Economic Factors Result in Zero COLA effective June 3, 2016

Calculations for the June 3, 2016 quarterly cost-of-living adjustment (COLA) resulted in a positive 7 cents based on the months of February 2016, March 2016 and April 2016. However, since prior COLA was negative 21 cents, no increase to the base rate will occur (members are already receiving that CPI change since it was rolled into base rates previously).

Current accumulated COLA is now negative 14 cents. COLA is generated quarterly under the IAM contract and is based on the federal government’s Consumer Price Index.

NO CHANGE TO RATES

<table>
<thead>
<tr>
<th>Labor Grade</th>
<th>Base Rate Range Minimum per hour</th>
<th>Base Rate Range Maximum per hour</th>
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