

APPENDIX A

WAGE SCHEDULE AND RATES OF PAY

GRADE A

- Machinist Technician
(CNC Milling Machines: Line; Butler; Mazak; Okuma)
- Track Technician
- Maintenance Technician
- Truck Driver
- HST Machinist Technician/Welder
 - First 90 Days: New Hire
 - Next 12 Months: Base Rate
 - Next 12 Months: Level 1
 - Top Rate: Level 2

GRADE B

- Assemblyman 1
(Point Fitter and Panel Assembler)
- Machinist
(CNC Peddinghaus; Robotic Welder; Transition Rail)
- Frog Fitter
- Senior Welder
- Maintenance Mechanic
- Tool Room Attendant 1
- Shipping/Receiving
- Material Handler 1
(Front End Loader Operator)
- Plate Finisher
- HST Cell Operator
- Rail Bender
 - First 90 Days: New Hire
 - Next 12 Months: Base Rate
 - Next 12 Months: Level 1
 - Top Rate: Level 2

GRADE C

- Assemblyman 2
(Point Fitter; Panel Assembler)
- Machine Operator 1
(Saws; Presses; Punches; Benders; Plasma Cutter; Peddinghaus Punch)
- Welder
- Tool Room Attendant 2
- Material Handler 2
(Forklift)
 - First 90 Days: New Hire
 - Next 6 Months: Base Rate
 - Next 6 Months: Level 1
 - Top Rate: Level 2

GRADE D

- Machine Operator 2
- Assemblyman 3
 - First 90 Days: New Hire
 - Next 90 Days: Base Rate
 - Next 90 Days: Level 1
 - Top Rate: Level 2

GRADE E

- Laborer
 - First 90 Days: New Hire
 - Next 90 Days: Base Rate
 - Next 90 Days: Level 1
 - Top Rate: Level 2

- Employees will progress through the pay ranges based on the above time periods, provided that their work performance is satisfactory. Any time in excess of thirty (30) calendar days spent on a leave of absence will be added to the above time periods, with the exception of leaves of absence covered by the Uniformed Services Employment and Reemployment Rights Act of 1994 (“USERRA”).

WAGE RATES

GRADE A						
Level	7/16	7/17	7/18	7/19	7/20	7/21
New Hire	\$18.83	\$19.23	\$19.62	\$20.01	\$20.38	\$20.79
Base Rate	\$20.10	\$20.53	\$20.94	\$21.36	\$21.76	\$22.19
Level 1	\$20.73	\$21.18	\$21.60	\$22.03	\$22.44	\$22.89
Level 2	\$21.37	\$21.83	\$22.27	\$22.71	\$23.13	\$23.59
		2.15%	2.00%	2.00%	1.85%	2.00%
GRADE B						
	7/16	7/17	7/18	7/19	7/20	7/21
New Hire	\$17.44	\$17.81	\$18.17	\$18.53	\$18.88	\$19.26
Base Rate	\$18.71	\$19.11	\$19.49	\$19.88	\$20.25	\$20.66
Level 1	\$19.32	\$19.74	\$20.13	\$20.53	\$20.91	\$21.33
Level 2	\$19.98	\$20.41	\$20.82	\$21.23	\$21.63	\$22.06
		2.15%	2.00%	2.00%	1.85%	2.00%
GRADE C						
	7/16	7/17	7/18	7/19	7/20	7/21
New Hire	\$15.91	\$16.25	\$16.58	\$16.91	\$17.22	\$17.57
Base Rate	\$17.19	\$17.56	\$17.91	\$18.27	\$18.61	\$18.98
Level 1	\$17.81	\$18.19	\$18.56	\$18.93	\$19.28	\$19.66
Level 2	\$18.45	\$18.85	\$19.22	\$19.61	\$19.97	\$20.37
		2.15%	2.00%	2.00%	1.85%	2.00%
GRADE D						
	7/16	7/17	7/18	7/19	7/20	7/21
New Hire	\$14.39	\$14.70	\$14.99	\$15.29	\$15.58	\$15.89
Base Rate	\$15.65	\$15.99	\$16.31	\$16.63	\$16.94	\$17.28
Level 1	\$16.30	\$16.65	\$16.98	\$17.32	\$17.64	\$18.00
Level 2	\$16.94	\$17.30	\$17.65	\$18.00	\$18.34	\$18.70
		2.15%	2.00%	2.00%	1.85%	2.00%
GRADE E						
	7/16	7/17	7/18	7/19	7/20	7/21
New Hire	\$12.87	\$13.15	\$13.41	\$13.68	\$13.93	\$14.21
Base Rate	\$14.14	\$14.44	\$14.73	\$15.03	\$15.31	\$15.61
Level 1	\$14.78	\$15.10	\$15.40	\$15.71	\$16.00	\$16.32
Level 2	\$15.40	\$15.73	\$16.05	\$16.37	\$16.67	\$17.00
		2.15%	2.00%	2.00%	1.85%	2.00%
GRADE F						
	7/16	7/17	7/18	7/19	7/20	7/21
Flat Rate	\$11.87	\$12.13	\$12.37	\$12.62	\$12.85	\$13.11
		2.15%	2.00%	2.00%	1.85%	2.00%

The initial increases will take effect at the beginning of the first pay period following the expiration of the previous agreement (July 10). Future increases will take effect on the first pay period after July 10 of the respective year