative Estimate								
		\$50.55September 2025 hourly rate								
			8.0%GWI Year 3							
			\$4.04hourly rate increase							
			Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)							
			COLA/yr Conservative Estimate							
			\$54.59September 2026 hourly rate							
				7.0%GWI Year 4						
				\$3.82hourly rate increase						
				Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
				COLA/yr Conservative Estimate						
				\$58.41September 2027 hourly rate						

Figures do NOT include any unknown COLA's

# Example – Grade 4 Max grade 4 \$42.99

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT								
INPUT YOUR CURRENT BASE WAGE	\$42.99		2024	2025	2026	2027	Hourly rate at Year 4	
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	<b>\$60.09</b>	
		<b>Cumulative growth year to year</b>	12.00%	20.96%	30.64%	39.78%	\$17.10	
	2nd shift premium	\$1.25					more per hour from prior to contract	
	3rd shift premium	\$0.30						
	Input any other additional additives not currently receiving (license premium, pay additive)							
	Team Leader Pay Amount							
	12.0%GWI Year 1							
	\$5.16 hourly rate increase							
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)							
	COLA/yr							
	<b>\$48.15</b>	<b>Upon ratification</b>						
		8.0%GWI Year 2						
		\$3.85 hourly rate increase						
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
		COLA/yr						
		\$52.00	September 2025 hourly rate					
		8.0%GWI Year 3						
		\$4.16 hourly rate increase						
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
		COLA/yr						
		\$56.16	September 2026 hourly rate					
		7.0%GWI Year 4						
		\$3.93 hourly rate increase						
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
		COLA/yr						
		\$60.09	September 2027 hourly rate					

Figures do NOT include any unknown COLA's

# Example – Grade 5 Max grade 5 \$44.18

		WAGE GROWTH OVER THE LIFE OF THE AGREEMENT					
INPUT YOUR CURRENT BASE WAGE	<b>\$44.18</b>		2024	2025	2026	2027	Hourly rate at Year 4
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	<b>\$61.76</b>
		<b>Cumulative growth year to year</b>	12.00%	20.96%	30.64%	39.78%	\$17.58
	2nd shift premium	\$1.25					more per hour from prior to contract
	3rd shift premium	\$0.30					
	Input any other additional additives not currently receiving (license premium, pay additive)						
	Team Leader Pay Amount						
	12.0%GWI Year 1						
	\$5.30 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	<b>\$49.48 Upon ratification</b>						
	8.0%GWI Year 2						
	\$3.96 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$53.44 September 2025 hourly rate						
	8.0%GWI Year 3						
	\$4.28 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$57.72 September 2026 hourly rate						
	7.0%GWI Year 4						
	\$4.04 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$61.76 September 2027 hourly rate						

**Figures do NOT include any unknown COLA's**

# Example – Grade 6 Max grade 6 \$45.48

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT							
INPUT YOUR CURRENT BASE WAGE	\$45.48		2024	2025	2026	2027	Hourly rate at Year 4
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	<b>\$63.57</b>
		<b>Cumulative growth year to year</b>	12.00%	20.96%	30.64%	39.78%	\$18.09
	2nd shift premium	\$1.25					more per hour from prior to contract
	3rd shift premium	\$0.30					
	Input any other additional additives not currently receiving (license premium, pay additive)						
	Team Leader Pay Amount						
	12.0%GWI Year 1						
	\$5.46 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	<b>\$50.94 Upon ratification</b>						
	8.0%GWI Year 2						
	\$4.08 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$55.01 September 2025 hourly rate						
	8.0%GWI Year 3						
	\$4.40 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$59.41 September 2026 hourly rate						
	7.0%GWI Year 4						
	\$4.16 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$63.57 September 2027 hourly rate						

Figures do NOT include any unknown COLA's

# Example – Grade 7 Max grade 7 \$46.71

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT								
INPUT YOUR CURRENT BASE WAGE	<b>\$46.71</b>		2024	2025	2026	2027	Hourly rate at Year 4	
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	<b>\$65.29</b>	
		<b>Cumulative growth year to year</b>	12.00%	20.96%	30.64%	39.78%	\$18.58	
	2nd shift premium	\$1.25					more per hour from prior to contract	
	3rd shift premium	\$0.30						
	Input any other additional additives not currently receiving (license premium, pay additive)							
	Team Leader Pay Amount							
	12.0%GWI Year 1							
	\$5.61 hourly rate increase							
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)							
	COLA/yr							
	<b>\$52.32 Upon ratification</b>							
		8.0%GWI Year 2						
		\$4.19 hourly rate increase						
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
		COLA/yr						
		\$56.50 September 2025 hourly rate						
			8.0%GWI Year 3					
			\$4.52 hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
		COLA/yr						
		\$61.02 September 2026 hourly rate						
				7.0%GWI Year 4				
				\$4.27 hourly rate increase				
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
		COLA/yr						
		\$65.29 September 2027 hourly rate						

Figures do NOT include any unknown COLA's



# Example – Grade 8 Max grade 8 \$48.00

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT							
INPUT YOUR CURRENT BASE WAGE	\$48.00		2024	2025	2026	2027	Hourly rate at Year 4
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	<b>\$67.10</b>
		<b>Cumulative growth year to year</b>	12.00%	20.96%	30.64%	39.78%	\$19.10
	2nd shift premium	\$1.25					more per hour from prior to contract
	3rd shift premium	\$0.30					
	Input any other additional additives not currently receiving (license premium, pay additive)						
	Team Leader Pay Amount						
	12.0%GWI Year 1						
	\$5.76 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	<b>\$53.76 Upon ratification</b>						
	8.0%GWI Year 2						
	\$4.30 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$58.06 September 2025 hourly rate						
	8.0%GWI Year 3						
	\$4.64 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$62.71 September 2026 hourly rate						
	7.0%GWI Year 4						
	\$4.39 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$67.10 September 2027 hourly rate						

Figures do NOT include any unknown COLA's



# Example – Grade 10 Max grade 10 \$50.42

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT										
INPUT YOUR CURRENT BASE WAGE	\$50.42		2024	2025	2026	2027	Hourly rate at Year 4			
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	<b>\$70.48</b>			
		<b>Cumulative growth year to year</b>	12.00%	20.96%	30.64%	39.78%	\$20.06			
	2nd shift premium	\$1.25					more per hour from prior to contract			
	3rd shift premium	\$0.30								
	Input any other additional additives not currently receiving (license premium, pay additive)									
	Team Leader Pay Amount									
	12.0%GWI Year 1									
	\$6.05 hourly rate increase									
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)									
	COLA/yr Conservative Estimate									
	<b>\$56.47 Upon ratification</b>									
		8.0%GWI Year 2								
		\$4.52 hourly rate increase								
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)								
		COLA/yr								
		\$60.99 September 2025 hourly rate								
			8.0%GWI Year 3							
			\$4.88 hourly rate increase							
			Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)							
			COLA/yr							
			\$65.87 September 2026 hourly rate							
				7.0%GWI Year 4						
				\$4.61 hourly rate increase						
				Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
				COLA/yr						
				\$70.48 September 2027 hourly rate						

Figures do NOT include any unknown COLA's

# Example – Grade 11 Max grade 11 \$51.74

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT										
INPUT YOUR CURRENT BASE WAGE	\$51.74		2024	2025	2026	2027	Hourly rate at Year 4			
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	<b>\$72.32</b>			
		<b>Cumulative growth year to year</b>	12.00%	20.96%	30.64%	39.78%	\$20.58			
	2nd shift premium	\$1.25					more per hour from prior to contract			
	3rd shift premium	\$0.30								
	Input any other additional additives not currently receiving (license premium, pay additive)									
	Team Leader Pay Amount									
	12.0%GWI Year 1									
	\$6.21 hourly rate increase									
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)									
	COLA/yr									
	<b>\$57.95 Upon ratification</b>									
		8.0%GWI Year 2								
		\$4.64 hourly rate increase								
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)								
		COLA/yr								
		\$62.58 September 2025 hourly rate								
			8.0%GWI Year 3							
			\$5.01 hourly rate increase							
			Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)							
			COLA/yr							
			\$67.59 September 2026 hourly rate							
				7.0%GWI Year 4						
				\$4.73 hourly rate increase						
				Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
				COLA/yr						
				\$72.32 September 2027 hourly rate						

Figures do NOT include any unknown COLA's

# Example – Grade 4 \$26.50

## Two years seniority, 2<sup>nd</sup> shift, still in progression

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT							
INPUT YOUR CURRENT BASE WAGE	<b>\$26.50</b>		2024	2025	2026	2027	Hourly rate at Year 4
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	<b>\$42.77</b>
		<b>Cumulative growth year to year</b>	15.77%	28.81%	42.89%	56.66%	\$16.27
<b>1.25</b>	2nd shift premium	\$1.25					more per hour from prior to contract
	3rd shift premium	\$0.30					
	Input any other additional additives not currently receiving (license premium, pay additive)						
	Team Leader Pay Amount						<b>ZOOM to Max Rate at 6 Years</b>
	12.0%GWI Year 1						<b>\$60.56</b>
	\$3.18hourly rate increase						\$34.06
	<b>\$1.00</b> Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						more per hour from prior to contract
	COLA/yr						
	<b>\$30.68</b> Upon ratification						
		8.0%GWI Year 2					
		\$2.45hourly rate increase					
		<b>\$1.00</b> Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr Conservative Estimate					
		\$34.13September 2025 hourly rate					
		8.0%GWI Year 3					
		\$2.73hourly rate increase					
		<b>\$1.00</b> Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr Conservative Estimate					
		\$37.87September 2026 hourly rate					
		7.0%GWI Year 4					
		\$2.65hourly rate increase					
		<b>\$1.00</b> Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr Conservative Estimate					
		\$41.52September 2027 hourly rate					

**Figures do NOT include any unknown COLA's**



# Example – Grade 6 One-year seniority

## 2<sup>nd</sup> shift, still in progression

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT							
INPUT YOUR CURRENT BASE WAGE	\$26.44		2024	2025	2026	2027	Hourly rate at Year 4
	Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	<b>\$42.68</b>
		<b>Cumulative growth year to year</b>	15.78%	28.83%	42.92%	56.70%	\$16.24
<b>1.25</b>	2nd shift premium	\$1.25					more per hour from prior to contract
	3rd shift premium	\$0.30					
	Input any other additional additives not currently receiving (license premium, pay additive)						
	Team Leader Pay Amount						
	12.0%GWI Year 1						
	\$3.17hourly rate increase						
	<b>\$1.00</b> Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	<b>\$30.61 Upon ratification</b>						
	8.0%GWI Year 2						
	\$2.45hourly rate increase						
	<b>\$1.00</b> Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$34.06September 2025 hourly rate						
	8.0%GWI Year 3						
	\$2.72hourly rate increase						
	<b>\$1.00</b> Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$37.79September 2026 hourly rate						
	7.0%GWI Year 4						
	\$2.65hourly rate increase						
	<b>\$1.00</b> Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$41.43September 2027 hourly rate						

Figures do NOT include any unknown COLA's