

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								

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						
\$3.71hourly rate increase						
Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
COLA/yr						
\$56.64September 2027 hourly rate						

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						
	\$3.74	hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr Conservative Estimate					
	\$50.55	September 2025 hourly rate					
	8.0%GWI Year 3						
	\$4.04	hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr Conservative Estimate					
	\$54.59	September 2026 hourly rate					
	7.0%GWI Year 4						
	\$3.82	hourly rate increase					
		Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)					
		COLA/yr Conservative Estimate					
	\$58.41	September 2027 hourly rate					

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
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						
hourly rate increase	\$5.16					
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						

Example – Grade 5 Max grade 5 \$44.18

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						

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							

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						

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						
	\$4.52hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$60.99September 2025 hourly rate						
	8.0%GWI Year 3						
	\$4.88hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$65.87September 2026 hourly rate						
	7.0%GWI Year 4						
	\$4.61hourly rate increase						
	Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)						
	COLA/yr						
	\$70.48September 2027 hourly rate						

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							
	\$57.95 Upon ratification							
	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, 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							
12.0%GWI Year 1							ZOOM to max after 6 years
\$3.18hourly rate increase							\$60.56
\$29.68Upon ratification							\$34.06
\$1.00 Progression amount if applicable (\$1 or \$0.5 or "0" then hit enter)							more per hour from prior to contract
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 contact
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
Base Hourly rate - Current including the .44 cent COLA fold in		Year 1 Gain	Year 2 Gain	Year 3 Gain	Year 4 Gain	Hourly rate at Year 4 \$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