

EXAMPLES OF WAGE GROWTH

Latest Company Offer 10/18/24

Compounding of GWI's Over Life of Contract

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	\$54.88
		Cumulative growth year to year	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					
	\$43.97Upon ratification						
	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	\$56.64
		Cumulative growth year to year	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						
	\$45.38Upon ratification						
		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
		Cumulative growth year to year	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						
	\$46.80Upon ratification						
		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	\$60.09
		Cumulative growth year to year	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						
	\$48.15Upon ratification						
		8.0%GWI Year 2					
		\$3.85hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		\$52.00September 2025 hourly rate					
		8.0%GWI Year 3					
		\$4.16hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		\$56.16September 2026 hourly rate					
		7.0%GWI Year 4					
		\$3.93hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		\$60.09September 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	\$44.18		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	\$61.76
		Cumulative growth year to year	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						
	\$49.48Upon ratification						
		8.0%GWI Year 2					
		\$3.96hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		\$53.44September 2025 hourly rate					
		8.0%GWI Year 3					
		\$4.28hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		\$57.72September 2026 hourly rate					
		7.0%GWI Year 4					
		\$4.04hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		\$61.76September 2027 hourly rate					

Figures do NOT include any unknown COLA's

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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	\$63.57
		Cumulative growth year to year	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						
	\$50.94Upon ratification						
		8.0%GWI Year 2					
		\$4.08hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		\$55.01September 2025 hourly rate					
			8.0%GWI Year 3				
			\$4.40hourly rate increase				
			Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)				
			COLA/yr				
			\$59.41September 2026 hourly rate				
				7.0%GWI Year 4			
				\$4.16hourly rate increase			
				Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)			
				COLA/yr			
				\$63.57September 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	\$46.71		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	\$65.29
		Cumulative growth year to year	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						
	\$52.32Upon ratification						
	8.0%GWI Year 2						
	\$4.19hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$56.50September 2025 hourly rate						
	8.0%GWI Year 3						
	\$4.52hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$61.02September 2026 hourly rate						
	7.0%GWI Year 4						
	\$4.27hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$65.29September 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	\$67.10
		Cumulative growth year to year	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						
	\$53.76 Upon ratification						
	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 9 Max grade 9 \$49.25

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT							
INPUT YOUR CURRENT BASE WAGE	\$49.25		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	\$68.84
		Cumulative growth year to year	12.00%	20.96%	30.64%	39.78%	\$19.59
	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						
	\$5.91 hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$55.16 Upon ratification						
		8.0%GWI Year 2					
		\$4.41 hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr					
		\$59.57 September 2025 hourly rate					
			8.0%GWI Year 3				
			\$4.77 hourly rate increase				
			Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)				
			COLA/yr				
			\$64.34 September 2026 hourly rate				
				7.0%GWI Year 4			
				\$4.50 hourly rate increase			
				Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)			
				COLA/yr			
				\$68.84 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	\$70.48
		Cumulative growth year to year	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						
	\$56.47 Upon ratification						
		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	\$72.32
		Cumulative growth year to year	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						
	\$57.95Upon ratification						
	8.0%GWI Year 2						
	\$4.64hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$62.58September 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						
	\$67.59September 2026 hourly rate						
	7.0%GWI Year 4						
	\$4.73hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$72.32September 2027 hourly rate						

Figures do NOT include any unknown COLA's

Example – Grade 4 \$26.50

Two years seniority, 2nd shift, still in progression

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT							
INPUT YOUR CURRENT BASE WAGE	\$26.50		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	\$41.61
		Cumulative Growth Year to Year	12.00%	25.04%	38.81%	52.30%	\$15.11
	1.252nd 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						ZOOM to max after 6 years
	12.0%GWI Year 1						\$60.56
	\$3.18hourly rate increase						\$34.06
	\$29.68Upon ratification						more per hour from prior to contract
	\$1.00 Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$30.68 After 1st year with progression						
	8.0%GWI Year 2						
	\$2.45hourly rate increase						
	\$1.00 Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$33.13September 2025 hourly rate						
	8.0%GWI Year 3						
	\$2.65hourly rate increase						
	\$1.00 Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$36.79September 2026 hourly rate						
	7.0%GWI Year 4						
	\$2.57hourly rate increase						
	\$1.00 Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$40.36September 2027 hourly rate						

Figures do NOT include any unknown COLA's

Example – Grade 6 \$27.44

Two years seniority, 2nd shift, still in progression

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT							
INPUT YOUR CURRENT BASE WAGE	\$27.44		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	\$42.92
		Cumulative growth year to year	12.00%	24.90%	38.53%	51.87%	\$15.48
	1.252nd 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						ZOOM to max after 6 years
	12.0%GWI Year 1						\$63.57
	\$3.29hourly rate increase						\$36.13
	\$30.73Upon ratification						more per hour from prior to contract
	\$1.00Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$31.73After 1st year with progression						
	8.0%GWI Year 2						
	\$2.54hourly rate increase						
	\$1.00Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$34.27September 2025 hourly rate						
	8.0%GWI Year 3						
	\$2.74hourly rate increase						
	\$1.00Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$38.01September 2026 hourly rate						
	7.0%GWI Year 4						
	\$2.66hourly rate increase						
	\$1.00Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$41.67September 2027 hourly rate						

Figures do NOT include any unknown COLA's

Example – Grade 6 One-year seniority

2nd shift, still in progression

WAGE GROWTH OVER THE LIFE OF THE AGREEMENT							
INPUT YOUR CURRENT BASE WAGE	\$25.50		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	\$40.21
		Cumulative growth year to year	12.00%	25.20%	39.13%	52.79%	\$14.71
	1.252nd 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						ZOOM to max after 6 years
	12.0%GWI Year 1					*1 year later after contract end --->	\$63.57
	\$3.06hourly rate increase						\$38.07
	\$28.56Upon ratification						more per hour from prior to contract
	\$1.00 Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						*if nothing changes and would most likely be more
	\$29.56 After 1st year with progression						
	8.0%GWI Year 2						
	\$2.36hourly rate increase						
	\$1.00 Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$31.92September 2025 hourly rate						
	8.0%GWI Year 3						
	\$2.55hourly rate increase						
	\$1.00 Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$35.48September 2026 hourly rate						
	7.0%GWI Year 4						
	\$2.48hourly rate increase						
	\$1.00 Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$38.96September 2027 hourly rate						

Figures do NOT include any unknown COLA's