

SCHEDULE A
Job Classifications and Rates of Pay

For those employees employed on the date of the Union's ratification of this agreement, or who separated employment in good standing:

Effective June 1, 2023, the base wage rate shall be increased by seven percent (7%).

Effective June 1, 2024, the base wage rate shall be increased by six percent (6%).

Effective June 1, 2025, the base wage rate shall be increased by five percent (5%).

Effective June 1, 2026, the base wage rate shall be increased by four percent (4%).

Effective June 1, 2027, the base wage rate shall be increased by four percent (4%).

Wages						
Article 8.03 & 8.04	Current	New*	6/1/2024	6/1/2025	6/1/2026	6/1/2027
	\$2.00	\$2.35	\$2.35	\$2.35	\$2.35	\$2.35
		Increase	Increase	Increase	Increase	Increase
Classifications		7.00%**	6.00%**	5.00%**	4.00%**	4.00%**
	Current	Effective	Effective	Effective	Effective	Effective
	6/1/2022	6/1/2023	6/1/2024	6/1/2025	6/1/2026	6/1/2027
Engineer (Journeyman) (Operating and Maintenance/Mechanical)	\$52.80	\$56.50	\$59.89	\$62.88	\$65.40	\$68.02
Engineer with License per 8.02	\$53.05	\$56.75	\$60.14	\$63.13	\$65.65	\$68.27
Engineer (Journeyman with License per 8.03) (Operating and Maintenance/Mechanical)	\$54.80	\$58.85	\$62.24	\$65.23	\$67.75	\$70.37
Mechanical Maintenance Engineer (Conveyance Systems) W/ Welding License per 8.04	\$54.80	\$58.85	\$62.24	\$65.23	\$67.75	\$70.37
Lead Operating and Maintenance/ Mechanical Maintenance Engineer (5% above Journeyman Scale)	\$55.44	\$59.33	\$62.88	\$66.02	\$68.67	\$71.42
Lead Operating Maintenance Engineer with License Premium outlined per 8.03	\$57.44	\$61.68	\$65.23	\$68.37	\$71.02	\$73.77
Lead Maintenance/ Mechanical Maintenance Engineer (with Grade II License per 8.02)	\$55.69	\$59.58	\$63.13	\$66.27	\$68.92	\$71.67
Lead Mechanical Maintenance Engineer W/Welding License per 8.04	\$57.44	\$61.68	\$65.23	\$68.37	\$71.02	\$73.77
Head Operating and Maintenance/ Mechanical Maintenance Engineer (15% above Journeyman scale)	\$60.72	\$64.98	\$68.87	\$72.31	\$75.21	\$78.22
Head Operating and Maintenance/ Mechanical Maintenance Engineer (with License per 8.02)	\$60.97	\$65.23	\$69.12	\$72.56	\$75.46	\$78.47

Head Operating and Maintenance/ Mechanical Maintenance Engineer (with License per 8.03)	\$62.72	\$67.33	\$71.22	\$74.66	\$77.56	\$80.57
Chief Operating Maintenance/Mechanical Engineer (25% above Journeyman Scale)	\$65.99	\$70.63	\$74.86	\$78.60	\$81.75	\$85.03
Chief Operating Engineer (with License per 8.03)	\$67.99	\$72.98	\$77.21	\$80.95	\$84.10	\$87.38
Technical Reviewer	\$60.72	\$64.98	\$68.87	\$72.31	\$75.21	\$78.22
Technical Reviewer (with License)	\$62.72	\$67.33	\$71.22	\$74.66	\$77.56	\$80.57
Technical Reviewer Conveyor Workgroup with Structural Welding AWS Certificate	\$62.72	\$67.33	\$71.22	\$74.66	\$77.56	\$80.57

*Effective June 1, 2023 for current employees and employees who separated in good standing.

**base rate increase

Apprentice Class								
			Current	Effective	Effective	Effective	Effective	Effective
			6/1/2022	6/1/2023	6/1/2024	6/1/2025	6/1/2026	6/1/2027
1st 6 Months		60.00%	\$31.68	\$33.90	\$35.93	\$37.73	\$39.24	\$40.81
2nd 6 Months		65.00%	\$34.31	\$36.73	\$38.93	\$40.87	\$42.51	\$44.21
3rd 6 Months		70.00%	\$36.96	\$39.55	\$41.92	\$44.02	\$45.78	\$47.61
4th 6 Months		75.00%	\$39.60	\$42.38	\$44.92	\$47.16	\$49.05	\$51.02
5th 6 Months		80.00%	\$42.23	\$45.20	\$47.91	\$50.30	\$52.32	\$54.42
6th 6 Months		85.00%	\$44.88	\$48.03	\$50.91	\$53.45	\$55.59	\$57.82
7th 6 Months		90.00%	\$47.52	\$50.85	\$53.90	\$56.59	\$58.86	\$61.22
8th 6 Months		95.00%	\$50.15	\$53.68	\$56.90	\$59.74	\$62.13	\$64.62
9th 6 Months		100.00%	\$52.80	\$56.50	\$59.89	\$62.88	\$65.40	\$68.02

Utility Workers								
			Current	Effective	Effective	Effective	Effective	Effective
			6/1/2022	6/1/2023	6/1/2024	6/1/2025	6/1/2026	6/1/2027
1st Year		55.00%	\$29.04	\$31.08	\$32.94	\$34.58	\$35.97	\$37.41
2nd Year		60.00%	\$31.68	\$33.90	\$35.93	\$37.73	\$39.24	\$40.81
3rd Year+		65.00%	\$34.31	\$36.73	\$38.93	\$40.87	\$42.51	\$44.21