

Final TA Wage Table  
12/8/2015

Production	Current Wages	Ratification	Year 2 9/15/2016	Year 3 9/15/2017	Year 4 9/15/2018	Year 5 9/15/2019	
	Prod II NH/Temps - Team Leaders add \$0.50/hr						
	\$12.00	\$ 14.00	\$ 14.47	\$ 14.94	\$ 15.41	\$ 15.88	
	\$12.48	\$ 14.00	\$ 14.47	\$ 14.94	\$ 15.41	\$ 15.88	
	Prod I Sup/Prod II - Team Leaders add \$0.50/hr						
	\$14.50	\$ 15.50	\$ 16.12	\$ 16.60	\$ 17.21	\$ 17.77	
	\$15.09	\$ 16.09	\$ 16.73	\$ 17.24	\$ 17.45	\$ 17.77	
	\$15.43	\$ 16.43	\$ 16.77	\$ 17.10	\$ 17.44	\$ 17.77	
	Prod I Sup - Team Leaders add \$0.50/hr						
	\$16.28	\$ 17.28	\$ 17.63	\$ 17.98	\$ 18.34	\$ 18.69	
New Hire Start Rates							
Start Rate Year 1	Start Rate Year 2	Start Rate Year 3	Start Rate Year 4	Start Rate Year 5	* After 90 Days New Hires Fall Into Prod II NH/Temps Rate Table		
\$ 13.00	\$ 13.50	\$ 14.00	\$ 14.50	\$ 15.35			

Specialized	Current Wages	Ratification	9/15/2016	9/15/2017	9/15/2018	9/15/2019	
	Remaining Legacy B into Specialized. Team Leaders add \$0.50/hr.						
	\$ 17.26	\$ 18.26	\$ 18.63	\$ 19.00	\$ 19.19	\$ 19.56	
\$ 17.55	\$ 18.26	\$ 18.63	\$ 19.00	\$ 19.19	\$ 19.56		

Semi-Skilled	Current Wages	Ratification	9/15/2016	9/15/2017	9/15/2018	9/15/2019	
	Semi-Skilled - Team Leaders add \$0.50/hr.						
	\$ 19.68	\$ 20.47	\$ 20.47	\$ 21.37	\$ 21.37	\$ 21.37	
	<i>Lump Sum</i>		3%		3%	2%	
	\$ 20.75	\$ 21.37	\$ 21.37	\$ 21.37	\$ 21.37	\$ 21.37	
<i>Lump Sum</i>		3%	3%	3%	2%		

Skilled	Ratification	9/15/2016	9/15/2017	9/15/2018	9/15/2019	
	Skilled I	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$30.00
	Skilled II	\$ 26.00	\$ 27.50	\$ 28.75	\$ 30.00	\$30.00
	<i>Lump Sum Skilled I</i>		2%	4%	3%	2%
	<i>Lump Sum Skilled II</i>					2%

\*\* This Wage Economic Proposal includes a ONE TIME \$2,000 per active employee payment upon ratification.

\*Wage rate changes will be retroactive to September 15, 2015.