

# **Agreement**

*between*

**National Grid New York**

*and*

**Local 101,  
Utility Division,  
Transport Workers Union of America,  
AFL–CIO**

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*October 16, 2014  
to October 15, 2019*



**COLLECTIVE BARGAINING AGREEMENT INDEX**

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AGREEMENT made as of this 15th day of October, 2014, between THE BROOKLYN UNION GAS COMPANY d/b/a/ NATIONAL GRID NY, a New York corporation, having its principal office at One MetroTech Center, Brooklyn, New York (the "Company") and LOCAL 101, UTILITY DIVISION, TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO, having its office at 195 Montague Street, Brooklyn, New York ("Local 101" or the "Union"). The parties agree as follows:

**ARTICLE I**  
**UNION RECOGNITION AND PURPOSES OF AGREEMENT**

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1. The Company recognizes the Union as the exclusive bargaining agency for wages, hours and other conditions of employment for all of the employees of the Company in the bargaining unit set forth in the certification of the National Labor Relations Board, dated February 1, 1961 in Case No. 2-RC-11131. Such bargaining unit covers and applies to all employees for the work usually performed by them in the classifications and job titles set forth in appropriate schedules and made a part hereof. The Union is also recognized as the bargaining agency for employees in new classifications hereafter established by mutual agreement and covered by this agreement.
2. The Company agrees that if it creates a separate business to perform work which is currently being performed within National Grid (e.g., appliance service), the separate business will recognize Local 101 as the collective bargaining representative for all physical service, maintenance and operations employees and clerical employees (to the extent permitted by law) performing that work in Brooklyn, Queens, Manhattan and the Bronx utilizing collectively bargained compensation rates, systems and work rules required to assure the success of the new business.
3. The following classifications of employees shall not be deemed to be included in or covered by the terms of this agreement. Those employed as executives, superintendents, heads of Areas, forepersons, or in a managerial or supervisory capacity, certain skilled technical employees in the chemical laboratories other than those who have by mutual agreement heretofore been included in the bargaining unit and employees engaged in confidential capacities. The Union shall not accept for membership any of the employees in these classifications, or their successors.
4. The committee established of Company and Union representatives to address and resolve matters related to unit accretion for all job titles created since July 1986 shall be continued.

The Company agrees to provide the Union with information related to new management positions created since July 1986 including but not limited to a listing of jobs and job descriptions.

The Union agrees that during the term of this agreement, the Union waives its right to have any third party, agency, board or court resolve any unit determination and/or related issues.

5. The purposes of this agreement are to make provision for the terms and conditions of employment for the employees in the bargaining unit, to establish an orderly collective bargaining procedure between the Company and the Union, and to secure a prompt and fair disposition of grievances.

The Company and the Union realize that the services performed by them are pertinent and essential to the operation of a public utility and to the welfare of the public dependent thereon. It is the further purpose of this agreement to eliminate interruptions of work and interference with the efficient operation of the Company's business.

**ARTICLE II**  
**UNION SECURITY**

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1. It shall be a condition of employment that all employees of the Company covered by this agreement who are members of the Union in good standing on the effective date of this agreement shall remain members in good standing and those who are not members on the effective date of this agreement shall, on or after the thirtieth day following the effective date of this agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this agreement and hired on or after its effective date shall, on or after the thirtieth day following the beginning of such employment become and remain members in good standing in the Union.
2. The Company, upon the written request of the Union, shall discharge any employee who shall fail to fulfill the condition aforesaid, but it assumes no obligation to discharge any employee if it has reasonable grounds for believing either that membership in the Union was not available to the employee on the same terms and conditions generally applicable to other members, or that membership was denied or terminated for reasons other than failure of the employee to tender the periodic dues and the initiation fees uniformly required as a condition of acquiring or retaining membership.
3. The Company may hire whomever it chooses and nothing in this Article contained shall be construed to affect the probationary status of employees during the first twelve (12) months of their employment, or to limit in any respect the Company's prerogatives herein to discharge or take any other action towards such employees during said period in its sole discretion. Nor shall anything in this Article contained be construed to affect the temporary status of employees during the period they are carried on the payroll as such or to limit in any respect the Company's prerogatives herein to discharge or take any other action towards such employees during said period in its sole discretion.
4. Should any employee whose discharge from the Company is sought by the Union pursuant to this Article claim that the employee has been discriminated against by the Union or claim such discharge to be a violation of law, or in the event the Company shall question the legal propriety of such discharge, the Company may refuse to discharge the employee; whereupon the propriety of the discharge sought by the Union shall be subject to arbitration as herein provided.
5. The Company will make payroll deductions of current dues of members of the Union and will pay such dues so deducted to the Union, provided that no deductions shall be made hereunder except as permitted by law in pursuance of an authorization signed by the individual employee in the form or forms agreed to by the parties.
6. The Company will make payroll deductions of One dollar and Fifty cents (\$1.50) per week per member of the Union and will pay such amounts to the Union for its Strike/Lockout Fund, provided that no deductions shall be made hereunder except as permitted by law in pursuance of an authorization signed by the individual employee in the form or forms agreed to by the parties.
7. a. The Union and the Transport Workers Union of America, AFL-CIO, (the "International") represent to the Company that the Transport Workers Union Political Contributions Committee (also known as the Committee on Political Education or "COPE") is a separate segregated fund to be utilized for political purposes as defined by the Federal Election Campaign Act, as amended, 2 U.S.C. §441b(b)(2).

- b. The Company agrees to provide individual employees who are members of the Union the opportunity to authorize and direct the Company to make payroll deductions in increments of \$0.25 from their weekly wages to be assigned and paid over to the Transport Workers Union Political Contributions Committee by the Company on a weekly basis. Any employee who authorizes and directs that such wage deductions be made shall be required to execute a written authorization in a form acceptable to the Company.
- c. The Union and the International agree that the funds collected pursuant to this section will not be used for purposes which are directly adverse to the Company.

**ARTICLE III**  
**DISCRIMINATION**

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- 1. The Company agrees that it will not interfere with, restrain or coerce employees because of membership or lawful activity in the Union, nor will it, by discrimination in respect to hire, tenure of employment or any term or condition of employment, attempt to discourage membership in the Union.
- 2. The Union agrees that neither the Union nor its members will intimidate or coerce any employee in respect to the employee's right to work, and further that there shall be no solicitation of employees for Union membership or dues on Company time. The Union shall not discriminate in any way as to admission to or membership in the Union, or otherwise, against any persons who are now or may hereafter be employed or be restored to, or reinstated in employment by, the Company.
- 3. The Company and the Union agree that all persons will be treated with dignity and respect and that neither the Company nor the Union will discriminate against or harass nor tolerate discrimination or harassment against any individual because of such individual's race, color, religion, creed, national origin, ancestry, alienage or citizenship status, gender, sexual orientation, gender identity, age, physical or mental disability, marital status, veteran status, predisposing genetic characteristics, or any other factor protected from discrimination under municipal, state or federal law.

**ARTICLE IV**  
**JOB SECURITY**

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- 1.
  - a. The Company agrees that it will not lay off any member of Local 101 who was a full-time regular employee of the Company on October 16, 2001 in connection with the merger between Brooklyn Union and LILCO. This will not preclude transfers of employees pursuant to the terms of this agreement, or the offering of targeted voluntary severance programs or early retirement programs to such employees, nor does it prejudice either party's position regarding the need to collectively bargain over such programs.
  - b. The Company agrees that it will not lay off any member of Local 101 who was a full-time regular employee of National Grid on October 15, 2010 in connection with the merger of KeySpan and National Grid. This will not preclude transfers of employees pursuant to the terms of this agreement. This will also not preclude the offering of targeted voluntary severance programs or early retirement programs to such employees, nor does it prejudice either party's position regarding the need to collectively bargain over such programs.

2. In case of demotions, layoffs or transfers preferred consideration will be given to those employees having the necessary qualifications who are senior in service with the Company.
3. In all cases of promotion of employees from one classification to another within the bargaining unit, the following factors shall be considered:
  - a. Length of continuous service;
  - b. Knowledge, training, ability, skill and efficiency;
  - c. Physical fitness; and
  - d. Attendance record.

Where factors b, c, and d are relatively equal, the length of continuous service shall govern.

4. In case of promotion, the Union shall be consulted by the Company and may present recommendations which will be considered by the Company prior to final action by it. In cases where time does not permit such prior consultation the Company shall take temporary action.
5. In any case in which it shall be contended that the Company has failed to fulfill its obligations to consult with the Union and to consider its recommendations, the Union may present the matter as a grievance and it shall be disposed of in accordance with the provisions of Article IX and subject to the limitations of this agreement.
6. It is not the intent of the foregoing paragraph to affect the undertaking of the Company under prior agreements to consult with the Union and consider its recommendations, if any, with respect to demotions, layoffs or transfers (except transfers at the request of the employee) and the provisions of the foregoing paragraph are without prejudice to the position of either party under prior agreements as to arbitrability of any matters affecting promotions, demotions, layoffs or transfers.
7. The Company shall fully consult with the Union respecting any transfers made necessary by reason of technological improvements or centralization of facilities and shall exert every possible effort to effect such transfers with a minimum of detriment to employees.
8.
  - a. In computing seniority, credit shall be allowed for aggregate service for all employment whether or not continuous, and including periods of absence on approved leave, except as provided below.
  - b. Where a "Temporary Employee" is employed as and attains the status of a "Regular Employee" the aggregate of the temporary periods of employment shall not be added to the period of regular employment in determining the employee's length of service, but the employee's service shall date from the beginning of the employee's most recent employment.
  - c. The status of an employee with respect to length of service after absence from the Company's payroll shall be determined upon the employee's reemployment and made a condition of reemployment.
  - d. A regular employee laid off by reason of lack of work who is reemployed within six (6) months of the date of such layoff shall be given credit for continuous service.

9.
  - a. Employees shall be discharged or disciplined only for just and proper cause. The Union shall have the right to challenge the propriety of such discharge or disciplinary action, and any such discharge or disciplinary action shall be considered a dispute or grievance to be dealt with in accordance with the grievance and arbitration procedure hereinafter set forth, except as hereinafter provided as to probationary and temporary employees.
  - b. It is understood that in case of wrongful discharge or disciplinary action the arbitrator may order reinstatement of the employee with back pay and without the loss of any rights, provided that the Union shall have submitted the grievance in accordance with the grievance and arbitration procedures hereinafter provided.
  - c. The Company may layoff, discharge or discipline any probationary or temporary employee in its discretion and such action shall not be the subject of arbitration hereunder. A probationary employee is a new employee who may be required by the Company to serve a probationary period of twelve (12) months. A full-time "Temporary Employee" who has been employed by the Company for at least twelve (12) consecutive months and who attains the status of a full-time "Regular Employee" shall be on probationary status for six (6) months from the date of employment as a "Regular Employee." A temporary employee is an employee hired or carried on the Company payroll as such.
10. The right to select and hire, promote, discharge or discipline for cause, to maintain discipline and efficiency of employees, to determine schedules of work, is the sole responsibility of the Company. Should any question arise as to the reasonableness of any new schedules of work, the Company shall upon request of the Union, consult with the Union with respect to any such question.
11. The parties will cooperate in order to assure employees laid off for lack of work after May 1, 1961 a maximum opportunity for reemployment by the Company and will establish a procedure to accomplish this purpose.
12. In the case of employees on the payroll of the Company on July 15, 1977, each such employee who has experienced a break in service shall be credited with 75% of the employee's service before such break.
13. In the case of employees on the payroll of the Company on October 15, 2005, each such employee who has experienced a break in their service with the Company shall be credited with 100% of the employee's service before such break for purposes of computing Company seniority and years of service if they left the Company and returned to its employ by October 15, 2005 and informed the Company of it by December 31, 2006. This credit for prior service will not apply for purposes of the Employees Retirement Plan for Local 101 Members, which is governed by the rules applicable to the Plan. Moreover, the employee's most recent hire date will determine the applicable retirement health insurance and life insurance coverage.
14. Incumbent employees in job classifications in the Customer Operations area as of October 15, 2010 will continue to have access to job classifications in the Customer Operations career path in effect on that date and have preference over subsequently hired employees for open positions in that career path.



## ARTICLE V

### TEMPORARY EMPLOYEES

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1.
  - a. As of March 1, 1998, the Company agreed that no more than 5% of its workforce who are members of Local 101 shall be employed as full-time temporary employees. That percentage shall be calculated using a total Local 101 workforce denominator which does not include summer employees, part-time temporary employees and temporary meter readers employed pursuant to an agreement dated April 4, 1997.
  - b. Should the Company's full-time temporary workforce who are members of Local 101 exceed the percentage agreed to in paragraph 1(a), the Company shall reduce the number of full-time temporary employees until the percentage is reduced to the applicable percentage specified in paragraph 1(a).
2. The parties recognize that full-time temporary and part-time temporary employees are currently being utilized in a number of different physical and clerical positions in a number of different areas of the Company, and that some of these positions are regular (more permanent) positions. The parties also recognize that by choosing ceilings on the overall numbers of temporary employees in paragraphs 1 and 4 instead of listing specific positions, the parties intend to accord the Company flexibility in its use of full-time and part-time temporary employees in both current and additional areas of the Company. However, nothing in this Article shall be considered as a concession by Local 101 that temporary employees may be utilized to fill "permanent" positions or that they can be utilized in areas and in positions, without union consent, where they were never utilized before, nor be considered or cited in any way as a narrowing of the Company's rights to utilize temporary employees provided for in other Articles of this Agreement.
3. Any temporary employee employed for more than twelve (12) consecutive months as a full-time temporary employee shall become a full-time regular employee in the same job classification with all rights and benefits attendant to a newly hired probationary employee; except that any benefit already earned as a temporary employee, such as paid vacation, shall not be forfeited.
4.
  - a. As of October 16, 2000, the Company agrees that the number of Local 101 members employed as part-time temporary employees shall not exceed 85.
  - b. No full-time regular employee shall be replaced by two or more temporary part-time employees as a means of eliminating regular full-time jobs. However, the parties recognize that the Company may deem it appropriate, in certain circumstances, to utilize temporary part-time employees in place of full-time positions (e.g., to meet peak periodic or seasonal workloads; for scheduling flexibility; or to accommodate employees who request a change from full-time to part-time status).
  - c. Part-time temporary employees who work an average of 40 hours or more per week on a regular basis shall be considered full-time temporary employees and shall be subject to the terms of paragraphs 1 and 3 above.
5. Should the Union agree to experimental projects which temporarily increase the number of temporary employees for a limited period of time above the ceilings set forth in Paragraph 1, employees employed in such projects shall not be counted for purposes of paragraphs 1, 2 or 3 and do not receive any of the benefits prescribed by this Article.

6. Effective January 1, 2002, full-time regular employees who were formerly employed as full-time temporary employees and who were hired as regular employees pursuant to an agreement between the parties made on or about August 31, 1997 will receive credit for service time actually accrued subsequent to their initial twelve months of full-time temporary employment for purposes of seniority and benefits, subject to the terms of the Employees Retirement Plan of National Grid for Local 101 Members. An employee must be employed as a full-time regular employee of the Company on January 1, 2002 in order to receive credit for prior service. Such service credit shall affect seniority and benefit accruals on a prospective basis only and shall not entitle any employee to retroactive benefits, except as to pension accruals, which are subject to the terms of the Employees Retirement Plan of National Grid for Local 101 Members.
7. Effective January 1, 2011, full-time regular employees who were formerly employed as full-time temporary employees and who were hired as regular employees prior to August 31, 1997 will receive credit for service time actually accrued subsequent to their initial twelve months of full-time temporary employment for purposes of seniority and benefits, subject to the terms of the Employees Retirement Plan of National Grid for Local Union 101 Members. An employee must be employed as a full-time regular employee of the Company on January 1, 2011 in order to receive credit for prior service. Such service credit shall affect seniority and benefit accruals on a prospective basis only and shall not entitle any employee to retroactive benefits, except as to pension accruals, which are subject to the terms of the Employees Retirement Plan of National Grid for Local 101 Members.

## **ARTICLE VI**

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### **BUSINESS PROCESS IMPROVEMENTS**

1. Increased competition and uncertainty in the natural gas industry require, more than ever before, that the Company and the Union work together with a cooperative spirit. With this in mind, the Union and the Company commit to work collaboratively to achieve the Company's objective of becoming the premier energy company in the Northeast. To this end, the Union and the Company agree to work together to enhance the Company's ability to grow by enhancing productivity through innovation, efficiency and cost containment, providing flexibility and reshaping the Company to meet the demands of a changing marketplace. The Union and the Company recognize the need for employee involvement in this process and for an enhanced labor-management relationship which emphasizes communication, cooperation and problem solving in a professional and mutually respectful manner.
2. The Union agrees to cooperate with the Company to achieve the successful completion of the Company's Business Process Improvement (BPI) objectives, including but not limited to such items as the conducting of experimental projects to realign job responsibilities around re-engineered processes, in an effort to improve customer satisfaction, improve productivity and promote growth. The Company affirms its commitment to conducting any projects which it proposes as part of its BPI program in a fair, nondiscriminatory manner. The Company further affirms that the employment terms and conditions will be fully reviewed with the Union prior to the commencement of projects and prior to the permanent implementation of changes in its operations resulting from such projects. Any permanent changes proposed by the Company which substantially change the jobs of the Union's members will be the subject of good faith negotiations between the parties, and are subject to the terms of this agreement, including the grievance procedure, the arbitration clause and Article IV. Should the Company determine to initiate a BPI project involving the Union's members, the following procedure shall apply, to the extent practicable:

- a. The Company will review the components of a BPI project at least 30 days prior to its implementation at a meeting of the joint Union-Company BPI Committee.
- b. BPI projects will be scheduled for definite periods of time, to be discussed with the Union, although projects may be extended as necessary. The parties will meet as appropriate to discuss the status and progress of BPI projects, and to review changes which are necessary and appropriate to the projects.
- c. Participation by employees in BPI projects will be based on appropriate employees volunteering for a project, and where additional employees are needed, the Company shall make appropriate selection of qualified employees on an as-needed basis, taking into account, when possible, employee seniority and the special needs of involuntary participants. No additional compensation shall be paid for such participation.
- d. After completion of a BPI project, should the Company choose to permanently implement a change in operations which substantially changes the jobs of Union members, the parties will negotiate the terms and conditions of employment for affected members. Should they be unable to reach agreement concerning wage rates prior to implementation, these issues shall be resolved under normal procedures covered by the terms and conditions of this agreement, and shall be subject to the grievance procedure, the arbitration clause and Article IV.
- e. The joint Union-Company BPI Committee will have members from each party including the Union President and appropriate Union officers, and Company officers and appropriate members. The Committee will be responsible for discussing BPI projects, exploring appropriate applications for incentive compensation or other reward systems, and discussing other proposals for improving operating efficiencies and quality, including technological advances.
- f. Nothing in the BPI Committee process is intended to affect the Company's management rights to design, implement and staff new projects, consistent with this agreement.

## **ARTICLE VII**

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### **VETERANS**

1. The Company will continue its present policy towards employees who are inducted or who enlist in the Armed Forces of the United States except that such policy will not be continued in the case of employees hired after April 1, 1963. The Company further agrees to accord the same rights to any veteran who may be reemployed, whether or not such veteran is entitled to reemployment by statute, provided the veteran was in the employ of the Company at the time of enlistment or induction, and provided further that within ninety (90) days of an honorable discharge, the veteran makes application for reemployment and is reemployed. Nothing herein shall be construed to require the reemployment of any veteran who is not entitled to reemployment by law. In effectuating such policy, the personnel adjustments reasonably required as a result thereof shall be made as follows: All employees having temporary status shall be demoted, transferred or laid off before any regular employees are affected, the order of demotion, transfer or layoff of such employees having temporary status to be determined on the basis of seniority.

Should any question arise as to the administration of the provisions of the foregoing paragraph, the Company shall upon request of the Union consult with the Union with respect to any such question.

2. The Union and the Company agree to form a joint Veteran's Committee to examine and evaluate issues of mutual concern and interest regarding employees who are veterans.

#### **ARTICLE VIII**

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#### **STRIKES AND STOPPAGES**

The Company and the Union being in agreement that the way to preserve job security, increase jobs and improve the welfare of the workers is to increase the good will and prosperity of the business and that this is accomplished in large part through prompt, courteous, interested, loyal and complete service to the public on the part of employees, and it therefore being to the mutual interest of the Company, the Union and the employees, that the business of the Company shall continue without inconvenience to the public, the Company and the Union agree as follows:

1. The Union agrees that there shall be no strikes, walkouts, stoppage or slowdown of work, boycotts, secondary boycotts, refusal to handle any merchandise, picketing, sitdown strikes of any kind, sympathetic or general strikes, or other interference with any of the operations of the Company during the term of this agreement, so long as the grievance procedure for which provision is made herein is followed by the Company and the Company abides by the result of arbitration therein provided.
2. The Company agrees that there shall be no lockout during the term of this agreement so long as the grievance procedure for which provision is made herein is followed by the Union and the Union abides by the result of arbitration therein provided.
  - a. In connection with the undertaking of the Union contained in Subdivision 1 of this Article, the Company agrees that the Union shall not be responsible for the acts or declarations of employees who are neither members, officers, trustees, stewards nor delegates of the Union.
  - b. In the case of its members, the Union shall not be responsible for their acts or declarations in violation of Subdivision 1 of this Article unless such acts or declarations shall have been authorized, instigated or condoned by it.
  - c. The right of the Company to discipline its employees for violation of Subdivision 1 of this Article shall remain unimpaired.

#### **ARTICLE IX**

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#### **GRIEVANCE PROCEDURE AND ARBITRATION**

Should any dispute arise in the application of any provision of this agreement or as to any facts calling for the application thereof, either the Company or the Union may submit such dispute for determination by compliance with the procedure hereinafter provided, except that, as to matters reserved to the Company by Article IV, 10, the only matter therein contained which shall be subject to arbitration is the discharge or discipline of any employee.

In the event that either the Company or the Union considers the other party to have violated any of the provisions hereof, the party which considers itself aggrieved shall give timely notice to the other party,

setting forth in detail its grievance and the parties agree that they will meet and endeavor to adjust and settle amicably the dispute, misunderstanding or grievance complained of as hereinafter provided.

The parties agree to discuss concepts to improve the current grievance and arbitration procedure.

1. A grievance shall be submitted to the immediate supervisor of the employee within fourteen (14) days after occurrence of the events giving rise to the grievance.
2. If no settlement is reached within twenty-one (21) days, the case shall be referred to the Executive Board of the Union. The Board of the Union, or their authorized representative, shall present the matter to the Manager of the Department involved, or her/his authorized representative.
3. If no settlement is reached within thirty (30) days thereafter, the matter in dispute shall be taken up by a Union Committee designated by the President of the Union [usually two (2) members] with the Negotiating Committee of the Company or its authorized representatives. Requests for committee meeting must be scheduled through Labor & Employee Relations.
4. If no satisfactory result follows from the consideration of the grievance by the Union Committee and Negotiating Committee of the Company, it may be referred to arbitration as hereinafter provided.
5. Time intervals specified above may be extended by mutual agreement.
6. All submissions, except those made to the immediate supervisor, shall be in writing.
7. Failure to present disputes or grievances as in this Article provided shall result in a waiver of all rights involved, except in the case of continuing situations when failure to present the dispute or grievance shall result in a waiver of the rights involved only up to the date of the presentation of the dispute or grievance.

#### **Arbitration Procedure**

1. The party desiring arbitration, the Company or the Union, as the case may be, shall within thirty (30) days after submission of the grievance or dispute to the Union Committee and Negotiating Committee of the Company, give to the other party written notice that the matter is to be submitted to arbitration and shall specify the question or questions to be arbitrated. The period within which notice of arbitration is required to be given hereunder may, however, be extended by written stipulation of the parties.
2. All such disputes and grievances, and all disputes arising out of or in any manner connected with this agreement which the parties are unable to adjust or settle among themselves (except such as are not subject to arbitration hereunder), shall be submitted to arbitration by an arbitrator mutually agreeable to the parties.
3. It is distinctly understood and agreed that the arbitrator shall have no power to alter or modify the terms of this agreement. No action in abrogation of this agreement or contrary to any of its terms shall be taken by any party hereto unless the party against whom such action is to be taken shall have failed or refused to abide by the terms of this Article.

4. The administrative costs of arbitration, including the arbitrator's fees and expenses, are to be shared equally by the Company and the Union. All other costs of arbitration shall be borne by the party who incurred such costs.

### **Procedural Requirements**

It is distinctly understood that no conduct by either party in the handling of grievances or in connection with the submission of disputed matters to arbitration shall be regarded as a waiver by either of any of the procedural requirements of the grievance or arbitration procedure, except that such technical requirements may be waived in writing in individual cases.

## **ARTICLE X**

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### **WAGES**

#### 1. Wages

##### a. General Wage Increases

General wage increases will be made in amounts equal to the specified percentage of the wages being paid to the particular employee on the day prior to the effective date of each increase except as otherwise specified below:

Effective October 16, 2014	2.5%
Effective October 16, 2015	2.5%
Effective October 16, 2016	2.5%
Effective October 16, 2017	1.5%
Effective April 16, 2018	1.5%
Effective October 16, 2018	1.5%
Effective April 16, 2019	1.5%

Retroactive payments, if any, are to be made in accordance with past practice of the Company.

Notwithstanding any provision of this agreement to the contrary, an employee in a job classification governed by subsection 2 of this Article or of Article XXXII shall not receive a general wage increase, except in accordance with the express provisions of such subsections.

##### b. Adjustments to Wages and Job Responsibilities

#### 1. Construction Welding Career Path

- A. The Company shall modify the existing Construction Welding career path by creating the new job classifications Welder Apprentice and Master Welder, such that the revised career path shall include the following four (4) titles:

- Welder Apprentice
- Welder A

- Welder A (Qualified)
- Master Welder

Assuming the employee obtains requisite qualifications and other requirements, the wage progression schedule from the Welder Apprentice job classification to the Master Welder job classification shall be 60 months. Progression intervals shall be in accordance with the appended schedules.

- B. The Company and the Union agree that increases in the complement of employees in the Construction Welding career path shall be made on a 1:1 ratio of internal candidates to qualified external candidates.

2. Field Operations Inspectors Career Path

- A. The Company shall modify the responsibilities of the job classifications Field Operations Inspector A, Field Operations Inspector B, and Field Operations Inspector C. Progression intervals shall be in accordance with the appended schedules.

3. Customer Meter Services Career Path

- A. The Company shall reduce the wage progression schedule for the job classification Meter Service Technician C/B (#81282030) from 120 to 102 months. Progression intervals shall be in accordance with the appended schedules.
- B. The Company shall eliminate the job classification Meter Service Rep (Temp) (#81282044). Employees in the job classification Meter Service Rep (Temp) on October 15, 2014 shall be placed in the job classification Meter Service Rep (Reg) (#81282869) at their current wage rate and shall be treated as newly-hired, full-time regular probationary employees.
- C. The Company shall modify the responsibilities of the job classification Meter Service Representative.

2. Displaced Employees

- a. Any employee who for any reason is displaced from a job classification on or after October 16, 2010 (a "displaced employee") and whose actual base weekly wage rate is greater than the maximum weekly wage rate of the new job classification, after the maximum has been increased to include the applicable general wage increase for that contract year, shall not be eligible for a general wage increase until the maximum weekly wage rate of the employee's new job classification exceeds the employee's actual base weekly wage rate.
- b. Any displaced employee whose actual base weekly wage rate is greater than the maximum weekly wage rate of the new job classification, after the maximum has been increased to include the applicable general wage increase, shall receive in lieu of a general wage increase for that contract year a lump-sum, up-front payment in an amount equivalent to the annual amount of the general wage increase based upon

the employee's actual base weekly wage rate, until such time as the maximum base weekly wage rate of the job classification equals or exceeds the employee's actual base weekly wage rate.

- c. Any displaced employee whose actual base weekly wage rate is equal to or less than the maximum weekly wage rate of the new job classification, after the maximum has been increased to include the applicable general wage increase, but whose actual base weekly wage rate would be greater than the maximum weekly wage rate of the job classification if the employee were to receive a full general wage increase, will receive a partial general wage increase up to the point that the employee's actual base weekly wage rate equals the maximum weekly wage rate for the job classification. Such employees will also receive a lump-sum, up-front payment equal to the annualized amount by which the employee's actual base weekly wage rate would exceed the maximum weekly wage rate for the new job classification if a full general wage increase were applied.
  - d. Lump-sum payments shall be payable as soon as practicable after the general wage increase becomes effective. The lump-sum payment shall be included in the employee's regular rate for purposes of computing daily and weekly overtime pay for the contract year and will be treated as compensation for purposes of the Company's Retirement Plan benefit calculation in the year the payment is actually received. Lump-sum payments shall not be included in the determination of any other benefits or compensation.
  - e. The parties agree that the provisions of this Section 2 supersede any existing practice, rule or provision in this agreement to the contrary and any other agreements regarding "grandfathering" of an employee's weekly wage rate at a level higher than the maximum weekly wage rate of the employee's job classification.
3. The Company may hire persons in the entry level job classifications at any prescribed rate above the minimum provided that all employees in such classifications receiving less than the rate at which such hiring takes place shall be increased to such rate.
  4. Employees holding unit accretion jobs on or before July 15, 1986 will be paid at the wage rates for that position which include the general wage increases given in the October 15, 1986 agreement (called "pre" wage rates). Employees entering into a unit accretion job after July 15, 1986, will be paid at the wage rates applicable to the "post" position.
  5. Appropriate schedules will reflect the above provisions relating to wages.
  6. Wage Progression - Wage progression schedules reflect the changes in wage rates.
  7. Career Pathing Committee

The Company and Union recognize the importance of providing employees with the opportunity to advance within the Company. The Company and Union agree to establish a Career Pathing Committee to examine and explore career pathing structures, to give employees greater job flexibility and opportunities for growth and development in the various areas of the Company while at the same time enhancing Company productivity, flexibility and efficiency in a rapidly changing marketplace. The Committee will also examine wage progression issues related to career pathing.



8. Shift Differential - Pay practices regarding payment of shift differential shall be as follows:
- a. Shift differential will be paid to employees normally scheduled to work on a shift which has hours between 6:00 p.m. and 6:00 a.m. only, in accordance with the following rules:
    1. Employees normally scheduled to work on a shift shall receive a differential of 7½% per hour for the actual hours worked between the hours of 6:00 p.m. and 12:00 midnight.
    2. Employees normally scheduled to work on a shift shall receive a differential of 8% per hour for the actual hours worked between the hours of 12:00 midnight and 6:00 a.m.
  - b. Employees hired after October 15, 1998 who are normally scheduled to work on a shift shall receive a fixed shift differential of \$ 0.75 per hour for the actual hours worked between 6:00 p.m. and 6:00 a.m.
9. Wage Progression Plan
- a. The Company and the Union have agreed to a plan for making wage increases within the wage rate ranges applicable to the classifications set forth in appropriate schedules which also reflects the stipulated Progression Points and Progression Intervals applicable to the plan.
  - b. Increases to Progression Point - Employees below the Progression Point of their classification shall be considered for progression increases to the amounts and at the intervals set forth in appropriate schedules. Increases up to the Progression Point may be withheld only for good and sufficient cause, and the Union shall be notified at the time of such withholding.
  - c. Increases from Progression Point to Maximum - Employees at the Progression Point shall be considered for a progression increase to the maximum set forth in appropriate schedules. Increases above the Progression Point shall be determined at the discretion of the Company, but shall be subject to appeal through the grievance and arbitration procedure in case of any claim that the Company has acted in an arbitrary or capricious manner in its determination of such increases.
  - d. Effective Dates of Increases - Effective dates of all increases under this plan will be the beginning of the week following the completion of the applicable intervals.
  - e. The provisions of this subsection 9 shall not apply to employees covered by Article XXXII.
10. The Company will confer with the Union should any dispute arise as to the classification of any individual employee, and, should the parties be unable to agree, the matter shall be considered a grievance subject to the procedure herein provided for the adjustment thereof.
11. In the case of the promotion of any employee from one rating to another, the maximum of which is more than the maximum of the employee's former rating, such an employee shall be entitled to a minimum increase in compensation of \$6.00 per week except in the event that such increase

would result in a rate in excess of the established maximum in which case the employee shall be paid the maximum rate. If the minimum increase above provided results in a rate above the nearest applicable progression rate as set forth in appropriate schedules, then the rate for such employee shall be increased to the next higher applicable progression rate. Employees who are informed that they have been selected for a promotion shall receive the rate of the classification to which they are promoted no later than thirty (30) days after the date they are so informed.

12. Temporary Assignments

- a. Employees temporarily assigned to a higher classification shall receive at least the minimum rate of pay of such higher classification while so assigned in accordance with existing practice; employees temporarily assigned to lower classifications shall receive the regular rate of the higher classification while so assigned.
- b. Unless the parties have agreed to a temporary assignment for a longer period before such assignment is made, no such assignment shall continue for more than three (3) months. However, in any case after an employee has been temporarily assigned, the Company may seek the approval of the Union for an extension of the temporary assignment beyond such three-month period and the approval of the Union shall not be unreasonably withheld.
- c. In any case in which a temporary assignment continues for more than a week, the affected employee shall for the duration of said assignment receive holiday pay on the basis of the higher rate and, should the assignment be further continued, sick benefits may be adjusted to meet the equities of the individual case.
- d. A clerical employee while temporarily assigned for more than two (2) weeks to a higher classification, when the maximum of the employee's classification is equal to or greater than the minimum of the higher classification, shall receive a minimum increase in compensation of \$6.00 per week, commencing with the third week of such assignment and for as long as such assignment shall continue.

13. Direct Deposit of Wages

- a. The Company will no longer issue paper pay checks to employees, but will instead directly deposit the wages of every employee directly into the bank account or accounts specified by the employee for that purpose.
- b. This direct deposit of an employee's wages shall not cause any employee to be subject to an administrative, processing or other fee by their bank. However, the Company does not guarantee that a bank or automatic teller machine network will not charge a transaction fee for other transactions. The Company agrees that it will endeavor to arrange for employees to have access to a free personal checking account at a local bank or financial institution, at no cost to the Company.
- c. The practice of providing salary advances to employees has been discontinued, except that the Company will provide salary advances, for vacation pay only, by direct deposit upon timely request by an employee. Vacation pay advances shall be provided by direct deposit not earlier than the regular pay day immediately preceding the employee's vacation.

- d. In accord with the parties' Agreement regarding the direct deposit of wages, the Company and the Union agree to eliminate all prior practices of providing employees with additional paid or unpaid time off during the work day to cash or deposit payroll checks or otherwise obtain cash from the employees' personal bank accounts.
- e. Due to the substantial benefits to both the Company and the Union and its members with respect to their agreement regarding the direct deposit of wages, including the savings realized by both the Company and the employees in eliminating paper paychecks and bank teller transactions and their associated fees, the benefit to employees in having their wages available earlier in the payday than under present payroll practices, and in consideration of other benefits secured by the Union under this Collective Bargaining Agreement, the Union expressly intends the direct deposit agreement to be a knowing and voluntary waiver of the provisions of Section 192 of the New York State Labor Law and any similar statute or regulations, and it is the understanding and intent of the parties that such waiver is valid and enforceable with respect to and on behalf of the individual members of the Union who are employed by the Company.

**ARTICLE XI**  
**GAINSHARING AWARD PROGRAM**

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The Company and the Union agree to continue an annual Corporate Gainsharing Award Program, whereby regular full-time employees and temporary full-time and temporary part-time employees who are members of the Union will be eligible for monetary awards for their contributions to achieving employee and corporate financial goals. Goals for the program will be set by the Company each plan year and must be approved by the Company's Board of Directors for each year. Goals will be communicated to employees as soon as practicable after approval.

The structure of the gainsharing award program includes corporate and group performance goals, with certain financial triggers. The awards range from 0% to 5% of an employee's actual annual base wages. Awards will be calculated based on an employee's actual base wages earned during the fiscal year and the Company shall use its best efforts to distribute the awards as soon as practicable following the end of the plan year. An employee must be employed with the Company at the time of distribution of awards to be eligible to receive an award.

In the instances set forth below, gainsharing awards will be prorated as follows:

- a. Regular full-time and temporary full-time employees who have been employed for the full plan year are eligible for a full potential award.
- b. Temporary part-time employees who have been employed for the full plan year and who worked an average of at least 20 hours per week are eligible for a gainsharing award in the amount of 50% of what a temporary full-time employee in the same job classification would receive.
- c. Full-time, temporary full-time and temporary part-time employees who have not been employed for the full plan year are eligible for a gainsharing award in accordance with the following schedule:

Employed between April 1 and April 30:	Eligible for full potential award
Employed between May 1 and September 30:	Eligible for 50% of potential award

Employed between October 1 and March 31 of the following year:	Not eligible for award
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Amounts received under this Program shall be included in the employee's regular rate for purposes of computing daily and weekly overtime pay for the applicable fiscal year and will be treated as compensation for purposes of the Company's Retirement Plan benefit calculations in the year the payments are actually received. However, amounts received under this program after retirement or death will not be treated as compensation for purposes of the Company's Retirement Plan benefit calculations. Amounts received under this Program shall not be included in the determination of any other benefits or compensation.

The parties agree that the administration of this Program, including modifying the structure of the Program, the setting of goals, the determination of whether goals have been met, and the computation of awards, if any, under this Program is in the sole discretion of the Company and shall not be subject to the grievance and arbitration procedure or review by any third party, court or agency.

**ARTICLE XII**

**HOURS OF WORK AND OVERTIME**

1. The Company shall be free to fix the hours of work for each employee, provided that a normal workday shall consist of not more than eight (8) hours, and except in the case of certain clerical ratings for employees hired before October 15, 1986, as hereinafter provided, a normal workweek for each employee shall consist of not more than forty (40) hours. Such hours shall be exclusive of the daily lunch period of not more than one (1) hour, but shall include rest periods as now or hereinafter permitted by the Company under its rules and regulations or as provided by law.
2. The normal workweek for employees in clerical ratings who were hired before October 15, 1986, and who formerly had a normal workweek of less than forty (40) hours has heretofore been established at thirty-seven and one-half (37.5) hours. Employees working in said ratings shall be compensated for all time worked in excess of thirty-seven and one-half (37.5) hours in the particular week at straight time rates, and for time worked in excess of forty (40) hours in the particular workweek as herein generally provided. Miscellaneous vacation days and holidays shall be counted as days worked for the purpose of computing weekly overtime and for the purpose of the payment provided in Subdivision 2 of Article XIII.
3. For employees hired after October 14, 1986, the normal workweek for all clerical ratings shall be forty (40) hours, and such employees shall be paid at the rate of pay specified in the agreement.
4. Hours of employment during each day, shall, with the exception of luncheon or supper recess, be continuous, except as in accordance with present practice.
5. a. Any work performed in excess of eight (8) hours per day or forty (40) hours per week shall be considered overtime and shall be paid for at the rate of one and one-half (1½) times the regular rate, except as provided in Article XXXII; provided however, that no employee shall be permitted to work overtime or receive any payment for overtime unless said overtime shall, prior to the beginning thereof, have been approved by the Company's supervisor or with the supervisor's authority, and further provided that in the case of an employee who receives overtime or premium compensation for work on a particular day, the hours worked on such particular day shall not be considered for the purpose of computing weekly overtime compensation to be paid to such individual, except as in accordance with existing practices of the Company.

- b. Overtime work shall be equalized among employees as far as is practicable.
  - c. Should any of the holidays recognized in Article XV hereof occur during the workweek, such holidays shall be deemed time worked (eight hours or seven and one-half hours, as the case may be) for the purpose of computing weekly overtime (i.e., time in excess of forty (40) hours) and for the purpose of the payment provided in Subdivision 2 of Article XIII.
6. A shift employee required to work continuously through two successive shifts shall be afforded a meal not later than two (2) hours after the end of the first shift or a meal allowance in lieu thereof. Employees other than shift employees shall be afforded a meal or a meal allowance in lieu thereof when required to work continuously two (2) hours or more overtime. Any employee, who by reason of an emergency call-in, is required to report to work two hours or more prior to the start of the employee's scheduled working time, and is required to continue to work through the employee's normal work day, shall be afforded a meal, not later than four (4) hours after the time the employee started working, or a meal allowance in lieu thereof. It is understood that time off for meals is not compensable.
7. The meal allowance is \$12.00.
8. The Union agrees to cooperate with the Company in the creation of 10 hour and 12 hour shifts in those areas of the Company where the Company deems it appropriate. These shifts will be structured so that they will not cost the Company more, including overtime costs, than would an 8 hour shift.
- a. The Company will solicit employees to voluntarily work 10 hour and 12 hour shift schedules, and the Union will not discourage employees from volunteering for such shifts.
  - b. The parties agree that if the number of volunteers in any Area falls below the 10 and 12 hour shift schedules' staffing requirements, as determined solely by the Company, then such shifts shall be staffed, after notice to the Union, first with employees (in inverse seniority order) hired after October 15, 1995 (such employees having been hired with the understanding that such shift work is a required condition of employment), then with employees (in inverse seniority order), who transfer into the subject department after October 15, 1995 (such employees having transferred with the understanding that such shift work is a required condition of the transfer). Should such shifts still not be fully staffed, the Union and the Company will meet in an effort to find a way to bring about sufficient staffing. The Company reserves the right to determine if it has a sufficient number of employees to proceed with a shift, and to discontinue a shift upon seven days' notice.
9. Employees based in Brooklyn and Queens who are required to attend training sessions in Nassau and Suffolk Counties shall be reimbursed for their travel expenses at the then current IRS approved reimbursable rate for mileage.

### **ARTICLE XIII**

#### **SUNDAY AND HOLIDAY WORK**

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1. A premium of thirty percent (30%) shall be paid for straight time worked on Sunday. An employee entitled to overtime (including call-in) compensation for Sunday work shall not be

eligible for such premium, it being understood that the payment of such premium is limited to straight time only. Employees hired on or after October 16, 2014 who are normally scheduled to work on Sunday shall be paid a premium of \$1.50 per hour.

2. Employees (whether or not called in) required to work on a day on which they are not scheduled to work and when such day represents their seventh consecutive day of work shall be paid two times the regular rate for work on such day. It is understood that only vacation days and holidays shall be deemed to be time worked for the purpose of determining whether an employee is entitled to any premium pay under this paragraph.
3. Employees required to work on a holiday referred to in Article XV hereof shall receive their regular day's pay and in addition time and one-half their applicable rate for work on such day.
4. This article shall not apply to employees covered by Article XXXII.

#### **ARTICLE XIV**

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#### **PAY FOR CHANGE OF SCHEDULE AND CALL-IN**

1. In the case of a change in an employee's regular working schedule, unless the employee is given twenty-four (24) hours' notice of said change, the employee shall then be entitled to compensation at one and one-half (1½) times the regular rate for the first eight (8) hours worked by the employee, pursuant to said change of schedule.
2. It is understood that this premium in the case of a change of schedule without proper notice, shall not be payable with respect to time worked by an employee for which the employee is entitled to additional compensation pursuant to Paragraph 3 of Article XIII with respect to holidays.
3. An employee, called in on any day on which the employee is not scheduled to work (excepting Sundays and holidays recognized by this agreement), and when the employee is not entitled otherwise to time and one-half for work on such day, shall receive compensation at one and one-half (1½) times the regular rate for work on such day.
4. An employee called in to work on a Sunday on which the employee is not scheduled to work and when the employee is not entitled otherwise to overtime pay for work on such day, shall be at one and one-half (1½) times the regular rate for work on such day.
5. An employee called in to work on a holiday recognized by this agreement on which the employee is not scheduled to work and when the employee is not entitled otherwise to overtime pay for work on such day, shall receive compensation at one and one-half (1½) the regular rate for work on such day in addition to the employee's regular day's pay.
6. An employee (whether or not called in), required to work on any day on which the employee has not been scheduled to work, shall receive a minimum of four (4) hours pay, any allowed time (as distinguished from time worked) to meet this minimum to be at the employee's regular rate.
7. An employee will be deemed to be called in to work if, on the last working day prior to the day on which the employee is requested to report, the employee is asked to report for work on any day when the employee is not scheduled to work, provided such request be made after the employee has left the Company premises, or (if employed elsewhere than at a plant or office of the Company) such request be made after the employee has quit work and left the employee's particular place of employment, wherever that may be.

8. This article shall not apply to an employee covered by Article XXXII.

## **ARTICLE XV**

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### **HOLIDAYS AND PERSONAL DAYS**

1. With respect to the following:

- New Year's Day
- Martin Luther King, Jr.'s Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Eve
- Christmas Day

An employee shall receive pay for each of the above, other than an employee covered by Article XXXII, provided that the employee shall have worked a full day upon the employee's last scheduled working day preceding such holiday, and also upon the employee's first scheduled working day succeeding such holiday, unless the employee's absence on either of such days occurred with the express consent of the employee's supervisor.

2. Should any of the holidays recognized above fall on an employee's scheduled day off, or on a Saturday in the case of an employee whose normal workweek is five (5) days, Monday to Friday, such employee shall not be deprived of the employee's holiday rights if eligible therefor pursuant to the proviso in Subdivision 1 above. It is agreed, however, that the Company shall have the right to determine whether or not such a holiday is to be celebrated by giving time off to the particular employee, but in any event such holiday rights (pay and/or time off) will be accorded on the next preceding or the next succeeding working day when feasible, and if this is not feasible, within two (2) weeks before or after the date on which such holiday occurs.
3. If a holiday falls on a Sunday and it is celebrated on Monday, Monday shall be considered the regular holiday. If a holiday falls on a Saturday, the Friday before or the Monday following shall be considered the regular holiday at the election of the Company.
4. The provisions hereof are subject to applicable state and federal legislation changing the date on which any of such holidays shall be celebrated.
5.
  - a. An employee shall receive pay for one (1) personal day in a calendar year.
  - b. The Company through its Employee Benefit Plan for Local 101 Members, will provide recipients of Perfect Attendance Awards with a floating personal day in lieu of these recipients receiving cash payments or savings bonds. This floating personal day must be taken during the calendar year in which it was awarded, and will be based upon perfect attendance in the previous year. Perfect Attendance Awards will be awarded to employees who have actually worked the entire previous twelve months without any

unexcused absences, or absences due to sickness or injury, absences due to sickness in family or absences due to disciplinary suspensions during that twelve month period.

- c. Personal days shall be granted and scheduled on a calendar year basis at the request of the employee in accordance with the Company's needs. The Company will use its best efforts to grant personal days requested by an employee for purposes of religious observance.
- d. The provisions of this subsection 5 shall not apply to employees covered by Article XXXII.

**ARTICLE XVI**  
**VACATIONS**

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- 1. Vacations with pay shall be granted in accordance with the terms and conditions hereinafter set forth as follows:
  - a. One (1) week to employees hired on or before December 31 of the preceding calendar year;
  - b. Two (2) weeks to employees hired on or before December 31 of the second preceding calendar year;
  - c. Three (3) weeks to employees who have completed four and one-quarter (4¼) years of service as of December 31 of the preceding calendar year;
  - d. Four (4) weeks to employees who have completed thirteen and three-quarter (13¾) years of service as of December 31 of the preceding calendar year;
  - e. Five (5) weeks to employees who have completed twenty-three (23) years of service as of December 31 of the preceding calendar year;
  - f. Six (6) weeks to employees who have completed thirty-three (33) years of service as of December 31 of the preceding calendar year.

The provisions of subdivisions e. and f. shall not apply to employees hired on or after October 16, 2014.

Employees covered by Article XXXII shall be eligible for vacations with pay in accordance with such article.

- 2. Hourly-paid employees entitled to vacations of one (1), two (2), three (3), four (4), five (5) or six (6) weeks shall receive forty (40), eighty (80), one hundred twenty (120), one hundred sixty (160), two hundred (200) or two hundred forty (240) hours' pay, as the case may be.
- 3. Should any of the holidays recognized by this agreement be celebrated during a vacation period, the particular employee shall be entitled to an additional day off with pay (eight (8) hours in the case of hourly-paid employees), which shall not necessarily be contiguous to the employee's vacation period.
- 4. An employee shall receive vacation pay at a rate higher than the employee's regular rate in the following instances: (a) in case the employee has worked in a higher rated position for a period of



at least three (3) months prior to the employee's vacation and it is reasonable to assume that the employee would have continued on such assignment had the employee not gone on vacation, or (b) in case, at the time the employee takes vacation, the employee is regularly assigned as a relief person in higher-paid jobs on a definite schedule, or (c) in case the employee is a utility person regularly assigned on shift to cover absenteeism; in each such case an employee's vacation rate will be based on an average rate, exclusive of overtime and premium pay, computed for the three (3) months immediately preceding the vacation period. In every other case, the rate of pay for vacation purposes shall be the regular rate at which the particular employee is then being carried on the payroll (as distinguished from the rate at which the employee may actually be compensated on temporary assignment) during the normal workweek immediately preceding the vacation period.

5. Whenever practicable, the Company shall grant vacations on a consecutive basis and at the time desired by the employee; but vacations must be taken within the twelve month period following the date upon which they become due and may not be accumulated.
6. Employees shall not be permitted to forfeit their vacations for additional pay from the Company except (a) in case of retirement under the Employees' Retirement Plan for Local 101 Members on other than January 1 of any year, such an employee shall have the option of taking vacation in the usual manner or receiving pay in lieu of vacation, or (b) in case of an employee otherwise entitled to a vacation, who was on the active payroll of the Company as of December 31 immediately preceding retirement and who is retired under the Employees' Retirement Plan for Local 101 Members on January 1 of any year, such an employee shall receive pay in lieu of vacation for the year in which the employee retires, or (c) in any other case as the Company, in its discretion, may determine.
7. Vacation rights vest hereunder on December 31 of the particular year, but only in qualified employees having the requisite prior service with the Company who are on the payroll and (except for those employees who retire January 1 under the Employees' Retirement Plan for Local 101 Members) who are actually employed by the Company on December 31.
8. Vacation rights vested as above provided shall not be divested by reason of the death of a particular employee; in such a case payment will be made to the executors or administrators of such employee or to other persons pursuant to the decedent estate law.
9. In addition to the rights provided in Subdivisions 6 and 7 above, employees retiring under the Employees' Retirement Plan for Local 101 Members shall be entitled to a pro-rated vacation in the year of retirement, e.g.: employees retiring on February 1 would be entitled to one-twelfth of their vacation rights; employees retiring on December 1 would be entitled to eleven-twelfths of their vacation rights. Similarly, in the case of a deceased employee, vacation benefits will be pro-rated and paid to the spouse or estate of a deceased employee, in addition to the payment specified in Subdivision 8 above.
10. Part-time employees who have been employed by the Company for at least twelve (12) consecutive months for an average of at least twenty (20) hours per week immediately preceding December 31 of any calendar year will be allowed twenty (20) hours or vacation with pay in the immediately following calendar year.
11. Employees will not be eligible for vacation pay advances.

## ARTICLE XVII

### LEAVES OF ABSENCE

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1. Leaves of absence may be granted at the discretion of the Company for not more than six (6) months and extended for a similar time, and when so granted or extended the employee shall be assured of a return to employment without loss of standing. Applications for leaves of absence or extension thereof must be made in writing to the Human Resources Division of the Company and the granting of such leaves of absence or extension thereof must be in writing from the Human Resources Division.
2. Any employee elected or appointed to an office in the Union which requires a continuous and extended absence from the employee's regular work, shall, upon written application therefore, as herein above provided, be granted such leave of absence without pay and without loss of seniority for such time as such office is held, but in order to maintain the employee's service record with the Company said leave of absence must expire within thirty-six (36) months after the same is granted, but may, at the discretion of the Company, be extended.
3. The Company's family leave policy shall include parental leave of up to three (3) months for fathers and adoptive parents of children under school age with a reimbursement of those costs for health insurance which normally would be paid by the Company, if the employee returns to work after the leave to full time active duty status for a period of six (6) months.
4. An employee who is a member of the reserves may receive full pay for two (2) weeks only of military leave each year.
5. The Company and the Union agree to establish a joint committee to explore strategies to reduce sick leave usage.
6. a. Subject to the terms of section 6 (b) below, employees with 120 days of service or more may be excused from work for a period not exceeding five days per calendar year (based on accrual of one hour for every thirty worked) if the absence is due to a qualifying "family member covered event," as defined below.

"Family members" include a child (biological, adopted, or foster child; legal ward; child of an employee standing *in loco parentis*), grandchild, spouse, domestic partner, parent, grandparent, child/parent of an employee's spouse or domestic partner, and sibling (including a half, adopted, stepsibling).

"Family member covered event" is a family member's injury, illness, health condition (or need for medical diagnosis, care, or treatment thereof), preventative medical care, or closure of business school or childcare due to a declared public health emergency.\* Employees are allotted four (4) paid absences in a calendar year for "family member covered events."
- b. \*In the event an employee has used all four (4) paid absences allotted for "family member covered event," he/she may use one (1) paid absence accrued (not used) for individual paid sick leave for a "family member covered event(s)" so long as the absence occurred in same calendar year as the previous four (4) absences attributable to a "family member covered event."

7. Individual Paid Sick Leave

Employees hired prior to October 16, 2014 are eligible for accrued individual paid sick leave, for an “employee covered event” as defined below under the following terms:

<u>Service Time</u>	<u>Paid Sick Leave in Calendar Year</u>
120 days – less than 1 year	Up to 40 hours (based on accrual of 1 hour for every 30 hours worked)
1 year – less than 3 years	5 days
3 years – less than 5 years	10 days
5 or more years	One (1) week of pay for each year of service

“Employee covered event” is defined as an absence due to an employee’s own mental or physical illness, injury, or health condition, or the employee’s need for medical diagnosis, care or treatment of a mental or physical illness, injury, or health condition, or the employee’s need for preventative medical care.

8. Employees hired on or after October 16, 2014 who complete 120 days of service and have worked more than 80 hours in the calendar year in which they are seeking individual paid sick leave are eligible for accrued individual paid sick leave for an “employee covered event” under the following terms:

<u>Service Time</u>	<u>Paid Sick Leave in Calendar Year</u>
120 days – less than 1 year	Up to 40 hours (based on accrual of 1 hour for every 30 hours worked)
1 year – less than 3 years	5 days
3 years – less than 5 years	10 days
5 years – less than 10 years	20 days
10 or more years	One (1) week of pay for each year of service not to exceed 13 weeks

9. For temporary employees, service time for purposes of paid sick leave accrual is measured from the later of the date of hire or October 16, 2014.
10. Paid sick leave allowances are the annual maximum allowances regardless of whether the employee had unused sick leave in the prior year or years.
11. Employees are not paid for unused sick leave upon retirement or separation from employment, and any unused sick leave is forfeited upon retirement or separation from the Company.
12. The intent of the Company and the Union is to provide a paid sick leave benefit not less than that required under the New York City Earned Sick Time Act. The Company and the Union hereby expressly waive the requirements of the Earned Sick Time Act, Administrative Code of the City of New York, title 20, § 20-911, et seq. with respect to all employees covered by this Agreement.

13. The provisions of this subsection 6, subsection 7, and subsection 8 shall not apply to employees covered by Article XXXII.

## **ARTICLE XVIII**

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### **DISABLED EMPLOYEES**

1. In the event an employee shall become unable to perform the employee's normal duties because of a mental or physical disability, the Company will attempt but shall not be required to provide the employee with work. In any such case, an employee having fifteen (15) years or more of service but less than twenty (20) years shall not be subject to a reduction in compensation in excess of 10% of the rate of the employee's compensation at the time the disability was incurred. In any such case, an employee having twenty (20) years or more of service shall not be subject to any reduction in the rate of the employee's compensation at the time the disability was incurred. In its attempt to provide such a disabled employee with work, the Company will not confine itself to employment opportunities in a particular area, but will seek to find a place for the employee throughout the Company.
2. Should any disabled employee become aggrieved by reason of any change of status suffered in connection with any such disability, the matter shall be handled as a grievance under the grievance procedure prescribed in this agreement but shall not be subject to arbitration hereunder.
3. The Long-Term Disability (LTD) Insurance Plan will be provided to employees and administered by the Company through a payroll deduction. The Company agrees to offer this insurance as part of its Flexible Benefits Program, the full cost of which will be paid by the employee through an after-tax payroll deduction.
4. The Company values the work of its employees and recognizes their valuable contributions to the continuing success of the Company. When an employee is unable to perform the full duties of the employee's job because of injury, the well-being of both the Company and the employee are adversely affected.

To this end, the Company and the Union agree to form a Workers' Compensation Committee to expedite the review and processing of employee claims and treatment in connection with injuries sustained by employees while on the job and to return the employee to work as soon as possible.

## **ARTICLE XIX**

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### **PENSIONS**

1. Pension benefits are provided in accordance with the terms and conditions of the Employees' Retirement Plan of National Grid for Local 101 Members and nothing herein contained shall modify or change such Retirement Plan in any respect, except as follows:
  - a. The early retirement allowance has been improved by eliminating the 2% per year early retirement reduction for employees who retire at or after the age 55 and before age 60 and whose ages and years of credited service combined equal at least 85.
  - b. Upon the death of an employee in active service, the surviving spouse shall receive a retirement allowance equal to the greater of (i) the spouse's benefit as currently

calculated under the Retirement Plan, which benefit is the employee's retirement allowance actuarially reduced to take into consideration the employee's age at death if it is less than age 60 and the payment of a 50% survivor's benefit or (ii) the amount calculated as if the employee retired on a disability retirement immediately before dying and selected a 50% survivor's benefit.

- c. The disability retirement allowance payable on or after a Plan member's normal retirement date shall equal the disability retirement allowance payable prior to the member's normal retirement date, reduced by One Dollar (\$1.00) per month.
2. The Union agrees that it will pay the Company One Hundred dollars (\$100.00) each month on behalf of each Union officer participating in the Plan who is on a leave of absence from the Company due to his or her position as a Union officer.
3. The Employees' Retirement Plan of KeySpan Energy for Local 101 Members ("Plan") is amended with respect to disability retirements as follows:
  - a. If an employee with fifteen (15) or more years of service at age 45 or over becomes disabled, as determined by the long-term disability carrier or the Social Security Administration, the employee may retire as early as age 55 and will receive continued service accruals under the Plan to age 65, with benefits calculated using the employee's current salary for each year until retirement.
  - b. If an employee with at least ten (10) years of service becomes disabled, as determined by the long-term disability carrier or the Social Security Administration, the employee may retire as early as age 55 and will receive two (2) years added to the employee's service accruals under the Plan.
  - c. All employees with ten (10) or more years of service who are eligible for disability retirement under the Plan will be eligible for retiree medical, dental and life insurance benefits.
4. The Employees' Retirement Plan of KeySpan Energy for Local 101 Members ("Plan") is amended to add a new level income benefit option, which may be elected as early as age 55 and which would provide the retiree approximately 50% of the social security benefit that would be paid at age 62, in addition to the pension benefit, so that the retiree's income would remain approximately the same before and after reaching age 62, when social security benefits would begin.
5. The Company will provide a Cash Balance Retirement Plan for employees who are members of Local 101 and who are hired on or after October 16, 2001. Employees hired on or after October 16, 2001 are not eligible to participate in the Employees' Retirement Plan of National Grid for Local 101 Members, except for persons who are employed by the Company as full-time temporary employees on October 15, 2001 and who are subsequently hired by the Company in its sole discretion as regular employees.
6. Employees hired on or after January 1, 2011 will not be eligible to participate in the Cash Balance Retirement Plan. As soon as practicable after January 1, 2011, the Company will freeze the Cash Balance Retirement Plan, and, as of such date, service accruals and pay credits for participants in the Cash Balance Retirement Plan shall cease.

7. The Company may offer a voluntary severance program for employees who are eligible to retire. The program will provide for a one-month window to determine eligibility and make elections. Under the terms of the program, eligible employees who elect to retire will receive severance pay equivalent to one week per year of service with a maximum benefit of twenty-six (26) weeks. Under the terms of the program, the Company will have the sole discretion to determine when an eligible employee is deemed retired during the one-year period following the closing of the election window.

**ARTICLE XX**

**401(k) PLAN**

1. Effective January 1, 2015, the Company will amend the National Grid USA Companies' Incentive Thrift Plan II for Local 101 Members (the "401(k) Plan") for employees who are members of Local 101 as follows, as described in detail in the 401(k) Plan document:

The Company shall make a matching contribution to the 401(k) Plan equal to one-fourth of up to Six Percent (6%) of the employee's total annual compensation contributed as Deferred Cash Contributions to the 401(k) Plan, which are invested in accordance with the member's investment election. The complete 401(k) Plan documents contain the vesting schedule for these matching contributions from the Company and other aspects of the 401(k) Plan. For any employee whose Deferred Cash Contributions reach the IRS annual limit prior to the end of a calendar year, the Company will reconcile and true-up its matching contribution subject to and in accordance with its normal accounting practices.

2. The Company will continue a core contribution component for employees hired on or after January 1, 2011 and employees who formerly participated in the Cash Balance Retirement Plan. The core contribution to the employee's 401(k) Plan account will be made by the Company and based upon the pay credit formula of the existing Cash Balance Retirement Plan. Employees who are participants in the Cash Balance Retirement Plan will be eligible for the core contribution only upon the freezing of the Cash Balance Retirement Plan. Core contributions will be invested in accordance with the default investment rules under the 401(k) Plan. Contributions will be paid on eligible compensation as defined in the Cash Balance Retirement Plan document. The amount of the core contribution to an employee's account will be in accordance with the table below.

<b>PAY CREDITS PERCENTAGE</b>		
<b>POINTS</b>	<b>LESS THAN 30 YEARS OF SERVICE AS OF THE FIRST DAY OF THE PLAN YEAR</b>	<b>30 OR MORE YEARS OF SERVICE AS OF THE FIRST DAY OF THE PLAN YEAR</b>
Under 35	3%	
35 to 44	4%	
45 to 54	5%	
55 to 64	6%	
65 to 74	7%	
75 to 84	8%	4.5%
85 and above	9%	4.5%

"Points" means, with respect to any month in a Plan Year, the sum of (i) the Participant's age as of January 1 of such Plan Year, expressed in whole years (disregarding any fractional years of

age), plus one, plus (ii) the Participant's Years of Service as of January 1 of such Plan Year, expressed in whole years (disregarding any fractional years of Service), plus one.

An eligible employee will start to receive a core contribution from the Company after completion of a three (3) month waiting period.

3. The discount available upon the purchase of National Grid company stock (ADR's) is eliminated.

## **ARTICLE XXI**

### **EMPLOYEE BENEFIT PLAN**

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1. The Company will maintain a Flexible Benefits Program for employees who are members of the Union.
2. Transit Program
  - a. To encourage stress-free timely commuting, as well as provide a benefit to commuting employees, the Company will continue to offer an employee-paid pre-tax Transit Program.
  - b. The Transit Program is a voluntary program open to all regular full-time employees who have completed three (3) months of continuous service and enables employees to deduct from their wages a pre-tax dollar amount to pay for work-related commuting and parking expenses (excluding tolls). The minimum and maximum pre-tax deductions are set annually by the IRS.
  - c. Employees will be made aware that the employee's participation in the program reduces the amount of his or her wages that are subject to federal, state and local taxes, including FICA, and that this will reduce an employee's Social Security benefits.
3. The Company agrees to reintroduce on a one-year trial basis an Employee Suggestion Program to reward employees for the implementation of their ideas that result in productivity improvements or cost savings. The Company will discuss with the Union the details of the Employee Suggestion Program before its introduction. The Company reserves the right to discontinue this Program at any time. The Union agrees that the Company's administration, modification and/or discontinuance of this Program is in the Company's sole discretion and is not subject to the grievance and arbitration provisions of this agreement.
4. The Company has established a smoke-free workplace policy throughout all of the Company's facilities. However, at the request of the Union, the Company agrees to designate two rooms in the Greenpoint facility as "smoking areas." At the present time, these two locations are the LNG Control House Smoking Lounge and a room in the Fleet Services CSD Garage (formerly the Chauffeur's room). The Company reserves its right to change the location of the two designated smoking rooms in the Greenpoint facility. The Union agrees not to contest the Company's elimination of all other smoking rooms in all of its facilities, including its building at One MetroTech Center.
5. The Company will offer to employees a plan administered by The Metropolitan Life Insurance Company (MetLife), through which employees may opt to purchase and pay for automobile and homeowners insurance for their personal cars, homes and other personal property through after-

tax payroll deductions. The Company may modify or discontinue this plan in its sole discretion and such modification or discontinuance is not subject to the grievance and arbitration provisions of this Agreement.

6. Flexible Spending Accounts

The Company will continue to offer an employee flexible spending plan for qualified healthcare and dependent care expenses.

7. Legal Assistance Plan

The Company will offer a voluntary comprehensive legal services program, fully employee paid at a rate of \$15 per month, which will be funded through a voluntary, post-tax payroll deduction.

8. Adoption Assistance Program

The Company will offer an adoption assistance program through which eligible employees may be reimbursed for qualified adoption expenses up to \$8,000 per child. Eligible employees will be those with at least two years of service with the Company. Qualified adoption expenses will be those that are incurred in connection with the adoption of a child under the age of 18 and will include:

- Public/private adoption fees;
- Legal and court fees;
- Transportation expenses;
- Medical/hospital services provided to child;
- Temporary foster care charges;
- Miscellaneous lawful adoption-related expenses per the program.

Submission of and reimbursement for qualified adoption expenses shall be in accordance with the terms of the adoption assistance program.

9. Employee Stock Purchase Plan (423(b) Plan)

A 15% discount is available upon investment in National Grid company stock (ADR) under the Employee Stock Purchase Plan (423(b) Plan).

**ARTICLE XXII**

**GROUP LIFE INSURANCE**

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1. The Company shall maintain group life insurance coverage for its eligible employees to provide death benefits equal to two (2) years' current compensation which shall be payable to the estates or designated beneficiaries of such employees, other than employees covered by Article XXXII.

- a. The Company agrees to continue to offer additional life insurance to employees who are members of the Union and insurance to their spouses and dependents as part of its Flexible Benefits Program, the full cost of which will be paid by the employee through an after-tax payroll deduction.

2. The Company shall also provide in the case of active employees, insurance coverage for accidental death or dismemberment equal to one (1) year's current compensation.



3. The Company shall provide, in the case of active employees, in addition to the above, Occupational Death Insurance with coverage of \$50,000.00.
4.
  - a. For employees hired before October 15, 1986, there shall be no reduction in the coverage provided in Subdivision 1.a. above for the first year following an employee's normal retirement from the employ of the Company; but thereafter the amount of coverage shall be reduced ten percent (10%) each year commencing with the second year following retirement, except that coverage shall in no event be reduced more than fifty percent (50%). This paragraph did not become effective until June 1, 1957.
  - b. Effective January 1, 1994 (or such earlier date as the Company, in its sole discretion, deems appropriate), employees hired before October 15, 1986, there shall be no reduction in the coverage provided in Subdivision 1.a. above for the first year following an employee's normal retirement from the employ of the Company; but thereafter the amount of coverage shall be reduced ten percent (10%) each year commencing with the second year following retirement and five percent (5%) each year commencing with the sixth year following retirement, except that coverage shall in no event be reduced more than seventy-five percent (75%). The provisions of Subdivision 4a. and not the provisions of this Subdivision apply to employees who have attained the age of 60 before the actual effective date of this Subdivision.
  - c. There shall be no reduction in the coverage provided in Subdivision 1.a. and 1.b. above in the case of either disability or early retirement from the employ of the Company until the second year following the date of normal retirement for the particular individual whose coverage shall then be reduced as above provided as if the individual had been retired on the individual's normal retirement date. This paragraph did not become effective until June 1, 1961.
  - d. Employees hired after October 14, 1986, shall, upon normal retirement from the employ of the Company, have group life insurance coverage in the sum of \$10,000.
  - e. Employees who retire from the employ of the Company after age 65 will receive a cumulative reduction in the amount of life insurance in accordance with the applicable foregoing reduction schedule (Subdivision 4a., 4b., 4c. or 4d.), based upon their age at retirement, in the year of retirement from the employ of the Company. Thereafter, these employees will be subject to the applicable annual reductions.
5. Employees hired after October 15, 1989 must have completed at least 15 years of service with the Company at retirement from the employ of the Company at a minimum age of 55 to be eligible for retiree life insurance benefits in effect at the time of the employee's retirement from the employ of the Company.

**ARTICLE XXIII**  
**HEALTH INSURANCE**

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1. An eligible employee may continue to elect individual or family coverage offered to bargaining unit members through a self-insured Company program. In case an eligible employee elects individual or family coverage available under the Company's self-insured program, the Company shall pay the costs of the modified medical and dental plans to be offered to employees who are members of the bargaining unit, less the employee contributions set forth below.

2. In case an eligible employee elects individual or family coverage through a self-insured Company program, the Company shall establish and pay new monthly contributions commensurate with the costs of the modified medical plans to be offered to employees who are members of the Union, less the employee contributions set forth in this Article.

3. Premier Medical Plan

a. Modifications

The Company will continue to offer the current “Premier Plan” for employees who are Local 101 members and their eligible dependents.

b. Employee Contributions

Weekly employee pre-tax payroll contributions for employees electing coverage under the Premier Plan, as modified, will be as follows (not including dental coverage):

<i>Period</i>	<i>Employee Weekly Contributions</i>	
	<i>Individual Plan</i>	<i>Family Plan</i>
10/16/14 – 12/31/15	\$36.00	\$81.00
01/01/16 – 12/31/16	\$38.00	\$86.00
01/01/17 – 12/31/17	\$43.00	\$96.00
01/01/18 – 12/31/18	\$45.00	\$101.00
01/01/19 – 10/15/19	\$47.00	\$106.00

c. Prescription Drugs

1. For the period October 16 to December 31, 2014, the co-payments for prescription drugs under the Premier Plan will be as follows:

	<i>Retail (30-day supply)</i>	<i>Mail Order (90-day supply)</i>
Generic	\$ 5.00	\$10.00
Formulary	\$25.00	\$50.00
Non-Formulary	\$35.00	\$70.00

2. Effective January 1, 2015 to December 31, 2016, the co-payments under the Premier Plan for prescription drugs will be increased as follows:

	<i>Retail (30-day supply)</i>	<i>Mail Order (90-day supply)</i>
Generic	\$10.00	\$20.00
Formulary	\$30.00	\$60.00
Non-Formulary	\$50.00	\$100.00

3. Effective January 1, 2017 to October 15, 2019 the co-payments under the Premier Plan for prescription drugs will be increased as follows:

	<b><i>Retail (30-day supply)</i></b>	<b><i>Mail Order (90-day supply)</i></b>
Generic	\$10.00	\$20.00
Formulary	\$35.00	\$70.00
Non-Formulary	\$60.00	\$120.00

4. Standard Medical Plan

a. Modifications

The Company will continue to offer the current Standard Plan for employees who are Local 101 members and their eligible dependents.

b. Employee Contributions

Weekly employee pre-tax payroll contributions for employees electing coverage under the Standard Plan, as modified, will be as follows (not including dental coverage):

<b><i>Period</i></b>	<b><i>Employee Weekly Contributions</i></b>	
	<b><i>Individual Plan</i></b>	<b><i>Family Plan</i></b>
10/16/14 – 12/31/15	\$18.50	\$44.50
01/01/16 – 12/31/16	\$23.00	\$49.50
01/01/17 – 12/31/17	\$27.00	\$55.00
01/01/18 – 12/31/18	\$29.00	\$65.00
01/01/19 – 10/15/19	\$33.00	\$75.00

c. Prescription Drugs

1. For the period October 16, 2014 to December 31, 2016, the co-payments for prescription drugs under the Standard Plan will be as follows:

	<b><i>Retail (30-day supply)</i></b>	<b><i>Mail Order (90-day supply)</i></b>
Generic	\$10.00	\$20.00
Formulary	\$30.00	\$60.00
Non-Formulary	\$50.00	\$100.00

2. Effective January 1, 2017 to October 15, 2019, the co-payments under the Standard Plan for Formulary prescription drugs will be increased as follows:

	<b><i>Retail (30-day supply)</i></b>	<b><i>Mail Order (90-day supply)</i></b>
Generic	\$10.00	\$20.00
Formulary	\$35.00	\$70.00
Non-Formulary	\$60.00	\$120.00

5. Consumer Driven Health Plan

- a. Effective January 1, 2016, an eligible employee may elect individual or family coverage offered to bargaining unit members through a Consumer Driven Health Plan (“CDHP”).
- b. Employee Contributions

Weekly employee pre-tax payroll contributions for employees electing coverage under the CDHP will be as follows (not including dental coverage):

<b><i>Period</i></b>	<b><i>Employee Weekly Contributions</i></b>	
	<b><i>Individual Plan</i></b>	<b><i>Family Plan</i></b>
01/01/16 – 12/31/17	\$15.00	\$40.00
01/01/18 – 10/15/19	\$17.00	\$45.00

c. Prescription Drugs

Under the CDHP, for the period of January 1, 2016 to October 15, 2019, prescription drug coverage will be at ninety percent (90%) after the employee meets the applicable deductible.

d. Health Savings Accounts

- For any employee who elects individual or family coverage through the CDHP, the Company will establish a health savings account (“HSA”) to receive the employee’s weekly pre-tax payroll contributions subject to and in accordance with Internal Revenue Service regulations.
- For calendar years 2016 and 2017, the Company will make an annual core contribution to an employee’s HSA of \$300 for individual coverage or \$600 for family coverage elected under the CDHP. For each such year, an employee shall be eligible for an additional annual Company contribution to the HSA of \$450 for individual coverage or \$900 for family coverage, subject to healthy behavior incentives established by the Company in its discretion.

3. For calendar years 2018 and 2019, the Company shall not make an annual core contribution to any employee's HSA. For each such year, an employee shall be eligible for an annual Company contribution to the HSA of \$750 for individual coverage or \$1,500 for family coverage elected under the CDHP, subject to healthy behavior incentives established by the Company in its discretion.

6. Prescription Drugs

Effective January 1, 2015, the Company's prescription drug benefit under all plans shall be modified as follows:

- a. Prior authorization shall be required for compounded drugs;
  - b. Generic drug alternative replacement of brand drug; and
  - c. Specialty preferred drug evaluation for new utilizing members.
7. The Company and the Union agree to continue the joint Company - Union Health Insurance Committee of designated representatives from the Union and the Company. This Committee will monitor health insurance costs and explore cost containment methods, and has the authority to implement any additional modifications which both the Company and the Union deem appropriate at any time during this agreement.
  8. In any case of the death of an active employee having ten years or more of credited service who is survived by a spouse, the payments aforesaid shall be continued for a period of one year but only during the life of such spouse. A surviving spouse may continue participation in the health insurance program thereafter by paying the contributions necessary to maintain the coverage.

9. Preferred Dental Plan

The Company will continue to offer the current Preferred Dental Plan for employees who are Local 101 members and their eligible dependents. Weekly employee pre-tax payroll contributions for employees electing coverage under the Preferred Dental Plan will be as follows:

<i>Period</i>	<i>Employee Weekly Contributions</i>	
	<i>Individual Plan</i>	<i>Family Plan</i>
10/16/14 – 12/31/14	\$5.75	\$14.50
01/01/15 – 10/15/19	\$0	\$0

10. Effective January 1, 2011, coverage for sponsored children shall be 100% employee paid. The waiting period for eligibility for health insurance shall be waived for part-time employees who have been employed by the Company for at least twelve (12) consecutive months for an average of at least twenty (20) hours per week and who attain the status of a full-time regular employee.
11. The following rules will apply to health maintenance coverage for married couples when both spouses are full-time employees of the Company or its subsidiaries:
  - a. Both spouses may elect individual plan coverage.
  - b. One spouse may elect family plan coverage (if that spouse has a child or children) and one spouse may elect individual plan coverage. The spouse that elects

individual plan coverage may not be a dependent under the family plan coverage of the other spouse and, therefore, will not be eligible to submit any claims for reimbursement under the family plan coverage.

- c. One spouse may elect family plan coverage and the other spouse may elect to be a dependent under this family plan coverage. The spouse who elects to be a dependent will be eligible to submit claims for reimbursement under the family plan coverage.

#### **ARTICLE XXIV**

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#### **JOINT COMMITTEES**

1. Women's Committee

The Union and the Company agree to form a joint Women's Committee to examine and evaluate issues of mutual concern and interest regarding female employees.

2. Return-To-Work Committee

The Union and the Company agree to form a joint Return to Work Committee to discuss the opportunity to return employees to work as soon as practicable.

#### **ARTICLE XXV**

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#### **EXISTING BENEFITS**

Other existing benefits may not be withdrawn nor may provisions for the welfare of employees be changed for the life of this agreement or of any renewal thereof.

#### **ARTICLE XXVI**

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#### **FACILITIES IN AID OF AGREEMENT**

1. For the purpose of giving notice to its members of its meetings and making announcements to its members the Union shall have the right to make reasonable use of the regular bulletin boards of the Company, provided that all such notices shall be submitted to the Human Resources Division for approval and posting, and provided further that such notices and announcements shall be restricted to:
  - a. Notices of meetings of the Union;
  - b. Notices of its elections;
  - c. Notices of its appointments to office and the results of its elections; and
  - d. Notices of its social, educational or recreational affairs;

and provided further that such notices and announcements shall contain nothing political or controversial or reflecting upon the Company, any of its employees (or any labor organization among its employees), and the Company may refuse to post notices, announcements or other material which would violate any of the provisions of this paragraph.

2. The Company will not make any promotion or transfer of any employee which affects the employee's existing status as an officer, delegate or steward of the Union, without first obtaining the consent of the Union which shall not be unreasonably withheld. Such evidence respecting

the identity of the officers, delegates and stewards of the Union, and respecting the extent of their authority, shall be supplied to the Company as it may reasonably require.

3. Union delegates shall be given reasonable time off with pay to discuss grievances of employees on Company property and on Company time but only to such extent as does not neglect, retard or interfere with the work or duties of such delegate or with the work or duties of the employees.

## **ARTICLE XXVII**

### **WORK BY OUTSIDE CONTRACTORS**

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1. The Company shall not use outside contractors except that it may do so substantially to the extent followed in the period from April 1, 1963 through April 1, 1975.
  - a. The Company in any event shall not use outside contractors for the performance of work usually done by its regular employees, so as to result in the discharge or layoff of regular employees or in a reduction in their rate of pay.
  - b. In any case in which it is proposed to use an outside contractor for work usually done by the regular employees of the Company which does not result in the discharge or layoff of regular employees or in a reduction in their rate of pay, the Union shall be given notice and an opportunity to be heard before the contract is let.
2. The Outside Contracting Committee established to study and resolve outside contracting issues between the Union and the Company shall be continued. The Committee shall include and/or be responsible to a Company officer. The Union shall choose its own representative. The Company will provide current and future contracts involving work regularly performed by Local 101 bargaining unit members, and give the Union notice and an opportunity to be heard before such contracts are let. Disputes that cannot be resolved by the Committee shall be appealed to the Company Vice President responsible for the area whose work is being done by the contractor.
3. The Union and the Company both recognize that the Company's decision about whether to utilize the services of an outside contractor is driven by the need of the Company to reduce the cost of its services, and provide those services as efficiently and expeditiously as possible while maintaining the quality of those services and increasing customer satisfaction. To this end, the parties agree that, for the one-year period ending on October 15, 2002, in any case in which the Company uses or proposes to use an outside contractor for work regularly performed by Local 101 bargaining unit members, the Union retains the right within 21 days of the date the Company gives notice to the Union to demand that a neutral fact-finder make findings of fact with respect to the cost savings and efficiencies resulting from such contract. Such a fact-finding shall be scheduled within 21 days and the fact-finder shall issue a decision within one week.

The neutral fact-finder shall be mutually agreeable to the parties. The neutral fact-finder shall have the authority to conduct hearings and receive evidence and testimony with respect to such contract. The neutral fact-finder shall render findings of fact only with respect to the cost savings and efficiencies resulting from the use of such outside contractor. The neutral fact-finder shall have no power to make recommendations with respect to the use of the outside contractor, to alter or modify the terms of the particular contract or to direct that either party take any action with respect to the particular contract. The administrative costs of any hearings, including the fee of the neutral fact-finder, are to be shared equally by the Company and the Union. Either party may present such written findings of fact to the Company Vice President responsible for the area whose work is being done by the contractor for his or her consideration in resolving any disputes.

4. The Union agrees that during the term of this agreement, the Union waives its right to have any third party, agency, board or court resolve contracting out and/or related issues, with the sole exception that an alleged violation of subsection 1.b. of this Article may be presented as a grievance in accordance with the provisions of Article IX of this agreement.
5. Starting on or about March 1, 1999 and for a period of one year from the date it starts, the Company agrees to allow the Union to bid on work for which the Company proposes to use outside contractors, subject to the following.
  - a. Bids must be submitted to the Company within deadlines established by the Company in its sole discretion.
  - b. The Union shall be given no less notice than any other potential bidder.
  - c. Employees must have the ability and equipment to perform the work in a cost competitive, efficient, and expeditious manner.
  - d. Employees must possess the requisite skills to perform the work at the time of bidding and will not receive training from the Company to perform such work.
  - e. The Company reserves the right to add to or modify these parameters, after consultation with the Union.

#### **ARTICLE XXVIII**

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#### **MANAGEMENT TRAINEES**

The Company may continue the hiring and training of Management Trainees and shall at the Union's request confer with the Union regarding the practice and entertain suggestions from the Union for the improvement thereof.

#### **ARTICLE XXIX**

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#### **SAFETY AND SAFETY COMMITTEES**

1. The Company will continue to exert every reasonable effort to provide and maintain safe and healthy working conditions and the Union will cooperate to that end and will encourage its members to work in a safe manner.
2. Protective devices, wearing apparel and other equipment necessary for the proper protection of employees in any area from injury, shall be provided by the Company when in its judgment the use of such equipment is appropriate in the light of the conditions existing at the time in the particular area. Any new device deemed necessary by the Company for the safety and health of the employees will be provided by the Company.
3. The Company will welcome suggestions from the Union and its representatives for the better protection of the safety and health of the employees and every such suggestion will be carefully considered by the Company. The Company-wide Joint Safety and Sanitation Committee shall be continued. This Committee shall consist of three (3) representatives of the Union and three (3) representatives of the Company. The Committee shall meet at reasonable intervals upon the request of either the Company or Union.



4. The Union may select representatives to serve on the various local Safety Committees throughout the Company, by whom suggestions emanating from the Union for the protection of the safety and health of the Company's employees may be made. In any case in which the Union is dissatisfied with the disposition made of problems relating to safety and health, the Union representative may ask to be heard by the Company's Executive Safety Committee which shall hold a meeting for this purpose to which the Union's representative shall be invited and at which the Union's representative shall be given an opportunity to make a full statement of the Union's position.

5. The Department of Transportation's regulations require pipeline operators to develop, implement and maintain a written qualification program for employees performing certain tasks on pipeline facilities. The intent of the regulations is to ensure a qualified workforce and safe work place by reducing the probability and consequence of incidents caused by human errors.

The Union agrees to cooperate with the Company in implementing any programs, tests and evaluations which are necessary to comply with the Department of Transportation Pipeline Operator Qualifications Regulations.

6. The Company and the Union agree that existing two-person areas will remain intact. The Company and the Union also agree to establish a joint committee to periodically review any issues regarding the safety of CFS service persons assigned to work in the field and where appropriate to consider and recommend measures such as temporary two-person areas; utilizing employees on light duty as the second person in a two-person area; offering NYPD educational programs; and other measures as deemed appropriate by the Company in its sole discretion.

The Company will modify its staffing requirements in regard to leak survey to the extent that the practice of designating certain geographic areas of Brooklyn and Queens as requiring two employees for purposes of walking surveys will end. The Company and the Union agree that they shall meet and confer to discuss modification of the current practice of designating certain areas as requiring two persons for purposes of mobile surveys.

7. The Company will increase the annual PPE clothing allowance for eligible field employees to Three Hundred Seventy dollars (\$370.00).

8. The Company will provide new CMS Field employees with prescription safety glasses at the time they successfully pass CMS Training.

**ARTICLE XXX**

**INCENTIVE PAY COMMITTEE**

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The Union and the Company agree to form an Incentive Pay Committee to examine and evaluate Incentive Pay programs.

**ARTICLE XXXI**

**PILOT PROGRAMS**

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1. Take Home Vehicle Pilot Program

a. As a means of increasing job efficiency and productivity, and as an added convenience both to the Company and the Union and its members, National Grid, with the consent of the Union, has implemented a Take Home Vehicle Program on an experimental basis.

- b. In order to participate, employees must meet the eligibility requirements established by the Company in its sole discretion. The Union agrees to use its best efforts to encourage participation by its members.
- c. Work related travel includes travel to and from the employee's first and last work assignment of the day and all travel incidental to the work day, which includes, but is not limited to, fueling the vehicles, transporting tools or supplies, etc.
- d. Incidental activities performed at the employees' place of residence or during their commute to and from their first and last job sites of the day does not entitle the employee to compensation for such time.
- e. All employees will be compensated beginning from their first job of the day and ending with the completion of their last job of the day. Employees will not be compensated for commuting time from their home to the first job site at the beginning of their shift, and/or their last job site at the end of their shift to their home. If an employee is unable to garage the Company vehicle at the employee's place of residence, the Company will provide the employee with a parking space for the Company vehicle at an existing Company facility.
- f. All employees assigned a take home vehicle are required to be at their first job by their shift start time, regardless of where the Company vehicle is parked overnight.
- g. The Company has the right, in its sole discretion, to establish and modify guidelines in all aspects of the Take Home Vehicle Policy. The Company will consult with the Union on any substantial changes it makes to the program.
- h. Employees shall not be responsible for any costs associated with maintenance, repair and upkeep of the vehicle, or increased tolls incurred while commuting in the Company vehicles over and above what the employee would ordinarily pay if commuting in the employee's own vehicle.
- i. Employees may not take home vehicles for any purpose other than for travel incidental to the work day. Any use of the take home vehicles for purposes other than work related travel must be pre-approved by the employee's supervisor.
- j. Employees will be required to follow the rules and procedures for use of take home vehicles promulgated by the Company. Unauthorized use of the take home vehicles or failure to comply with these rules and procedures will be grounds for discipline.
- k. The Union and the Company expressly intend that this take home vehicle program complies with the Employee Commuting Flexibility Act of 1996 and, as such, the Union and the Company agree that all travel and activities performed by employees which are incidental to the use of such vehicle for commuting shall not be compensable.
- l. The Union agrees to continue to cooperate in the voluntary Take Home Vehicle Pilot Program and use its best efforts to encourage participation by its members.

2. Experimental Meter Reading Incentive Program

- a. As a means of improving meter reading efficiency, accuracy and productivity, as well as maintaining and enhancing customer satisfaction, the Company, with the consent of the Union, has implemented a Meter Reading Incentive Program on an experimental basis for an indefinite period.
- b. Effective October 16, 2014, employees who are performing meter reading work and who are paid less than \$600 per week base wages (before application of the general wage increase) and who perform a complete regular meter reading route only (not a skip route or partial route) will be eligible for monetary awards for achieving meter reading goals established by the Company as follows:
- c. Each eligible meter reader who reads more meters a route than the average productivity (number of meters read divided by number of meters) for that route shall receive additional pay for that day, and, if s/he maintains an average of such productivity over the course of a workweek, additional pay for that week as outlined in the schedule below;

<b>Incentive Model</b>			
	<b>3% Improvement</b>	<b>7% Improvement</b>	<b>10% Improvement</b>
<b>Per Day</b>	\$16.50	\$22.00	\$27.50
<b>Max Per Day (Based on 5 Days)</b>	\$82.50	\$110.00	\$137.50
<b>Weekly Bonus</b>	\$27.50	\$55.00	\$82.50
<b>Total Potential (Max Daily with Weekly)</b>	\$110.00	\$165.00	\$220.00

- d. To be eligible for the award, all readings must be achieved within the regular, eight (8) hour work day and cannot be performed during overtime.
- e. Monetary awards under the Program shall be payable weekly and are subject to applicable withholding taxes.
- f. The Company has the right to discontinue or modify any and all aspects of the Program, including the setting of goals, the determination of whether goals have been met, and the amount of incentive compensation.

3. Take Home Processor Program

All Meter Readers will be required to participate in the Take Home Processor Program.

**ARTICLE XXXII**

**CUSTOMER OPERATIONS CAREER PATH**

The Company shall modify the Customer Operations Career Path for all employees hired on or after October 16, 2010. Employees in the career path will be subject to the following terms and conditions:

<b>For All Employees Hired on or After October 16, 2010 into the Customer Operations Career Path*</b>										
	MIN									MAX
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
81272243 Collection Representative PT	\$11.10	\$11.43	\$11.77	\$12.10	\$12.43	\$12.77	\$13.10	\$13.43	\$13.77	\$14.10
81272242 Call Center Representative I	\$12.00	\$12.33	\$12.66	\$13.00	\$13.33	\$13.66	\$14.00	\$14.33	\$14.66	\$15.00
81272241 Call Center Representative II	\$15.00	\$15.67	\$16.78	\$17.67	\$18.56	\$19.44	\$20.33	\$21.22	\$22.11	\$23.00
* Rates will be paid at the 1/10th percentile of the US National Average as determined by Salary.com										

1. The Company will eliminate the job classifications Call Center Representative III FT/PT (#81272240) and Customer Service Specialist (#81272244). Employees in those job classifications on October 15, 2014 will be placed in the job classification Call Center Representative II FT/PT (#81272241) at their current wage rate.
2. Annual adjustments, if any, to the base wage rates shall be made effective October 16 of each subsequent year of the contract and shall be consistent with the tenth (10<sup>th</sup>) percentile of the US National Average for such classifications as determined by Salary.com, but in no event shall the rate of pay for the position be reduced.

Effective October 16, 2014, employees in job classifications in the Customer Operations Career Path will be eligible for performance-based wage progressions from minimum to maximum in intervals of 6 months. Performance-based progressions will be awarded upon individual and group achievement of key performance metrics as set forth in the subsections below. The parties agree that the setting of performance metrics and triggers for each call center is in the sole discretion of the Company upon six (6) months written notice to the Union and shall not be subject to the grievance and arbitration procedure or review by any third party, court or agency.

3.

Metric	Trigger
Adherence	95%
Avg Handle Time	325 secs.
Availability	92%
Quality Assurance	85%

- a. The performance indicators will be measured for performance-based progressions during the reporting periods set forth below:

January 1 – June 30  
July 1 – December 31

- b. Qualifying employees will be eligible to receive performance-based progressions effective July 1 and January 1 exclusively.
  - c. A qualifying employee must be actively employed for the entire reporting period to be eligible for a performance-based progression program for that reporting period. If an employee is not actively employed for the entire reporting period, the employee will be eligible for a performance-based progression in the next entire reporting period in which the employee is actively employed. Moreover, for the purposes of group and individual triggers, the Company will not use the metrics of a new employee captured during a reporting period in which he/she was not actively employed for the entire reporting period.
- 4. Employees may be required or may volunteer to work from their homes at the Company's sole discretion and in accordance with procedures established by the Company.
  - 5. On any day and at such times as the Company may determine, it may solicit employees in the Customer Operations Area to volunteer to leave work early, and those employees who volunteer and are permitted to leave early will be paid only for their actual hours worked on such day.
  - 6. The Company's policy regarding pay to employees for sick days due to an "employee covered event," is amended as follows; for employees with at least 120 days but less than 1 year of service time, up to 40 hours (based on accrual of 1 hour for every 30 hours worked); five (5) sick days in any twelve-month period upon completion of one (1) full year of continuous employment with the Company as of December 31 of the preceding calendar year; and ten (10) sick days in any twelve-month period, upon completion of three (3) full years of continuous employment with the Company as of December 31 of the preceding calendar year.

Employees are permitted to use up to the first forty (40) hours of their accrued earned sick leave per calendar year (based on accrual of one hour for every thirty worked) if the absence is due to a qualifying "family member covered" event, as defined below.

"Family members" include a child (biological, adopted, or foster child; legal ward; child of an employee standing *in loco parentis*), grandchild, spouse, domestic partner, parent, grandparent, child/parent of an employee's spouse or domestic partner, and sibling (including a half, adopted, stepsibling).

"Family member covered event" is a family member's injury, illness, health condition (or need for medical diagnosis, care, or treatment thereof), preventative medical care, or closure of business school or childcare due to a declared public health emergency.

- 7. Regular full-time employees may be eligible for up to two (2) paid bereavement days per occasion in the event of death of the employee's mother, father, spouse or child. Bereavement days will be granted immediately preceding or following burial or cremation.
- 8. Overtime at the rate of one and one-half (1½) times the regular rate will be paid only after forty (40) hours worked in a workweek. Paid sick time, vacation time, bereavement time and holidays will be deemed hours worked for such purpose.

9. With respect to the following:

Martin Luther King, Jr.'s Birthday  
Memorial Day  
Independence Day  
Labor Day  
Veteran's Day  
Thanksgiving Day  
Christmas Day

An employee shall receive pay for each of the above provided that the employee shall have worked a full day upon the employee's last scheduled working day preceding such holiday, and also upon the employee's first scheduled working day succeeding such holiday, unless the employee's absence on either of such days occurred with the express consent of the employee's supervisor.

10. Vacation time with pay shall be granted to regular full-time employees only, in accordance with the terms and conditions set forth as follows:

- a. For employees hired on or before September 30 of any year, one (1) week upon completing three (3) months of continuous employment, and two (2) weeks as of January 1 of the following calendar year; and
- b. For employees hired after September 30 of any year, one (1) week as of January 1 of the following calendar year, and two (2) weeks as of January 1 of the next following calendar year.
- c. Vacation time may be scheduled by employees subject to approval by the Company. Vacation time may not be carried over from calendar year to the next.

11. The Company shall maintain group life insurance coverage for its eligible employees to provide death benefits equal to one (1) times base annual salary, which shall be payable to the estate or designated beneficiaries of such employees.

12. Regular full-time employees will be eligible for post-retirement medical benefits as follows:

- a. Eligibility – Age 60 with 10 years of service
- b. Pre-65 – Access
- c. Post-65 – Same as currently available

13. Regular full-time employees shall also be entitled to the following benefits:

- a. Long-term disability
- b. Basic AD&D
- c. Flexible Spending Accounts
- d. Transit Benefit Program
- e. Legal Plan Services
- f. AFLAC
- g. Personal Home/Auto
- h. Employee Stock Purchase Plan

- i. Adoption Assistance Program
- j. Employee Assistance Program
- k. 401(k) Plan

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**ARTICLE XXXIII****SCOPE OF AGREEMENT**

This agreement shall be binding on the Company and the Union, their successors and assigns and on the employees of the Company in the unit referred to for the term hereof and for the period of any renewal.

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**ARTICLE XXXIV****FEDERAL OR STATE LAWS**

Should any valid Federal or State Law or the final determination of any Board or Court of competent jurisdiction, render illegal any provision of this agreement, the provision or provisions so affected shall be made to conform to the law or determination and otherwise the agreement shall continue in full force and effect.

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**ARTICLE XXXV****DURATION OF AGREEMENT**

1. This agreement shall continue in effect until and including October 15, 2019 and from year to year thereafter as long as the Union continues to be the established and exclusive bargaining representative in the unit referred to, and unless and until either party notifies the other in writing not less than sixty (60) days prior to the expiration of this agreement or any automatic yearly extension thereof, that either party elects to terminate this agreement.

The terms of this agreement shall not during the term hereof be modified or changed in any way other than by the mutual consent of both parties hereto evidenced in writing.

2. This agreement settles and disposes of all matters which are the subject of collective bargaining between the parties for its term and for any extension or extensions thereof.

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**ARTICLE XXXVI****NOTICE**

For the purpose of giving notice required, or permitted to be given by this agreement, the Company may be addressed at its office at One MetroTech Center, Brooklyn, New York, attention of the Secretary, and the Union at its office at 195 Montague Street, Brooklyn, New York, attention of the President. Notices may be given by mail addressed as above and when so mailed, proper notice shall be deemed to have been given.

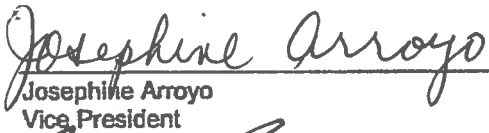
IN WITNESS WHEREOF, the parties hereto have signed this agreement as of the day and year first above written.

**Local 101,  
Utility Division, TWU**

**National Grid**

  
\_\_\_\_\_

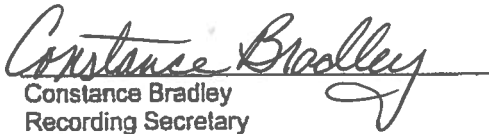
Michael Conigliaro  
President

  
\_\_\_\_\_

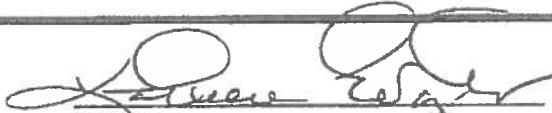
Josephine Arroyo  
Vice President

  
\_\_\_\_\_

Frank Cinque  
Financial Secretary & Treasurer

  
\_\_\_\_\_

Constance Bradley  
Recording Secretary

  
\_\_\_\_\_

Kathleen Geraghty  
Chief Spokesperson  
Vice President,  
HRBP and Employee and Labor Relations

  
\_\_\_\_\_

Michael Bernardo  
Director, Employee and Labor Relations



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**NOTES**

**GAS BUSINESS UNIT CAREER PATHS**

Appendix 1

<b>CONSTRUCTION BPI</b>
Crew Leader #81282735
Operator A Post 98 #81282550 Mechanic A Post 98 #81282731
Mechanic B Post 98 #81282727
Operator B Post 98 #81282723
Operator C Post 98 #81282719
Operator C Trainee Post 98 #81282715
Helper – Distribution #81282154

<b>CONSTRUCTION INSPECTORS</b>
Field Operations Inspector A #81282014
Field Operations Inspector B #81282013
Field Operations Inspector C #81282000

<b>CONSTRUCTION WELDING</b>
Master Welder #81282862
Welder A Qualified #81282858
Welder A #81282857
Welder Apprentice #81282860

<b>MAINTAIN PROPER</b>
Crew Leader #81282735
Operator A Post 98 #81282550 Mechanic A Post 98 #81282731
Mechanic B Post 98 #81282727
Operator B Post 98 #81282723
Operator C Post 98 #81282719
Operator C Trainee Post 98 #81282715
Helper – Distribution #81282154

<b>HUB</b>
Mechanic A Field Trainer QC #81282508
Mechanic A Field Trainer #81282506
Senior Dispatcher #81282737
Compact Technician #81282016
FOS Driver A #81282048
FOS Self Loader #81282046
FOS Driver B #81282049
FOS Driver C #81282051
FOS Driver C Trainee #81282053

<b>GAS DISPATCHING</b>
Dispatcher Post 98 #81282704

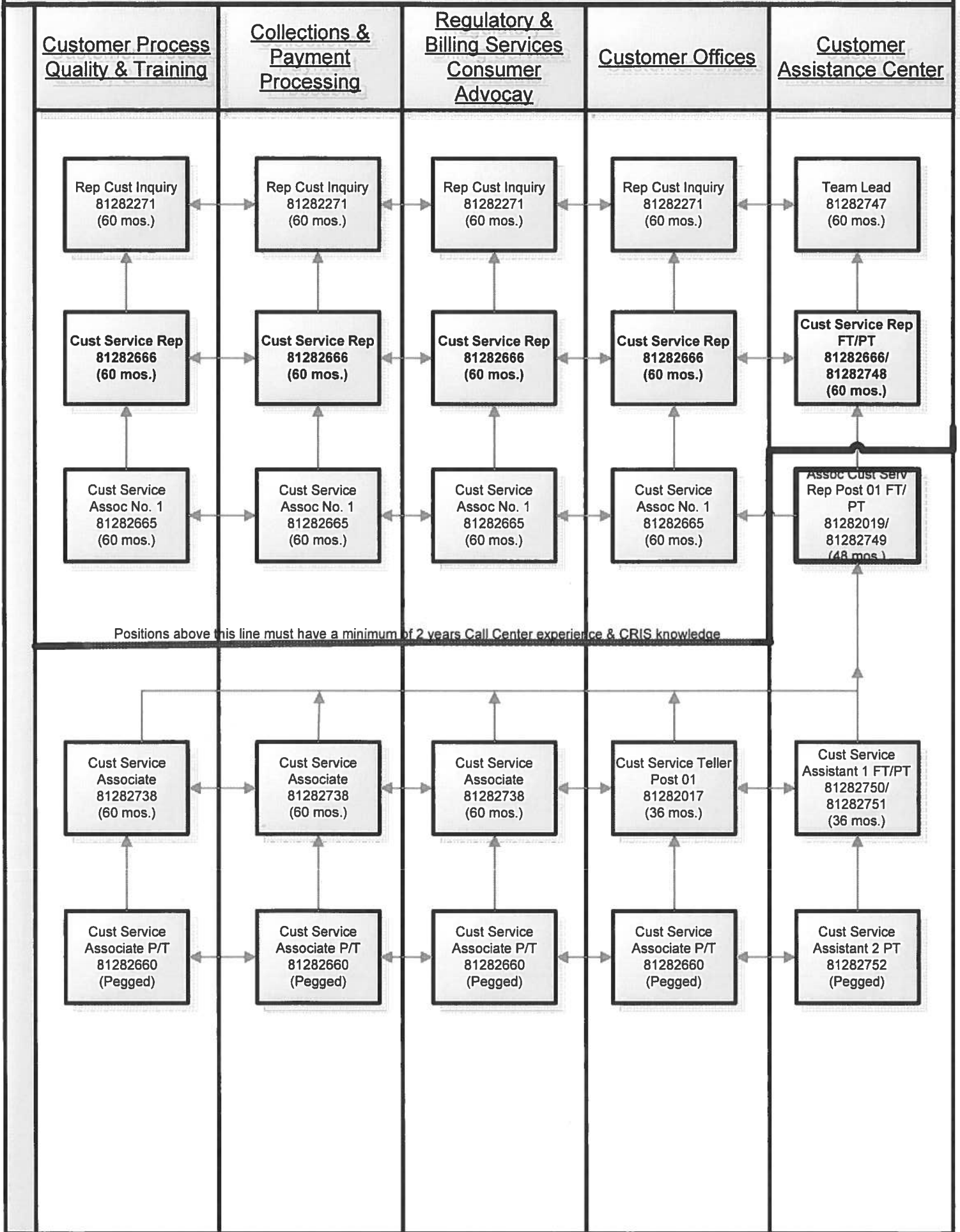
<b>METER OPERATIONS</b>
Meter Operations Instrument Mechanic #81282168
Meter Operations Senior Mechanic #81282167
Meter Operations Mechanic #81282165
Meter Operations Apprentice #81282164

<b>CMS</b>
Working Leader #81282028
Meter Service Tech A #81282671
Meter Service Tech C/B #81282030
Meter Service Representative Reg. #81282689

<b>CORROSION</b>
Corrosion Technician Senior #81282650
Corrosion Technician #81282649
Corrosion Technician Helper #81282645

<b>DAMAGE PREVENTION INSPECTORS</b>
Field Operations Inspector A #81282014
Field Operations Inspector B #81282013
Field Operations Inspector C #81282000

# Customer Relations Group Career Path





LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
 NOTE: STEP ONE AND TWO IS A NO MONEY STEP PROGRESSION ISSUED IN THREE MONTH INTERVALS.  
 NOTE: STEP TWO AND THREE IS A MONEY STEP PROGRESSION ISSUED IN THREE MONTH INTERVALS.  
 NOTE: THE REMAINDER OF THE STEP PROGRESSIONS ARE ISSUED IN SIX MONTH INTERVALS.

Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282002	Acctg Asst Dist 37.5 Hr	1	\$35.39230	\$36.27711	\$37.18404	\$37.74180	\$38.30793	\$38.88255	\$39.46579
		2	\$35.39230	\$36.27711	\$37.18404	\$37.74180	\$38.30793	\$38.88255	\$39.46579
		3	\$36.34158	\$37.25012	\$38.18137	\$38.75409	\$39.33540	\$39.92543	\$40.52431
		4	\$37.40786	\$38.34306	\$39.30164	\$39.89116	\$40.48953	\$41.09687	\$41.71332
		5	\$37.40786	\$38.34306	\$39.30164	\$39.89116	\$40.48953	\$41.09687	\$41.71332
		6	\$38.35878	\$39.31775	\$40.30069	\$40.90520	\$41.51878	\$42.14156	\$42.77368
		7	\$38.35878	\$39.31775	\$40.30069	\$40.90520	\$41.51878	\$42.14156	\$42.77368
		8	\$39.14680	\$40.12547	\$41.12861	\$41.74554	\$42.37172	\$43.00730	\$43.65241
81282026	Acctg Asst Sr 37.5 Hr	1	\$36.97326	\$37.89759	\$38.84503	\$39.42771	\$40.01913	\$40.61942	\$41.22871
		2	\$36.97326	\$37.89759	\$38.84503	\$39.42771	\$40.01913	\$40.61942	\$41.22871
		3	\$37.91653	\$38.86444	\$39.83605	\$40.43359	\$41.04009	\$41.65569	\$42.28053
		4	\$38.98335	\$39.95793	\$40.95688	\$41.57123	\$42.19480	\$42.82772	\$43.47014
		5	\$38.98335	\$39.95793	\$40.95688	\$41.57123	\$42.19480	\$42.82772	\$43.47014
		6	\$39.93537	\$40.93375	\$41.95709	\$42.58645	\$43.22525	\$43.87363	\$44.53173
		7	\$39.93537	\$40.93375	\$41.95709	\$42.58645	\$43.22525	\$43.87363	\$44.53173
		8	\$40.72339	\$41.74147	\$42.78501	\$43.42679	\$44.07819	\$44.73936	\$45.41045
81282035	Account Senior Corporate	1	\$37.03171	\$37.95750	\$38.90644	\$39.49004	\$40.08239	\$40.68363	\$41.29388
		2	\$37.03171	\$37.95750	\$38.90644	\$39.49004	\$40.08239	\$40.68363	\$41.29388
		3	\$37.85812	\$38.80457	\$39.77468	\$40.37130	\$40.97687	\$41.59152	\$42.21539
		4	\$38.61790	\$39.58335	\$40.57293	\$41.18152	\$41.79924	\$42.42623	\$43.06262
		5	\$39.37743	\$40.36187	\$41.37092	\$41.99148	\$42.62135	\$43.26067	\$43.90958
		6	\$40.39064	\$41.40041	\$42.43542	\$43.07195	\$43.71803	\$44.37380	\$45.03941
		7	\$41.15016	\$42.17891	\$43.23338	\$43.88188	\$44.54011	\$45.20821	\$45.88633
		8	\$42.04371	\$43.09480	\$44.17217	\$44.83475	\$45.50727	\$46.18988	\$46.88273
		9	\$43.37006	\$44.45431	\$45.56567	\$46.24916	\$46.94290	\$47.64704	\$48.36175
		10	\$44.27078	\$45.37755	\$46.51199	\$47.20967	\$47.91782	\$48.63659	\$49.36614
		11	\$44.60646	\$45.72162	\$46.86466	\$47.56763	\$48.28114	\$49.00536	\$49.74044
		12	\$45.05695	\$46.18337	\$47.33795	\$48.04802	\$48.76874	\$49.50027	\$50.24277
81282932	Acct Post	1	\$36.02773	\$36.92842	\$37.85163	\$38.41940	\$38.99569	\$39.58063	\$40.17434
		2	\$36.02773	\$36.92842	\$37.85163	\$38.41940	\$38.99569	\$39.58063	\$40.17434
		3	\$36.91076	\$37.83353	\$38.77937	\$39.36106	\$39.95148	\$40.55075	\$41.15901
		4	\$37.79278	\$38.73760	\$39.70604	\$40.30163	\$40.90615	\$41.51974	\$42.14254
		5	\$38.67658	\$39.64349	\$40.63458	\$41.24410	\$41.86276	\$42.49070	\$43.12806
		6	\$39.55757	\$40.54651	\$41.56017	\$42.18357	\$42.81632	\$43.45856	\$44.11044
		7	\$40.44061	\$41.45163	\$42.48792	\$43.12524	\$43.77212	\$44.42870	\$45.09513
		8	\$41.32569	\$42.35883	\$43.41780	\$44.06907	\$44.73011	\$45.40106	\$46.08208
		9	\$42.20668	\$43.26185	\$44.34340	\$45.00855	\$45.68368	\$46.36894	\$47.06447
		10	\$43.09023	\$44.16749	\$45.27168	\$45.95076	\$46.64002	\$47.33962	\$48.04971
		11	\$43.97096	\$45.07023	\$46.19699	\$46.88994	\$47.59329	\$48.30719	\$49.03180
		12	\$44.85579	\$45.97718	\$47.12661	\$47.83351	\$48.55101	\$49.27928	\$50.01847
81282003	Acct Rep 40 Hr	1	\$31.55155	\$32.34034	\$33.14885	\$33.64608	\$34.15077	\$34.66303	\$35.18298
		2	\$31.55155	\$32.34034	\$33.14885	\$33.64608	\$34.15077	\$34.66303	\$35.18298
		3	\$31.91312	\$32.71095	\$33.52872	\$34.03165	\$34.54212	\$35.06025	\$35.58615
		4	\$32.27443	\$33.08129	\$33.90832	\$34.41694	\$34.93319	\$35.45719	\$35.98905
		5	\$32.63523	\$33.45111	\$34.28739	\$34.80170	\$35.32373	\$35.85359	\$36.39139
		6	\$32.99552	\$33.82041	\$34.66592	\$35.18591	\$35.71370	\$36.24941	\$36.79315
		7	\$33.35709	\$34.19102	\$35.04580	\$35.57149	\$36.10506	\$36.64664	\$37.19634
		8	\$33.71712	\$34.56005	\$35.42405	\$35.95541	\$36.49474	\$37.04216	\$37.59779
		9	\$34.07946	\$34.93145	\$35.80474	\$36.34181	\$36.88694	\$37.44024	\$38.00184
		10	\$34.43974	\$35.30073	\$36.18325	\$36.72600	\$37.27689	\$37.83604	\$38.40358
		11	\$34.80080	\$35.67082	\$36.56259	\$37.11103	\$37.66770	\$38.23272	\$38.80621
		12	\$35.16698	\$36.04615	\$36.94730	\$37.50151	\$38.06403	\$38.63499	\$39.21451

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
 NOTE: STEP ONE AND TWO IS A NO MONEY STEP PROGRESSION ISSUED IN THREE MONTH INTERVALS.  
 NOTE: STEP TWO AND THREE IS A MONEY STEP PROGRESSION ISSUED IN THREE MONTH INTERVALS.  
 NOTE: THE REMAINDER OF THE STEP PROGRESSIONS ARE ISSUED IN SIX MONTH INTERVALS.

Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282007	Acctg Asst 40 Hr	1	\$33.18028	\$34.00979	\$34.86003	\$35.38293	\$35.91367	\$36.45238	\$36.99917
		2	\$33.18028	\$34.00979	\$34.86003	\$35.38293	\$35.91367	\$36.45238	\$36.99917
		3	\$33.53313	\$34.37146	\$35.23075	\$35.75921	\$36.29560	\$36.84003	\$37.39263
		4	\$33.88471	\$34.73183	\$35.60013	\$36.13413	\$36.67614	\$37.22628	\$37.78467
		5	\$34.23577	\$35.09166	\$35.96895	\$36.50848	\$37.05611	\$37.61195	\$38.17613
		6	\$34.58837	\$35.45308	\$36.33941	\$36.88450	\$37.43777	\$37.99934	\$38.56933
		7	\$34.94046	\$35.81397	\$36.70932	\$37.25996	\$37.81886	\$38.38614	\$38.96193
		8	\$35.29075	\$36.17302	\$37.07735	\$37.63351	\$38.19801	\$38.77098	\$39.35254
		9	\$35.64284	\$36.53391	\$37.44726	\$38.00897	\$38.57910	\$39.15779	\$39.74516
		10	\$35.99467	\$36.89454	\$37.81690	\$38.38415	\$38.95991	\$39.54431	\$40.13747
		11	\$36.34778	\$37.25647	\$38.18788	\$38.76070	\$39.34211	\$39.93224	\$40.53122
		12	\$36.70013	\$37.61763	\$38.55807	\$39.13644	\$39.72349	\$40.31934	\$40.92413
81282112	Acctg Asst Corp 37.5 Hr	1	\$34.66238	\$35.52894	\$36.41716	\$36.96342	\$37.51787	\$38.08064	\$38.65185
		2	\$34.66238	\$35.52894	\$36.41716	\$36.96342	\$37.51787	\$38.08064	\$38.65185
		3	\$35.01302	\$35.88835	\$36.78556	\$37.33734	\$37.89740	\$38.46586	\$39.04285
		4	\$35.36394	\$36.24804	\$37.15424	\$37.71155	\$38.27722	\$38.85138	\$39.43415
		5	\$35.71429	\$36.60715	\$37.52233	\$38.08516	\$38.65644	\$39.23629	\$39.82483
		6	\$36.06492	\$36.96654	\$37.89070	\$38.45906	\$39.03595	\$39.62149	\$40.21581
		7	\$36.41700	\$37.32743	\$38.26062	\$38.83453	\$39.41705	\$40.00831	\$40.60843
		8	\$36.76734	\$37.68652	\$38.62868	\$39.20811	\$39.79623	\$40.39317	\$40.99907
		9	\$37.11826	\$38.04622	\$38.99738	\$39.58234	\$40.17608	\$40.77872	\$41.39040
		10	\$37.46977	\$38.40651	\$39.36667	\$39.95717	\$40.55653	\$41.16488	\$41.78235
		11	\$37.82097	\$38.76649	\$39.73565	\$40.33168	\$40.93666	\$41.55071	\$42.17397
		12	\$38.17849	\$39.13295	\$40.11127	\$40.71294	\$41.32363	\$41.94348	\$42.57263
81282012	Acctg Asst Corp 40 Hr	1	\$34.66243	\$35.52899	\$36.41721	\$36.96347	\$37.51792	\$38.08069	\$38.65190
		2	\$34.66243	\$35.52899	\$36.41721	\$36.96347	\$37.51792	\$38.08069	\$38.65190
		3	\$35.01323	\$35.88856	\$36.78577	\$37.33756	\$37.89762	\$38.46608	\$39.04307
		4	\$35.36404	\$36.24814	\$37.15434	\$37.71166	\$38.27733	\$38.85149	\$39.43426
		5	\$35.71459	\$36.60745	\$37.52264	\$38.08548	\$38.65676	\$39.23661	\$39.82516
		6	\$36.06514	\$36.96677	\$37.89094	\$38.45930	\$39.03619	\$39.62173	\$40.21606
		7	\$36.41697	\$37.32739	\$38.26057	\$38.83448	\$39.41700	\$40.00826	\$40.60838
		8	\$36.76752	\$37.68671	\$38.62888	\$39.20831	\$39.79643	\$40.39338	\$40.99928
		9	\$37.11833	\$38.04629	\$38.99745	\$39.58241	\$40.17615	\$40.77879	\$41.39047
		10	\$37.46990	\$38.40665	\$39.36682	\$39.95732	\$40.55668	\$41.16503	\$41.78251
		11	\$37.82096	\$38.76648	\$39.73564	\$40.33167	\$40.93665	\$41.55070	\$42.17396
		12	\$38.17818	\$39.13263	\$40.11095	\$40.71261	\$41.32330	\$41.94315	\$42.57230
81282015	Acctg Asst Sr 40 Hr	1	\$34.66243	\$35.52899	\$36.41721	\$36.96347	\$37.51792	\$38.08069	\$38.65190
		2	\$34.66243	\$35.52899	\$36.41721	\$36.96347	\$37.51792	\$38.08069	\$38.65190
		3	\$35.01323	\$35.88856	\$36.78577	\$37.33756	\$37.89762	\$38.46608	\$39.04307
		4	\$35.36404	\$36.24814	\$37.15434	\$37.71166	\$38.27733	\$38.85149	\$39.43426
		5	\$35.71459	\$36.60745	\$37.52264	\$38.08548	\$38.65676	\$39.23661	\$39.82516
		6	\$36.06514	\$36.96677	\$37.89094	\$38.45930	\$39.03619	\$39.62173	\$40.21606
		7	\$36.41697	\$37.32739	\$38.26057	\$38.83448	\$39.41700	\$40.00826	\$40.60838
		8	\$36.76752	\$37.68671	\$38.62888	\$39.20831	\$39.79643	\$40.39338	\$40.99928
		9	\$37.11833	\$38.04629	\$38.99745	\$39.58241	\$40.17615	\$40.77879	\$41.39047
		10	\$37.46990	\$38.40665	\$39.36682	\$39.95732	\$40.55668	\$41.16503	\$41.78251
		11	\$37.82096	\$38.76648	\$39.73564	\$40.33167	\$40.93665	\$41.55070	\$42.17396
		12	\$38.17818	\$39.13263	\$40.11095	\$40.71261	\$41.32330	\$41.94315	\$42.57230

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282110	Acctg Asst Sr Corp 37.5 Hr	1	\$36.69986	\$37.61736	\$38.55779	\$39.13616	\$39.72320	\$40.31905	\$40.92384
		2	\$36.69986	\$37.61736	\$38.55779	\$39.13616	\$39.72320	\$40.31905	\$40.92384
		3	\$37.28856	\$38.22077	\$39.17629	\$39.76393	\$40.36039	\$40.96580	\$41.58029
		4	\$37.28856	\$38.22077	\$39.17629	\$39.76393	\$40.36039	\$40.96580	\$41.58029
		5	\$38.47027	\$39.43203	\$40.41783	\$41.02410	\$41.63946	\$42.26405	\$42.89801
		6	\$39.06040	\$40.03691	\$41.03783	\$41.65340	\$42.27820	\$42.91237	\$43.55606
		7	\$39.64969	\$40.64093	\$41.65695	\$42.28180	\$42.91603	\$43.55977	\$44.21317
		8	\$40.24010	\$41.24610	\$42.27725	\$42.91141	\$43.55508	\$44.20841	\$44.87154
		9	\$40.83081	\$41.85158	\$42.89787	\$43.54134	\$44.19446	\$44.85738	\$45.53024
		10	\$41.42123	\$42.45676	\$43.51818	\$44.17095	\$44.83351	\$45.50601	\$46.18860
		11	\$42.01109	\$43.06137	\$44.13790	\$44.79997	\$45.47197	\$46.15405	\$46.84636
		12	\$42.60180	\$43.66685	\$44.75852	\$45.42990	\$46.11135	\$46.80302	\$47.50507
81282108	Acctg Clerk 2 Pt 40 Hr	1	\$27.24168	\$27.92272	\$28.62079	\$29.05010	\$29.48585	\$29.92814	\$30.37706
81282122	Acctg Clerk 3 Pt 40 Hr	1	\$8.82961	\$9.05035	\$9.27661	\$9.41576	\$9.55700	\$9.70036	\$9.84587
		2	\$8.82961	\$9.05035	\$9.27661	\$9.41576	\$9.55700	\$9.70036	\$9.84587
		3	\$8.83729	\$9.05822	\$9.28468	\$9.42395	\$9.56531	\$9.70879	\$9.85442
81282934	Adm Asst Csd Post	1	\$31.95976	\$32.75875	\$33.57772	\$34.08139	\$34.59261	\$35.11150	\$35.63817
		2	\$31.95976	\$32.75875	\$33.57772	\$34.08139	\$34.59261	\$35.11150	\$35.63817
		3	\$32.83485	\$33.65572	\$34.49711	\$35.01457	\$35.53979	\$36.07289	\$36.61398
		4	\$33.71225	\$34.55506	\$35.41894	\$35.95022	\$36.48947	\$37.03681	\$37.59236
		5	\$34.58811	\$35.45281	\$36.33913	\$36.88422	\$37.43748	\$37.99904	\$38.56903
		6	\$35.46193	\$36.34848	\$37.25719	\$37.81605	\$38.38329	\$38.95904	\$39.54343
		7	\$36.33856	\$37.24702	\$38.17820	\$38.75087	\$39.33213	\$39.92211	\$40.52094
		8	\$37.21365	\$38.14399	\$39.09759	\$39.68405	\$40.27931	\$40.88350	\$41.49675
		9	\$38.08977	\$39.04201	\$40.01806	\$40.61833	\$41.22760	\$41.84601	\$42.47370
		10	\$38.96589	\$39.94004	\$40.93854	\$41.55262	\$42.17591	\$42.80855	\$43.45068
		11	\$39.84175	\$40.83779	\$41.85873	\$42.48661	\$43.12391	\$43.77077	\$44.42733
		12	\$40.71992	\$41.73792	\$42.78137	\$43.42309	\$44.07444	\$44.73556	\$45.40659
81282970	Adm Asst Meter Repair Post	1	\$33.82910	\$34.67483	\$35.54170	\$36.07483	\$36.61595	\$37.16519	\$37.72267
		2	\$33.82910	\$34.67483	\$35.54170	\$36.07483	\$36.61595	\$37.16519	\$37.72267
		3	\$34.74545	\$35.61409	\$36.50444	\$37.05201	\$37.60779	\$38.17191	\$38.74449
		4	\$35.65975	\$36.55124	\$37.46502	\$38.02700	\$38.59741	\$39.17637	\$39.76402
		5	\$36.57482	\$37.48919	\$38.42642	\$39.00282	\$39.58786	\$40.18168	\$40.78441
		6	\$37.48963	\$38.42687	\$39.38754	\$39.97835	\$40.57803	\$41.18670	\$41.80450
		7	\$38.40342	\$39.36351	\$40.34760	\$40.95281	\$41.56710	\$42.19061	\$42.82347
		8	\$39.32028	\$40.30329	\$41.31087	\$41.93053	\$42.55949	\$43.19788	\$43.84585
		9	\$40.23304	\$41.23887	\$42.26984	\$42.90389	\$43.54745	\$44.20066	\$44.86367
		10	\$41.14965	\$42.17839	\$43.23285	\$43.88134	\$44.53956	\$45.20765	\$45.88576
		11	\$42.06446	\$43.11607	\$44.19397	\$44.85688	\$45.52973	\$46.21268	\$46.90587
		12	\$42.97928	\$44.05376	\$45.15510	\$45.83243	\$46.51992	\$47.21772	\$47.92599
81282971	Adm Asst Meter Repair Post	1	\$36.08438	\$36.98649	\$37.91115	\$38.47982	\$39.05702	\$39.64288	\$40.23752
		2	\$36.08438	\$36.98649	\$37.91115	\$38.47982	\$39.05702	\$39.64288	\$40.23752
		3	\$37.30372	\$38.23631	\$39.19222	\$39.78010	\$40.37680	\$40.98245	\$41.59719
		4	\$38.52224	\$39.48530	\$40.47243	\$41.07952	\$41.69571	\$42.32115	\$42.95597
		5	\$39.74404	\$40.73764	\$41.75608	\$42.38242	\$43.01816	\$43.66343	\$44.31838
		6	\$40.96228	\$41.98634	\$43.03600	\$43.68154	\$44.33676	\$45.00181	\$45.67684
		7	\$42.18299	\$43.23756	\$44.31850	\$44.98328	\$45.65803	\$46.34290	\$47.03804
		8	\$43.40124	\$44.48627	\$45.59843	\$46.28241	\$46.97665	\$47.68130	\$48.39652
		9	\$44.62085	\$45.73637	\$46.87978	\$47.58298	\$48.29672	\$49.02117	\$49.75649
		10	\$45.84456	\$46.99067	\$48.16544	\$48.88792	\$49.62124	\$50.36556	\$51.12104

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282920	Adm Asst Sys Sup Pre 37.5	1	\$39.82604	\$40.82169	\$41.84223	\$42.46986	\$43.10691	\$43.75351	\$44.40981
		2	\$39.82604	\$40.82169	\$41.84223	\$42.46986	\$43.10691	\$43.75351	\$44.40981
		3	\$40.89231	\$41.91462	\$42.96249	\$43.60693	\$44.26103	\$44.92495	\$45.59882
		4	\$41.95995	\$43.00895	\$44.08417	\$44.74543	\$45.41661	\$46.09786	\$46.78933
		5	\$43.02759	\$44.10328	\$45.20586	\$45.88395	\$46.57221	\$47.27079	\$47.97985
		6	\$44.09277	\$45.19509	\$46.32497	\$47.01984	\$47.72514	\$48.44102	\$49.16764
		7	\$45.15877	\$46.28774	\$47.44493	\$48.15660	\$48.87895	\$49.61213	\$50.35631
		8	\$46.22641	\$47.38207	\$48.56662	\$49.29512	\$50.03455	\$50.78507	\$51.54685
		9	\$47.29268	\$48.47500	\$49.68688	\$50.43218	\$51.18866	\$51.95649	\$52.73584
		10	\$48.36798	\$49.57718	\$50.81661	\$51.57886	\$52.35254	\$53.13783	\$53.93490
81282019	Assc Cust Srvc Rep Post 2001	1	\$15.19024	\$15.57000	\$15.95925	\$16.19864	\$16.44162	\$16.68824	\$16.93856
		2	\$15.19024	\$15.57000	\$15.95925	\$16.19864	\$16.44162	\$16.68824	\$16.93856
		3	\$16.89661	\$17.31903	\$17.75201	\$18.01829	\$18.28856	\$18.56289	\$18.84133
		4	\$18.60349	\$19.06858	\$19.54529	\$19.83847	\$20.13605	\$20.43809	\$20.74466
		5	\$20.30961	\$20.81735	\$21.33778	\$21.65785	\$21.98272	\$22.31246	\$22.64715
		6	\$22.01623	\$22.56664	\$23.13081	\$23.47777	\$23.82994	\$24.18739	\$24.55020
		7	\$23.72260	\$24.31567	\$24.92356	\$25.29741	\$25.67687	\$26.06202	\$26.45295
		8	\$25.42923	\$26.06496	\$26.71658	\$27.11733	\$27.52409	\$27.93695	\$28.35600
		9	\$27.13534	\$27.81372	\$28.50906	\$28.93670	\$29.37075	\$29.81131	\$30.25848
		10	\$28.84222	\$29.56328	\$30.30236	\$30.75690	\$31.21825	\$31.68652	\$32.16182
81282460	Assoc Contact Rep	1	\$15.34963	\$15.73337	\$16.12670	\$16.36860	\$16.61413	\$16.86334	\$17.11629
		2	\$15.34963	\$15.73337	\$16.12670	\$16.36860	\$16.61413	\$16.86334	\$17.11629
		3	\$15.69378	\$16.08612	\$16.48827	\$16.73559	\$16.98662	\$17.24142	\$17.50004
		4	\$16.03561	\$16.43650	\$16.84741	\$17.10012	\$17.35662	\$17.61697	\$17.88122
		5	\$16.37924	\$16.78872	\$17.20844	\$17.46657	\$17.72857	\$17.99450	\$18.26442
		6	\$16.72211	\$17.14016	\$17.56866	\$17.83219	\$18.09967	\$18.37117	\$18.64674
		7	\$17.06369	\$17.49028	\$17.92754	\$18.19645	\$18.46940	\$18.74644	\$19.02764
		8	\$17.42013	\$17.85563	\$18.30202	\$18.57655	\$18.85520	\$19.13803	\$19.42510
		9	\$17.74993	\$18.19368	\$18.64852	\$18.92825	\$19.21217	\$19.50035	\$19.79286
		10	\$18.09253	\$18.54484	\$19.00846	\$19.29359	\$19.58299	\$19.87673	\$20.17488
		11	\$18.43488	\$18.89575	\$19.36814	\$19.65866	\$19.95354	\$20.25284	\$20.55663
		12	\$18.77851	\$19.24797	\$19.72917	\$20.02511	\$20.32549	\$20.63037	\$20.93983
81282749	Assoc Cust Serv Rep Post01P/T	1	\$15.18	\$15.56	\$15.95	\$16.19	\$16.43	\$16.68	\$16.93
		2	\$15.18	\$15.56	\$15.95	\$16.19	\$16.43	\$16.68	\$16.93
		3	\$16.90	\$17.32	\$17.75	\$18.02	\$18.29	\$18.56	\$18.84
		4	\$18.60	\$19.07	\$19.55	\$19.84	\$20.14	\$20.44	\$20.75
		5	\$20.31	\$20.82	\$21.34	\$21.66	\$21.98	\$22.31	\$22.64
		6	\$22.02	\$22.57	\$23.13	\$23.48	\$23.83	\$24.19	\$24.55
		7	\$23.73	\$24.32	\$24.93	\$25.30	\$25.68	\$26.07	\$26.46
		8	\$25.43	\$26.07	\$26.72	\$27.12	\$27.53	\$27.94	\$28.36
		9	\$27.12	\$27.80	\$28.50	\$28.93	\$29.36	\$29.80	\$30.25
		10	\$28.84	\$29.56	\$30.30	\$30.75	\$31.21	\$31.68	\$32.16
81282739	Assoc Customer Service	1	\$14.81586	\$15.18626	\$15.56592	\$15.79941	\$16.03640	\$16.27695	\$16.52110
		2	\$14.81586	\$15.18626	\$15.56592	\$15.79941	\$16.03640	\$16.27695	\$16.52110
		3	\$17.59925	\$18.03923	\$18.49021	\$18.76756	\$19.04907	\$19.33481	\$19.62483
		4	\$20.38289	\$20.89246	\$21.41477	\$21.73599	\$22.06203	\$22.39296	\$22.72885
		5	\$23.16679	\$23.74596	\$24.33961	\$24.70470	\$25.07527	\$25.45140	\$25.83317
		6	\$25.95018	\$26.59893	\$27.26390	\$27.67286	\$28.08795	\$28.50927	\$28.93691
		7	\$28.73331	\$29.45164	\$30.18793	\$30.64075	\$31.10036	\$31.56687	\$32.04037
		8	\$31.51696	\$32.30488	\$33.11250	\$33.60919	\$34.11333	\$34.62503	\$35.14441



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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282866	Asst Chemist	1	\$28.43145	\$29.14224	\$29.87080	\$30.31886	\$30.77364	\$31.23524	\$31.70377
		2	\$28.43145	\$29.14224	\$29.87080	\$30.31886	\$30.77364	\$31.23524	\$31.70377
		3	\$29.16151	\$29.89055	\$30.63781	\$31.09738	\$31.56384	\$32.03730	\$32.51786
		4	\$29.89310	\$30.64043	\$31.40644	\$31.87754	\$32.35570	\$32.84104	\$33.33366
		5	\$30.62239	\$31.38795	\$32.17265	\$32.65524	\$33.14507	\$33.64225	\$34.14688
		6	\$31.35449	\$32.13835	\$32.94181	\$33.43594	\$33.93748	\$34.44654	\$34.96324
		7	\$32.08429	\$32.88640	\$33.70856	\$34.21419	\$34.72740	\$35.24831	\$35.77703
		8	\$32.81563	\$33.63602	\$34.47692	\$34.99407	\$35.51898	\$36.05176	\$36.59254
		9	\$33.54723	\$34.38591	\$35.24556	\$35.77424	\$36.31085	\$36.85551	\$37.40834
		10	\$34.28036	\$35.13737	\$36.01580	\$36.55604	\$37.10438	\$37.66095	\$38.22586
		11	\$35.01169	\$35.88698	\$36.78415	\$37.33591	\$37.89595	\$38.46439	\$39.04136
		12	\$35.74252	\$36.63608	\$37.55198	\$38.11526	\$38.68699	\$39.26729	\$39.85630
81282952	Asst Editor Post	1	\$31.47749	\$32.26443	\$33.07104	\$33.56711	\$34.07062	\$34.58168	\$35.10041
		2	\$31.47749	\$32.26443	\$33.07104	\$33.56711	\$34.07062	\$34.58168	\$35.10041
		3	\$32.34003	\$33.14853	\$33.97724	\$34.48690	\$35.00420	\$35.52926	\$36.06220
		4	\$33.20129	\$34.03132	\$34.88210	\$35.40533	\$35.93641	\$36.47546	\$37.02259
		5	\$34.06408	\$34.91568	\$35.78857	\$36.32540	\$36.87028	\$37.42333	\$37.98468
		6	\$34.92585	\$35.79900	\$36.69398	\$37.24439	\$37.80306	\$38.37011	\$38.94566
		7	\$35.78839	\$36.68310	\$37.60018	\$38.16418	\$38.73664	\$39.31769	\$39.90746
		8	\$36.65041	\$37.56667	\$38.50584	\$39.08343	\$39.66968	\$40.26473	\$40.86870
		9	\$37.51167	\$38.44946	\$39.41070	\$40.00186	\$40.60189	\$41.21092	\$41.82908
		10	\$38.37574	\$39.33513	\$40.31851	\$40.92329	\$41.53714	\$42.16020	\$42.79260
		11	\$39.23726	\$40.21819	\$41.22364	\$41.84199	\$42.46962	\$43.10666	\$43.75326
		12	\$40.10389	\$41.10649	\$42.13415	\$42.76616	\$43.40765	\$44.05876	\$44.71964
81282370	Asst Field Rep	1	\$35.45962	\$36.34611	\$37.25476	\$37.81358	\$38.38078	\$38.95649	\$39.54084
		2	\$35.45962	\$36.34611	\$37.25476	\$37.81358	\$38.38078	\$38.95649	\$39.54084
		3	\$35.97186	\$36.87116	\$37.79294	\$38.35983	\$38.93523	\$39.51926	\$40.11205
		4	\$36.48564	\$37.39778	\$38.33272	\$38.90771	\$39.49133	\$40.08370	\$40.68496
		5	\$36.99891	\$37.92388	\$38.87198	\$39.45506	\$40.04689	\$40.64759	\$41.25730
		6	\$37.51039	\$38.44815	\$39.40935	\$40.00049	\$40.60050	\$41.20951	\$41.82765
		7	\$38.02904	\$38.97977	\$39.95426	\$40.55357	\$41.16187	\$41.77930	\$42.40599
		8	\$38.53616	\$39.49956	\$40.48705	\$41.09436	\$41.71078	\$42.33644	\$42.97149
		9	\$39.05096	\$40.02723	\$41.02791	\$41.64333	\$42.26798	\$42.90200	\$43.54553
		10	\$39.56295	\$40.55202	\$41.56582	\$42.18931	\$42.82215	\$43.46448	\$44.11645
		11	\$40.07622	\$41.07813	\$42.10508	\$42.73666	\$43.37771	\$44.02838	\$44.68881
		12	\$40.59589	\$41.61079	\$42.65106	\$43.29083	\$43.94019	\$44.59929	\$45.26828
81282023	Attend Garage	1	\$14.08	\$14.43	\$14.79	\$15.01	\$15.24	\$15.47	\$15.70
		2	\$14.08	\$14.43	\$14.79	\$15.01	\$15.24	\$15.47	\$15.70
		3	\$15.17	\$15.55	\$15.94	\$16.18	\$16.42	\$16.67	\$16.92
		4	\$16.22	\$16.63	\$17.05	\$17.31	\$17.57	\$17.83	\$18.10
		5	\$17.30	\$17.73	\$18.17	\$18.44	\$18.72	\$19.00	\$19.29
		6	\$18.39	\$18.85	\$19.32	\$19.61	\$19.90	\$20.20	\$20.50
		7	\$19.45	\$19.94	\$20.44	\$20.75	\$21.06	\$21.38	\$21.70
		8	\$20.51	\$21.02	\$21.55	\$21.87	\$22.20	\$22.53	\$22.87
		9	\$21.56	\$22.10	\$22.65	\$22.99	\$23.33	\$23.68	\$24.04
		10	\$22.64	\$23.21	\$23.79	\$24.15	\$24.51	\$24.88	\$25.25
		11	\$23.58	\$24.17	\$24.77	\$25.14	\$25.52	\$25.90	\$26.29
		12	\$24.78	\$25.40	\$26.04	\$26.43	\$26.83	\$27.23	\$27.64

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282022	Attend Garage Alter Fuel	1	\$24.49	\$25.10	\$25.73	\$26.12	\$26.51	\$26.91	\$27.31
		2	\$24.49	\$25.10	\$25.73	\$26.12	\$26.51	\$26.91	\$27.31
		3	\$25.32	\$25.95	\$26.60	\$27.00	\$27.41	\$27.82	\$28.24
		4	\$26.11	\$26.76	\$27.43	\$27.84	\$28.26	\$28.68	\$29.11
		5	\$26.87	\$27.54	\$28.23	\$28.65	\$29.08	\$29.52	\$29.96
		6	\$27.66	\$28.35	\$29.06	\$29.50	\$29.94	\$30.39	\$30.85
		7	\$28.46	\$29.17	\$29.90	\$30.35	\$30.81	\$31.27	\$31.74
		8	\$29.28	\$30.01	\$30.76	\$31.22	\$31.69	\$32.17	\$32.65
		9	\$30.10	\$30.85	\$31.62	\$32.09	\$32.57	\$33.06	\$33.56
		10	\$30.87	\$31.64	\$32.43	\$32.92	\$33.41	\$33.91	\$34.42
		11	\$31.70	\$32.49	\$33.30	\$33.80	\$34.31	\$34.82	\$35.34
		12	\$32.69	\$33.51	\$34.35	\$34.87	\$35.39	\$35.92	\$36.46
81282488	Auto Mech A Fld Trainer	1	\$39.58	\$40.57	\$41.58	\$42.20	\$42.83	\$43.47	\$44.12
		2	\$39.58	\$40.57	\$41.58	\$42.20	\$42.83	\$43.47	\$44.12
		3	\$39.79	\$40.78	\$41.80	\$42.43	\$43.07	\$43.72	\$44.38
		4	\$40.06	\$41.06	\$42.09	\$42.72	\$43.36	\$44.01	\$44.67
		5	\$40.26	\$41.27	\$42.30	\$42.93	\$43.57	\$44.22	\$44.88
		6	\$40.51	\$41.52	\$42.56	\$43.20	\$43.85	\$44.51	\$45.18
		7	\$40.76	\$41.78	\$42.82	\$43.46	\$44.11	\$44.77	\$45.44
		8	\$40.96	\$41.98	\$43.03	\$43.68	\$44.34	\$45.01	\$45.69
		9	\$41.24	\$42.27	\$43.33	\$43.98	\$44.64	\$45.31	\$45.99
		10	\$41.46	\$42.50	\$43.56	\$44.21	\$44.87	\$45.54	\$46.22
		11	\$41.70	\$42.74	\$43.81	\$44.47	\$45.14	\$45.82	\$46.51
		12	\$41.96	\$43.01	\$44.09	\$44.75	\$45.42	\$46.10	\$46.79
81282487	Auto Mechanic	1	\$36.93	\$37.85	\$38.80	\$39.38	\$39.97	\$40.57	\$41.18
		2	\$36.93	\$37.85	\$38.80	\$39.38	\$39.97	\$40.57	\$41.18
		3	\$37.09	\$38.02	\$38.97	\$39.55	\$40.14	\$40.74	\$41.35
		4	\$37.37	\$38.30	\$39.26	\$39.85	\$40.45	\$41.06	\$41.68
		5	\$37.58	\$38.52	\$39.48	\$40.07	\$40.67	\$41.28	\$41.90
		6	\$37.80	\$38.75	\$39.72	\$40.32	\$40.92	\$41.53	\$42.15
		7	\$38.01	\$38.96	\$39.93	\$40.53	\$41.14	\$41.76	\$42.39
		8	\$38.20	\$39.16	\$40.14	\$40.74	\$41.35	\$41.97	\$42.60
		9	\$38.46	\$39.42	\$40.41	\$41.02	\$41.64	\$42.26	\$42.89
		10	\$38.65	\$39.62	\$40.61	\$41.22	\$41.84	\$42.47	\$43.11
		11	\$38.83	\$39.80	\$40.80	\$41.41	\$42.03	\$42.66	\$43.30
		12	\$39.27	\$40.25	\$41.26	\$41.88	\$42.51	\$43.15	\$43.80
81282489	Auto Mechanic A	1	\$38.05	\$39.00	\$39.98	\$40.58	\$41.19	\$41.81	\$42.44
		2	\$38.05	\$39.00	\$39.98	\$40.58	\$41.19	\$41.81	\$42.44
		3	\$38.26	\$39.22	\$40.20	\$40.80	\$41.41	\$42.03	\$42.66
		4	\$38.52	\$39.48	\$40.47	\$41.08	\$41.70	\$42.33	\$42.96
		5	\$38.75	\$39.72	\$40.71	\$41.32	\$41.94	\$42.57	\$43.21
		6	\$38.99	\$39.96	\$40.96	\$41.57	\$42.19	\$42.82	\$43.46
		7	\$39.20	\$40.18	\$41.18	\$41.80	\$42.43	\$43.07	\$43.72
		8	\$39.40	\$40.39	\$41.40	\$42.02	\$42.65	\$43.29	\$43.94
		9	\$39.70	\$40.69	\$41.71	\$42.34	\$42.98	\$43.62	\$44.27
		10	\$39.87	\$40.87	\$41.89	\$42.52	\$43.16	\$43.81	\$44.47
		11	\$40.14	\$41.14	\$42.17	\$42.80	\$43.44	\$44.09	\$44.75
		12	\$40.32	\$41.33	\$42.36	\$43.00	\$43.65	\$44.30	\$44.96

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282218	Auto Mechanic Apprentice	1	\$17.08	\$17.51	\$17.95	\$18.22	\$18.49	\$18.77	\$19.05
		2	\$17.08	\$17.51	\$17.95	\$18.22	\$18.49	\$18.77	\$19.05
		3	\$17.52	\$17.96	\$18.41	\$18.69	\$18.97	\$19.25	\$19.54
		4	\$17.99	\$18.44	\$18.90	\$19.18	\$19.47	\$19.76	\$20.06
		5	\$18.44	\$18.90	\$19.37	\$19.66	\$19.95	\$20.25	\$20.55
		6	\$18.90	\$19.37	\$19.85	\$20.15	\$20.45	\$20.76	\$21.07
		7	\$19.36	\$19.84	\$20.34	\$20.65	\$20.96	\$21.27	\$21.59
		8	\$19.78	\$20.27	\$20.78	\$21.09	\$21.41	\$21.73	\$22.06
		9	\$20.25	\$20.76	\$21.28	\$21.60	\$21.92	\$22.25	\$22.58
		10	\$20.71	\$21.23	\$21.76	\$22.09	\$22.42	\$22.76	\$23.10
		11	\$21.16	\$21.69	\$22.23	\$22.56	\$22.90	\$23.24	\$23.59
		12	\$21.61	\$22.15	\$22.70	\$23.04	\$23.39	\$23.74	\$24.10
81282631	Auto Technician	1	\$39.58	\$40.57	\$41.58	\$42.20	\$42.83	\$43.47	\$44.12
		2	\$39.58	\$40.57	\$41.58	\$42.20	\$42.83	\$43.47	\$44.12
		3	\$39.79	\$40.78	\$41.80	\$42.43	\$43.07	\$43.72	\$44.38
		4	\$40.06	\$41.06	\$42.09	\$42.72	\$43.36	\$44.01	\$44.67
		5	\$40.26	\$41.27	\$42.30	\$42.93	\$43.57	\$44.22	\$44.88
		6	\$40.51	\$41.52	\$42.56	\$43.20	\$43.85	\$44.51	\$45.18
		7	\$40.76	\$41.78	\$42.82	\$43.46	\$44.11	\$44.77	\$45.44
		8	\$40.96	\$41.98	\$43.03	\$43.68	\$44.34	\$45.01	\$45.69
		9	\$41.24	\$42.27	\$43.33	\$43.98	\$44.64	\$45.31	\$45.99
		10	\$41.46	\$42.50	\$43.56	\$44.21	\$44.87	\$45.54	\$46.22
		11	\$41.70	\$42.74	\$43.81	\$44.47	\$45.14	\$45.82	\$46.51
		12	\$42.59	\$43.65	\$44.74	\$45.41	\$46.09	\$46.78	\$47.48
81282040	Chauffeur Tractor Trailer	1	\$35.77	\$36.66	\$37.58	\$38.14	\$38.71	\$39.29	\$39.88
		2	\$35.77	\$36.66	\$37.58	\$38.14	\$38.71	\$39.29	\$39.88
		3	\$36.04	\$36.94	\$37.86	\$38.43	\$39.01	\$39.60	\$40.19
		4	\$36.21	\$37.12	\$38.05	\$38.62	\$39.20	\$39.79	\$40.39
		5	\$36.42	\$37.33	\$38.26	\$38.83	\$39.41	\$40.00	\$40.60
		6	\$36.64	\$37.56	\$38.50	\$39.08	\$39.67	\$40.27	\$40.87
		7	\$36.90	\$37.82	\$38.77	\$39.35	\$39.94	\$40.54	\$41.15
		8	\$37.05	\$37.98	\$38.93	\$39.51	\$40.10	\$40.70	\$41.31
		9	\$37.29	\$38.22	\$39.18	\$39.77	\$40.37	\$40.98	\$41.59
		10	\$37.49	\$38.43	\$39.39	\$39.98	\$40.58	\$41.19	\$41.81
		11	\$37.71	\$38.65	\$39.62	\$40.21	\$40.81	\$41.42	\$42.04
		12	\$37.90	\$38.85	\$39.82	\$40.42	\$41.03	\$41.65	\$42.27
81282029	Chemist 40 Hr	1	\$37.84300	\$38.78908	\$39.75881	\$40.35519	\$40.96052	\$41.57493	\$42.19855
		2	\$37.84300	\$38.78908	\$39.75881	\$40.35519	\$40.96052	\$41.57493	\$42.19855
		3	\$38.41956	\$39.38005	\$40.36455	\$40.97002	\$41.58457	\$42.20834	\$42.84147
		4	\$38.99766	\$39.97260	\$40.97192	\$41.58650	\$42.21030	\$42.84345	\$43.48610
		5	\$39.57448	\$40.56384	\$41.57794	\$42.20161	\$42.83463	\$43.47715	\$44.12931
		6	\$40.15361	\$41.15745	\$42.18639	\$42.81919	\$43.46148	\$44.11340	\$44.77510
		7	\$40.73248	\$41.75079	\$42.79456	\$43.43648	\$44.08803	\$44.74935	\$45.42059
		8	\$41.30981	\$42.34256	\$43.40112	\$44.05214	\$44.71292	\$45.38361	\$46.06436
		9	\$41.88868	\$42.93590	\$44.00930	\$44.66944	\$45.33948	\$46.01957	\$46.70986
		10	\$42.46473	\$43.52635	\$44.61451	\$45.28373	\$45.96299	\$46.65243	\$47.35222
		11	\$43.04334	\$44.11942	\$45.22241	\$45.90075	\$46.58926	\$47.28810	\$47.99742
		12	\$43.62298	\$44.71355	\$45.83139	\$46.51886	\$47.21664	\$47.92489	\$48.64376

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282033	Chemist Senior 40 Hr	1	\$44.14239	\$45.24595	\$46.37710	\$47.07276	\$47.77885	\$48.49553	\$49.22296
		2	\$44.14239	\$45.24595	\$46.37710	\$47.07276	\$47.77885	\$48.49553	\$49.22296
		3	\$44.40710	\$45.51728	\$46.65521	\$47.35504	\$48.06537	\$48.78635	\$49.51815
		4	\$44.67078	\$45.78755	\$46.93224	\$47.63622	\$48.35076	\$49.07602	\$49.81216
		5	\$44.93498	\$46.05835	\$47.20981	\$47.91796	\$48.63673	\$49.36628	\$50.10677
		6	\$45.19917	\$46.32915	\$47.48738	\$48.19969	\$48.92269	\$49.65653	\$50.40138
		7	\$45.46362	\$46.60021	\$47.76522	\$48.48170	\$49.20893	\$49.94706	\$50.69627
		8	\$45.72961	\$46.87285	\$48.04467	\$48.76534	\$49.49682	\$50.23927	\$50.99286
		9	\$45.99380	\$47.14365	\$48.32224	\$49.04707	\$49.78278	\$50.52952	\$51.28746
		10	\$46.25825	\$47.41471	\$48.60008	\$49.32908	\$50.06902	\$50.82006	\$51.58236
		11	\$46.52270	\$47.68577	\$48.87791	\$49.61108	\$50.35525	\$51.11058	\$51.87724
		12	\$46.79048	\$47.96024	\$49.15925	\$49.89664	\$50.64509	\$51.40477	\$52.17584
81282615	Clk Acct No 2 40 Hr Post 89	1	\$20.74190	\$21.26045	\$21.79196	\$22.11884	\$22.45062	\$22.78738	\$23.12919
		2	\$20.74190	\$21.26045	\$21.79196	\$22.11884	\$22.45062	\$22.78738	\$23.12919
		3	\$21.95345	\$22.50229	\$23.06485	\$23.41082	\$23.76198	\$24.11841	\$24.48019
		4	\$23.16628	\$23.74544	\$24.33908	\$24.70417	\$25.07473	\$25.45085	\$25.83261
		5	\$24.38014	\$24.98964	\$25.61438	\$25.99860	\$26.38858	\$26.78441	\$27.18618
		6	\$25.59118	\$26.23096	\$26.88673	\$27.29003	\$27.69938	\$28.11487	\$28.53659
		7	\$26.80375	\$27.47384	\$28.16069	\$28.58310	\$29.01185	\$29.44703	\$29.88874
		8	\$28.01607	\$28.71647	\$29.43438	\$29.87590	\$30.32404	\$30.77890	\$31.24058
		9	\$29.22788	\$29.95858	\$30.70754	\$31.16815	\$31.63567	\$32.11021	\$32.59186
		10	\$30.44019	\$31.20119	\$31.98122	\$32.46094	\$32.94785	\$33.44207	\$33.94370
		11	\$31.65405	\$32.44540	\$33.25654	\$33.75539	\$34.26172	\$34.77565	\$35.29728
		12	\$32.86560	\$33.68724	\$34.52942	\$35.04736	\$35.57307	\$36.10667	\$36.64827
81282050	Clk Acctg No 1 40 Hr	1	\$31.05596	\$31.83236	\$32.62817	\$33.11759	\$33.61435	\$34.11857	\$34.63035
		2	\$31.05596	\$31.83236	\$32.62817	\$33.11759	\$33.61435	\$34.11857	\$34.63035
		3	\$31.41830	\$32.20376	\$33.00885	\$33.50398	\$34.00654	\$34.51664	\$35.03439
		4	\$31.77910	\$32.57358	\$33.38792	\$33.88874	\$34.39707	\$34.91303	\$35.43673
		5	\$32.14144	\$32.94498	\$33.76860	\$34.27513	\$34.78926	\$35.31110	\$35.84077
		6	\$32.50198	\$33.31453	\$34.14739	\$34.65960	\$35.17949	\$35.70718	\$36.24279
		7	\$32.86534	\$33.68697	\$34.52914	\$35.04708	\$35.57279	\$36.10638	\$36.64798
		8	\$33.22614	\$34.05679	\$34.90821	\$35.43183	\$35.96331	\$36.50276	\$37.05030
		9	\$33.58874	\$34.42846	\$35.28917	\$35.81851	\$36.35579	\$36.90113	\$37.45465
		10	\$33.95031	\$34.79907	\$35.66905	\$36.20409	\$36.74715	\$37.29836	\$37.85784
		11	\$34.31290	\$35.17072	\$36.04999	\$36.59074	\$37.13960	\$37.69669	\$38.26214
		12	\$34.68036	\$35.54737	\$36.43605	\$36.98259	\$37.53733	\$38.10039	\$38.67190
81282104	Clk Acctg No 1 Acct 40 Hr	1	\$31.55155	\$32.34034	\$33.14885	\$33.64608	\$34.15077	\$34.66303	\$35.18298
		2	\$31.55155	\$32.34034	\$33.14885	\$33.64608	\$34.15077	\$34.66303	\$35.18298
		3	\$31.91312	\$32.71095	\$33.52872	\$34.03165	\$34.54212	\$35.06025	\$35.58615
		4	\$32.27443	\$33.08129	\$33.90832	\$34.41694	\$34.93319	\$35.45719	\$35.98905
		5	\$32.63523	\$33.45111	\$34.28739	\$34.80170	\$35.32373	\$35.85359	\$36.39139
		6	\$32.99552	\$33.82041	\$34.66592	\$35.18591	\$35.71370	\$36.24941	\$36.79315
		7	\$33.35709	\$34.19102	\$35.04580	\$35.57149	\$36.10506	\$36.64664	\$37.19634
		8	\$33.71712	\$34.56005	\$35.42405	\$35.95541	\$36.49474	\$37.04216	\$37.59779
		9	\$34.07946	\$34.93145	\$35.80474	\$36.34181	\$36.88694	\$37.44024	\$38.00184
		10	\$34.43974	\$35.30073	\$36.18325	\$36.72600	\$37.27689	\$37.83604	\$38.40358
		11	\$34.80080	\$35.67082	\$36.56259	\$37.11103	\$37.66770	\$38.23272	\$38.80621
		12	\$35.16698	\$36.04615	\$36.94730	\$37.50151	\$38.06403	\$38.63499	\$39.21451

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
 NOTE: STEP ONE AND TWO IS A NO MONEY STEP PROGRESSION ISSUED IN THREE MONTH INTERVALS.  
 NOTE: STEP TWO AND THREE IS A MONEY STEP PROGRESSION ISSUED IN THREE MONTH INTERVALS.  
 NOTE: THE REMAINDER OF THE STEP PROGRESSIONS ARE ISSUED IN SIX MONTH INTERVALS.

Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282105	Clk Acctg No 2 40 Hr	1	\$29.46234	\$30.19890	\$30.95387	\$31.41818	\$31.88945	\$32.36779	\$32.85331
		2	\$29.46234	\$30.19890	\$30.95387	\$31.41818	\$31.88945	\$32.36779	\$32.85331
		3	\$29.80188	\$30.54693	\$31.31060	\$31.78026	\$32.25696	\$32.74081	\$33.23192
		4	\$30.14269	\$30.89626	\$31.66867	\$32.14370	\$32.62586	\$33.11525	\$33.61198
		5	\$30.48145	\$31.24349	\$32.02458	\$32.50495	\$32.99252	\$33.48741	\$33.98972
		6	\$30.82431	\$31.59492	\$32.38479	\$32.87056	\$33.36362	\$33.86407	\$34.37203
		7	\$31.16384	\$31.94294	\$32.74151	\$33.23263	\$33.73112	\$34.23709	\$34.75065
		8	\$31.50414	\$32.29174	\$33.09903	\$33.59552	\$34.09945	\$34.61094	\$35.13010
		9	\$31.84444	\$32.64055	\$33.45656	\$33.95841	\$34.46779	\$34.98481	\$35.50958
		10	\$32.18423	\$32.98884	\$33.81356	\$34.32076	\$34.83557	\$35.35810	\$35.88847
		11	\$32.52581	\$33.33896	\$34.17243	\$34.68502	\$35.20530	\$35.73338	\$36.26938
		12	\$32.86560	\$33.68724	\$34.52942	\$35.04736	\$35.57307	\$36.10667	\$36.64827
81282256	Clk Cntl Sr Cust Acct 40 Hr	1	\$35.48345	\$36.37054	\$37.27980	\$37.83900	\$38.40659	\$38.98269	\$39.56743
		2	\$35.48345	\$36.37054	\$37.27980	\$37.83900	\$38.40659	\$38.98269	\$39.56743
		3	\$35.83554	\$36.73143	\$37.64972	\$38.21447	\$38.78769	\$39.36951	\$39.96005
		4	\$36.18634	\$37.09100	\$38.01828	\$38.58855	\$39.16738	\$39.75489	\$40.35121
		5	\$36.53818	\$37.45163	\$38.38792	\$38.96374	\$39.54820	\$40.14142	\$40.74354
		6	\$36.89078	\$37.81305	\$38.75838	\$39.33976	\$39.92986	\$40.52881	\$41.13674
		7	\$37.24133	\$38.17236	\$39.12667	\$39.71357	\$40.30927	\$40.91391	\$41.52762
		8	\$37.59290	\$38.53272	\$39.49604	\$40.08848	\$40.68981	\$41.30016	\$41.91966
		9	\$37.94729	\$38.89597	\$39.86837	\$40.46640	\$41.07340	\$41.68950	\$42.31484
		10	\$38.29861	\$39.25608	\$40.23748	\$40.84104	\$41.45366	\$42.07546	\$42.70659
		11	\$38.65019	\$39.61644	\$40.60685	\$41.21595	\$41.83419	\$42.46170	\$43.09863
		12	\$39.00817	\$39.98337	\$40.98295	\$41.59769	\$42.22166	\$42.85498	\$43.49780
81282732	Clk Comm No.1 40.0 Hr Post92	1	\$27.39466	\$28.07953	\$28.78152	\$29.21324	\$29.65144	\$30.09621	\$30.54765
		2	\$27.39466	\$28.07953	\$28.78152	\$29.21324	\$29.65144	\$30.09621	\$30.54765
		3	\$28.12446	\$28.82757	\$29.54826	\$29.99148	\$30.44135	\$30.89797	\$31.36144
		4	\$28.85196	\$29.57326	\$30.31259	\$30.76728	\$31.22879	\$31.69722	\$32.17268
		5	\$29.58099	\$30.32051	\$31.07852	\$31.54470	\$32.01787	\$32.49814	\$32.98561
		6	\$30.31028	\$31.06804	\$31.84474	\$32.32241	\$32.80725	\$33.29936	\$33.79885
		7	\$31.03341	\$31.80925	\$32.60448	\$33.09355	\$33.58995	\$34.09380	\$34.60521
		8	\$31.76578	\$32.55992	\$33.37392	\$33.87453	\$34.38265	\$34.89839	\$35.42187
		9	\$32.49686	\$33.30928	\$34.14201	\$34.65414	\$35.17395	\$35.70156	\$36.23708
		10	\$33.22256	\$34.05312	\$34.90445	\$35.42802	\$35.95944	\$36.49883	\$37.04631
		11	\$33.95210	\$34.80090	\$35.67092	\$36.20598	\$36.74907	\$37.30031	\$37.85981
		12	\$34.68036	\$35.54737	\$36.43605	\$36.98259	\$37.53733	\$38.10039	\$38.67190
81282729	Clk Comm No.2 40.0 Hr Post92	1	\$20.87208	\$21.39388	\$21.92873	\$22.25766	\$22.59152	\$22.93039	\$23.27435
		2	\$20.87208	\$21.39388	\$21.92873	\$22.25766	\$22.59152	\$22.93039	\$23.27435
		3	\$21.39483	\$21.92970	\$22.47794	\$22.81511	\$23.15734	\$23.50470	\$23.85727
		4	\$21.91655	\$22.46446	\$23.02607	\$23.37146	\$23.72203	\$24.07786	\$24.43903
		5	\$22.43828	\$22.99924	\$23.57422	\$23.92783	\$24.28675	\$24.65105	\$25.02082
		6	\$22.95872	\$23.53269	\$24.12101	\$24.48283	\$24.85007	\$25.22282	\$25.60116
		7	\$23.02483	\$23.60045	\$24.19046	\$24.55332	\$24.92162	\$25.29544	\$25.67487
		8	\$24.00345	\$24.60354	\$25.21863	\$25.59691	\$25.98086	\$26.37057	\$26.76613
		9	\$24.52543	\$25.13857	\$25.76703	\$26.15354	\$26.54584	\$26.94403	\$27.34819
		10	\$25.04741	\$25.67360	\$26.31544	\$26.71017	\$27.11082	\$27.51748	\$27.93024
		11	\$25.56888	\$26.20810	\$26.86330	\$27.26625	\$27.67524	\$28.09037	\$28.51173
		12	\$26.09035	\$26.74261	\$27.41118	\$27.82235	\$28.23969	\$28.66329	\$29.09324

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282133	Clk Comm Asst Hd 40 Hr	1	\$34.99427	\$35.86913	\$36.76586	\$37.31735	\$37.87711	\$38.44527	\$39.02195
		2	\$34.99427	\$35.86913	\$36.76586	\$37.31735	\$37.87711	\$38.44527	\$39.02195
		3	\$35.16416	\$36.04326	\$36.94434	\$37.49851	\$38.06099	\$38.63190	\$39.21138
		4	\$35.33457	\$36.21793	\$37.12338	\$37.68023	\$38.24543	\$38.81911	\$39.40140
		5	\$35.50523	\$36.39286	\$37.30268	\$37.86222	\$38.43015	\$39.00660	\$39.59170
		6	\$35.67487	\$36.56674	\$37.48091	\$38.04312	\$38.61377	\$39.19298	\$39.78087
		7	\$35.84733	\$36.74351	\$37.66210	\$38.22703	\$38.80044	\$39.38245	\$39.97319
		8	\$36.01748	\$36.91792	\$37.84087	\$38.40848	\$38.98461	\$39.56938	\$40.16292
		9	\$36.18660	\$37.09127	\$38.01855	\$38.58883	\$39.16766	\$39.75517	\$40.35150
		10	\$36.35726	\$37.26619	\$38.19784	\$38.77081	\$39.35237	\$39.94266	\$40.54180
		11	\$36.52972	\$37.44296	\$38.37903	\$38.95472	\$39.53904	\$40.13213	\$40.73411
		12	\$36.70013	\$37.61763	\$38.55807	\$39.13644	\$39.72349	\$40.31934	\$40.92413
81282078	Clk Comm Ind Appl 37.5 Hr	1	\$37.00688	\$37.93205	\$38.88035	\$39.46356	\$40.05551	\$40.65634	\$41.26619
		2	\$37.00688	\$37.93205	\$38.88035	\$39.46356	\$40.05551	\$40.65634	\$41.26619
		3	\$37.95179	\$38.90058	\$39.87309	\$40.47119	\$41.07826	\$41.69443	\$42.31985
		4	\$39.02408	\$39.99968	\$40.99967	\$41.61467	\$42.23889	\$42.87247	\$43.51556
		5	\$39.02408	\$39.99968	\$40.99967	\$41.61467	\$42.23889	\$42.87247	\$43.51556
		6	\$39.97637	\$40.97578	\$42.00017	\$42.63017	\$43.26962	\$43.91866	\$44.57744
		7	\$39.97637	\$40.97578	\$42.00017	\$42.63017	\$43.26962	\$43.91866	\$44.57744
		8	\$40.86962	\$41.89136	\$42.93864	\$43.58272	\$44.23646	\$44.90001	\$45.57351
81282170	Clk Comm Ind Appl 40 Hr	1	\$34.69394	\$35.56129	\$36.45032	\$36.99707	\$37.55203	\$38.11531	\$38.68704
		2	\$34.69394	\$35.56129	\$36.45032	\$36.99707	\$37.55203	\$38.11531	\$38.68704
		3	\$35.05603	\$35.93243	\$36.83074	\$37.38320	\$37.94395	\$38.51311	\$39.09081
		4	\$35.41657	\$36.30198	\$37.20953	\$37.76767	\$38.33419	\$38.90920	\$39.49284
		5	\$35.77865	\$36.67312	\$37.58995	\$38.15380	\$38.72611	\$39.30700	\$39.89661
		6	\$36.14150	\$37.04504	\$37.97117	\$38.54074	\$39.11885	\$39.70563	\$40.30121
		7	\$36.50153	\$37.41407	\$38.34942	\$38.92466	\$39.50853	\$40.10116	\$40.70268
		8	\$36.86515	\$37.78678	\$38.73145	\$39.31242	\$39.90211	\$40.50064	\$41.10815
		9	\$37.22723	\$38.15791	\$39.11186	\$39.69854	\$40.29402	\$40.89843	\$41.51191
		10	\$37.58983	\$38.52958	\$39.49282	\$40.08521	\$40.68649	\$41.29679	\$41.91624
		11	\$37.94986	\$38.89861	\$39.87108	\$40.46915	\$41.07619	\$41.69233	\$42.31771
		12	\$38.31527	\$39.27315	\$40.25498	\$40.85880	\$41.47168	\$42.09376	\$42.72517
81282141	Clk Comm No 1 40 Hr	1	\$31.05596	\$31.83236	\$32.62817	\$33.11759	\$33.61435	\$34.11857	\$34.63035
		2	\$31.05596	\$31.83236	\$32.62817	\$33.11759	\$33.61435	\$34.11857	\$34.63035
		3	\$31.41830	\$32.20376	\$33.00885	\$33.50398	\$34.00654	\$34.51664	\$35.03439
		4	\$31.77910	\$32.57358	\$33.38792	\$33.88874	\$34.39707	\$34.91303	\$35.43673
		5	\$32.14144	\$32.94498	\$33.76860	\$34.27513	\$34.78926	\$35.31110	\$35.84077
		6	\$32.50198	\$33.31453	\$34.14739	\$34.65960	\$35.17949	\$35.70718	\$36.24279
		7	\$32.86534	\$33.68697	\$34.52914	\$35.04708	\$35.57279	\$36.10638	\$36.64798
		8	\$33.22614	\$34.05679	\$34.90821	\$35.43183	\$35.96331	\$36.50276	\$37.05030
		9	\$33.58874	\$34.42846	\$35.28917	\$35.81851	\$36.35579	\$36.90113	\$37.45465
		10	\$33.95031	\$34.79907	\$35.66905	\$36.20409	\$36.74715	\$37.29836	\$37.85784
		11	\$34.31290	\$35.17072	\$36.04999	\$36.59074	\$37.13960	\$37.69669	\$38.26214
		12	\$34.68036	\$35.54737	\$36.43605	\$36.98259	\$37.53733	\$38.10039	\$38.67190

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282144	Clk Comml No 2 40 Hr	1	\$29.46234	\$30.19890	\$30.95387	\$31.41818	\$31.88945	\$32.36779	\$32.85331
		2	\$29.46234	\$30.19890	\$30.95387	\$31.41818	\$31.88945	\$32.36779	\$32.85331
		3	\$29.80188	\$30.54693	\$31.31060	\$31.78026	\$32.25696	\$32.74081	\$33.23192
		4	\$30.14269	\$30.89626	\$31.66867	\$32.14370	\$32.62586	\$33.11525	\$33.61198
		5	\$30.48145	\$31.24349	\$32.02458	\$32.50495	\$32.99252	\$33.48741	\$33.98972
		6	\$30.82431	\$31.59492	\$32.38479	\$32.87056	\$33.36362	\$33.86407	\$34.37203
		7	\$31.16384	\$31.94294	\$32.74151	\$33.23263	\$33.73112	\$34.23709	\$34.75065
		8	\$31.50414	\$32.29174	\$33.09903	\$33.59552	\$34.09945	\$34.61094	\$35.13010
		9	\$31.84444	\$32.64055	\$33.45656	\$33.95841	\$34.46779	\$34.98481	\$35.50958
		10	\$32.18423	\$32.98884	\$33.81356	\$34.32076	\$34.83557	\$35.35810	\$35.88847
		11	\$32.52581	\$33.33896	\$34.17243	\$34.68502	\$35.20530	\$35.73338	\$36.26938
		12	\$32.86560	\$33.68724	\$34.52942	\$35.04736	\$35.57307	\$36.10667	\$36.64827
81282147	Clk Comml No 2 Treas 40 Hr	1	\$23.72849	\$24.32170	\$24.92974	\$25.30369	\$25.68325	\$26.06850	\$26.45953
		2	\$23.72849	\$24.32170	\$24.92974	\$25.30369	\$25.68325	\$26.06850	\$26.45953
		3	\$24.63972	\$25.25571	\$25.88710	\$26.27541	\$26.66954	\$27.06958	\$27.47562
		4	\$25.55376	\$26.19260	\$26.84742	\$27.25013	\$27.65888	\$28.07376	\$28.49487
		5	\$26.46729	\$27.12897	\$27.80719	\$28.22430	\$28.64766	\$29.07737	\$29.51353
		6	\$27.38108	\$28.06561	\$28.76725	\$29.19876	\$29.63674	\$30.08129	\$30.53251
		7	\$28.29487	\$29.00224	\$29.72730	\$30.17321	\$30.62581	\$31.08520	\$31.55148
		8	\$29.20891	\$29.93913	\$30.68761	\$31.14792	\$31.61514	\$32.08937	\$32.57071
		9	\$30.12065	\$30.87367	\$31.64551	\$32.12019	\$32.60199	\$33.09102	\$33.58739
		10	\$31.03469	\$31.81056	\$32.60582	\$33.09491	\$33.59133	\$34.09520	\$34.60663
		11	\$31.94797	\$32.74667	\$33.56534	\$34.06882	\$34.57985	\$35.09855	\$35.62503
		12	\$32.86560	\$33.68724	\$34.52942	\$35.04736	\$35.57307	\$36.10667	\$36.64827
81282148	Clk Comml No 3 40 Hr	1	\$16.92403	\$17.34713	\$17.78081	\$18.04752	\$18.31823	\$18.59300	\$18.87190
		2	\$16.92403	\$17.34713	\$17.78081	\$18.04752	\$18.31823	\$18.59300	\$18.87190
		3	\$17.63077	\$18.07154	\$18.52333	\$18.80118	\$19.08320	\$19.36945	\$19.65999
		4	\$18.33597	\$18.79437	\$19.26423	\$19.55319	\$19.84649	\$20.14419	\$20.44635
		5	\$19.04194	\$19.51799	\$20.00594	\$20.30603	\$20.61062	\$20.91978	\$21.23358
		6	\$19.74714	\$20.24082	\$20.74684	\$21.05804	\$21.37391	\$21.69452	\$22.01994
		7	\$20.45311	\$20.96444	\$21.48855	\$21.81088	\$22.13804	\$22.47011	\$22.80716
		8	\$21.15856	\$21.68752	\$22.22971	\$22.56316	\$22.90161	\$23.24513	\$23.59381
		9	\$21.86402	\$22.41062	\$22.97089	\$23.31545	\$23.66518	\$24.02016	\$24.38046
		10	\$22.56948	\$23.13372	\$23.71206	\$24.06774	\$24.42876	\$24.79519	\$25.16712
		11	\$23.27570	\$23.85759	\$24.45403	\$24.82084	\$25.19315	\$25.57105	\$25.95462
		12	\$23.98141	\$24.58095	\$25.19547	\$25.57340	\$25.95700	\$26.34636	\$26.74156
81282034	Clk Cons Analys 40 Hr	1	\$24.99539	\$25.62027	\$26.26078	\$26.65469	\$27.05451	\$27.46033	\$27.87223
		2	\$24.99539	\$25.62027	\$26.26078	\$26.65469	\$27.05451	\$27.46033	\$27.87223
		3	\$25.37413	\$26.00848	\$26.65869	\$27.05857	\$27.46445	\$27.87642	\$28.29457
		4	\$25.75005	\$26.39380	\$27.05365	\$27.45945	\$27.87134	\$28.28941	\$28.71375
		5	\$26.13033	\$26.78359	\$27.45318	\$27.86498	\$28.28295	\$28.70719	\$29.13780
		6	\$26.50727	\$27.16995	\$27.84920	\$28.26694	\$28.69094	\$29.12130	\$29.55812
		7	\$26.88601	\$27.55816	\$28.24711	\$28.67082	\$29.10088	\$29.53739	\$29.98045
		8	\$27.26295	\$27.94452	\$28.64313	\$29.07278	\$29.50887	\$29.95150	\$30.40077
		9	\$27.64220	\$28.33326	\$29.04159	\$29.47721	\$29.91937	\$30.36816	\$30.82368
		10	\$28.01838	\$28.71884	\$29.43681	\$29.87836	\$30.32654	\$30.78144	\$31.24316
		11	\$28.39763	\$29.10757	\$29.83526	\$30.28279	\$30.73703	\$31.19809	\$31.66606
		12	\$28.77611	\$29.49551	\$30.23290	\$30.68639	\$31.14669	\$31.61389	\$32.08810

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282115	Clk Control Cust Ser 40Hr	1	\$31.05596	\$31.83236	\$32.62817	\$33.11759	\$33.61435	\$34.11857	\$34.63035
		2	\$31.05596	\$31.83236	\$32.62817	\$33.11759	\$33.61435	\$34.11857	\$34.63035
		3	\$31.41830	\$32.20376	\$33.00885	\$33.50398	\$34.00654	\$34.51664	\$35.03439
		4	\$31.77910	\$32.57358	\$33.38792	\$33.88874	\$34.39707	\$34.91303	\$35.43673
		5	\$32.14144	\$32.94498	\$33.76860	\$34.27513	\$34.78926	\$35.31110	\$35.84077
		6	\$32.50198	\$33.31453	\$34.14739	\$34.65960	\$35.17949	\$35.70718	\$36.24279
		7	\$32.86534	\$33.68697	\$34.52914	\$35.04708	\$35.57279	\$36.10638	\$36.64798
		8	\$33.22614	\$34.05679	\$34.90821	\$35.43183	\$35.96331	\$36.50276	\$37.05030
		9	\$33.58874	\$34.42846	\$35.28917	\$35.81851	\$36.35579	\$36.90113	\$37.45465
		10	\$33.95031	\$34.79907	\$35.66905	\$36.20409	\$36.74715	\$37.29836	\$37.85784
		11	\$34.31290	\$35.17072	\$36.04999	\$36.59074	\$37.13960	\$37.69669	\$38.26214
		12	\$34.68036	\$35.54737	\$36.43605	\$36.98259	\$37.53733	\$38.10039	\$38.67190
81282230	Clk Control Prop Maint 40	1	\$33.07957	\$33.90656	\$34.75422	\$35.27553	\$35.80466	\$36.34173	\$36.88686
		2	\$33.07957	\$33.90656	\$34.75422	\$35.27553	\$35.80466	\$36.34173	\$36.88686
		3	\$33.71712	\$34.56005	\$35.42405	\$35.95541	\$36.49474	\$37.04216	\$37.59779
		4	\$34.35569	\$35.21458	\$36.09494	\$36.63636	\$37.18591	\$37.74370	\$38.30986
		5	\$34.99427	\$35.86913	\$36.76586	\$37.31735	\$37.87711	\$38.44527	\$39.02195
		6	\$35.63336	\$36.52419	\$37.43729	\$37.99885	\$38.56883	\$39.14736	\$39.73457
		7	\$36.26937	\$37.17610	\$38.10550	\$38.67708	\$39.25724	\$39.84610	\$40.44379
		8	\$36.90846	\$37.83117	\$38.77695	\$39.35860	\$39.94898	\$40.54821	\$41.15643
		9	\$37.54754	\$38.48623	\$39.44839	\$40.04012	\$40.64072	\$41.25033	\$41.86908
		10	\$38.18407	\$39.13867	\$40.11714	\$40.71890	\$41.32968	\$41.94963	\$42.57887
		11	\$38.82162	\$39.79216	\$40.78696	\$41.39876	\$42.01974	\$42.65004	\$43.28979
		12	\$39.46378	\$40.45037	\$41.46163	\$42.08355	\$42.71480	\$43.35552	\$44.00585
81282151	Clk Deposit 40 Hr	1	\$32.28724	\$33.09442	\$33.92178	\$34.43061	\$34.94707	\$35.47128	\$36.00335
		2	\$32.28724	\$33.09442	\$33.92178	\$34.43061	\$34.94707	\$35.47128	\$36.00335
		3	\$32.64881	\$33.46503	\$34.30166	\$34.81618	\$35.33842	\$35.86850	\$36.40653
		4	\$33.01064	\$33.83591	\$34.68181	\$35.20204	\$35.73007	\$36.26602	\$36.81001
		5	\$33.37349	\$34.20783	\$35.06303	\$35.58898	\$36.12281	\$36.66465	\$37.21462
		6	\$33.73403	\$34.57738	\$35.44181	\$35.97344	\$36.51304	\$37.06074	\$37.61665
		7	\$34.09663	\$34.94905	\$35.82278	\$36.36012	\$36.90552	\$37.45910	\$38.02099
		8	\$34.45948	\$35.32097	\$36.20399	\$36.74705	\$37.29826	\$37.85773	\$38.42560
		9	\$34.82028	\$35.69079	\$36.58306	\$37.13181	\$37.68879	\$38.25412	\$38.82793
		10	\$35.18133	\$36.06086	\$36.96238	\$37.51682	\$38.07957	\$38.65076	\$39.23052
		11	\$35.54469	\$36.43331	\$37.34414	\$37.90430	\$38.47286	\$39.04995	\$39.63570
		12	\$35.90729	\$36.80497	\$37.72509	\$38.29097	\$38.86533	\$39.44831	\$40.04003
81282004	Clk Gen No 1 40 Hr Post 89	1	\$19.26026	\$19.74177	\$20.23531	\$20.53884	\$20.84692	\$21.15962	\$21.47701
		2	\$31.59486	\$32.38473	\$33.19435	\$33.69227	\$34.19765	\$34.71061	\$35.23127
		3	\$33.13697	\$33.96539	\$34.81452	\$35.33674	\$35.86679	\$36.40479	\$36.95086
		4	\$34.68036	\$35.54737	\$36.43605	\$36.98259	\$37.53733	\$38.10039	\$38.67190
		5	\$19.26026	\$19.74177	\$20.23531	\$20.53884	\$20.84692	\$21.15962	\$21.47701
		6	\$20.80289	\$21.32296	\$21.85603	\$22.18387	\$22.51663	\$22.85438	\$23.19720
		7	\$22.34372	\$22.90231	\$23.47487	\$23.82699	\$24.18439	\$24.54716	\$24.91537
		8	\$23.88609	\$24.48324	\$25.09532	\$25.47175	\$25.85383	\$26.24164	\$26.63526
		9	\$25.42718	\$26.06286	\$26.71443	\$27.11515	\$27.52188	\$27.93471	\$28.35373
		10	\$26.96980	\$27.64405	\$28.33515	\$28.76018	\$29.19158	\$29.62945	\$30.07389
		11	\$28.51243	\$29.22524	\$29.95587	\$30.40521	\$30.86129	\$31.32421	\$31.79407
		12	\$30.05377	\$30.80511	\$31.57524	\$32.04887	\$32.52960	\$33.01754	\$33.51280



LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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 NOTE: THE REMAINDER OF THE STEP PROGRESSIONS ARE ISSUED IN SIX MONTH INTERVALS.

Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282176	Clk Gen 1 Cashier 40 Hr	1	\$32.07148	\$32.87327	\$33.69510	\$34.20053	\$34.71354	\$35.23424	\$35.76275
		2	\$32.07148	\$32.87327	\$33.69510	\$34.20053	\$34.71354	\$35.23424	\$35.76275
		3	\$32.43331	\$33.24414	\$34.07524	\$34.58637	\$35.10517	\$35.63175	\$36.16623
		4	\$32.79564	\$33.61553	\$34.45592	\$34.97276	\$35.49735	\$36.02981	\$36.57026
		5	\$33.15721	\$33.98614	\$34.83579	\$35.35833	\$35.88870	\$36.42703	\$36.97344
		6	\$33.51878	\$34.35675	\$35.21567	\$35.74391	\$36.28007	\$36.82427	\$37.37663
		7	\$33.88112	\$34.72815	\$35.59635	\$36.13030	\$36.67225	\$37.22233	\$37.78066
		8	\$34.24346	\$35.09955	\$35.97704	\$36.51670	\$37.06445	\$37.62042	\$38.18473
		9	\$34.60349	\$35.46858	\$36.35529	\$36.90062	\$37.45413	\$38.01594	\$38.58618
		10	\$34.96634	\$35.84050	\$36.73651	\$37.28756	\$37.84687	\$38.41457	\$38.99079
		11	\$35.32919	\$36.21242	\$37.11773	\$37.67450	\$38.23962	\$38.81321	\$39.39541
		12	\$35.69691	\$36.58933	\$37.50406	\$38.06662	\$38.63762	\$39.21718	\$39.80544
81282166	Clk Gen 1 Mkt Adv 40 Hr	1	\$32.85381	\$33.67516	\$34.51704	\$35.03480	\$35.56032	\$36.09372	\$36.63513
		2	\$32.85381	\$33.67516	\$34.51704	\$35.03480	\$35.56032	\$36.09372	\$36.63513
		3	\$33.21487	\$34.04524	\$34.89637	\$35.41982	\$35.95112	\$36.49039	\$37.03775
		4	\$33.57721	\$34.41664	\$35.27706	\$35.80622	\$36.34331	\$36.88846	\$37.44179
		5	\$33.93929	\$34.78777	\$35.65746	\$36.19232	\$36.73520	\$37.28623	\$37.84552
		6	\$34.30137	\$35.15890	\$36.03787	\$36.57844	\$37.12712	\$37.68403	\$38.24929
		7	\$34.66294	\$35.52951	\$36.41775	\$36.96402	\$37.51848	\$38.08126	\$38.65248
		8	\$35.02476	\$35.90038	\$36.79789	\$37.34986	\$37.91011	\$38.47876	\$39.05594
		9	\$35.38633	\$36.27099	\$37.17776	\$37.73543	\$38.30146	\$38.87598	\$39.45912
		10	\$35.74893	\$36.64265	\$37.55872	\$38.12210	\$38.69393	\$39.27434	\$39.86346
		11	\$36.11024	\$37.01300	\$37.93833	\$38.50740	\$39.08501	\$39.67129	\$40.26636
		12	\$36.47514	\$37.38702	\$38.32170	\$38.89653	\$39.47998	\$40.07218	\$40.67326
81282190	Clk Gen 1 Pur Qc 40 Hr	1	\$32.49660	\$33.30902	\$34.14175	\$34.65388	\$35.17369	\$35.70130	\$36.23682
		2	\$32.49660	\$33.30902	\$34.14175	\$34.65388	\$35.17369	\$35.70130	\$36.23682
		3	\$32.85740	\$33.67884	\$34.52081	\$35.03862	\$35.56420	\$36.09766	\$36.63912
		4	\$33.22025	\$34.05076	\$34.90203	\$35.42556	\$35.95694	\$36.49629	\$37.04373
		5	\$33.58131	\$34.42084	\$35.28136	\$35.81058	\$36.34774	\$36.89296	\$37.44635
		6	\$33.94339	\$34.79197	\$35.66177	\$36.19670	\$36.73965	\$37.29074	\$37.85010
		7	\$34.30675	\$35.16442	\$36.04353	\$36.58418	\$37.13294	\$37.68993	\$38.25528
		8	\$34.66858	\$35.53529	\$36.42367	\$36.97003	\$37.52458	\$38.08745	\$38.65876
		9	\$35.03040	\$35.90616	\$36.80381	\$37.35587	\$37.91621	\$38.48495	\$39.06222
		10	\$35.39325	\$36.27808	\$37.18503	\$37.74281	\$38.30895	\$38.88358	\$39.46683
		11	\$35.75405	\$36.64790	\$37.56410	\$38.12756	\$38.69947	\$39.27996	\$39.86916
		12	\$36.11767	\$37.02061	\$37.94613	\$38.51532	\$39.09305	\$39.67945	\$40.27464
81282863	Clk Gen No1 Qcst 37.5	1	\$37.07822	\$38.00518	\$38.95531	\$39.53964	\$40.13273	\$40.73472	\$41.34574
		2	\$37.07822	\$38.00518	\$38.95531	\$39.53964	\$40.13273	\$40.73472	\$41.34574
		3	\$37.42863	\$38.36435	\$39.32346	\$39.91331	\$40.51201	\$41.11969	\$41.73649
		4	\$37.77932	\$38.72380	\$39.69190	\$40.28728	\$40.89159	\$41.50496	\$42.12753
		5	\$38.13137	\$39.08465	\$40.06177	\$40.66270	\$41.27264	\$41.89173	\$42.52011
		6	\$38.48014	\$39.44214	\$40.42819	\$41.03461	\$41.65013	\$42.27488	\$42.90900
		7	\$38.83165	\$39.80244	\$40.79750	\$41.40946	\$42.03060	\$42.66106	\$43.30098
		8	\$39.18206	\$40.16161	\$41.16565	\$41.78313	\$42.40988	\$43.04603	\$43.69172

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282215	Clk Gen 2 Mkt Adv 40 Hr	1	\$14.70132	\$15.06885	\$15.44557	\$15.67725	\$15.91241	\$16.15110	\$16.39337
		2	\$14.70132	\$15.06885	\$15.44557	\$15.67725	\$15.91241	\$16.15110	\$16.39337
		3	\$15.05930	\$15.43578	\$15.82167	\$16.05900	\$16.29989	\$16.54439	\$16.79256
		4	\$15.41728	\$15.80271	\$16.19778	\$16.44075	\$16.68736	\$16.93767	\$17.19174
		5	\$15.77321	\$16.16754	\$16.57173	\$16.82031	\$17.07261	\$17.32870	\$17.58863
		6	\$16.13171	\$16.53500	\$16.94838	\$17.20261	\$17.46065	\$17.72256	\$17.98840
		7	\$16.48841	\$16.90062	\$17.32314	\$17.58299	\$17.84673	\$18.11443	\$18.38615
		8	\$16.84613	\$17.26728	\$17.69896	\$17.96444	\$18.23391	\$18.50742	\$18.78503
		9	\$17.20232	\$17.63238	\$18.07319	\$18.34429	\$18.61945	\$18.89874	\$19.18222
		10	\$17.55979	\$17.99878	\$18.44875	\$18.72548	\$19.00636	\$19.29146	\$19.58083
		11	\$17.91854	\$18.36650	\$18.82566	\$19.10804	\$19.39466	\$19.68558	\$19.98086
		12	\$18.27601	\$18.73291	\$19.20123	\$19.48925	\$19.78159	\$20.07831	\$20.37948
81282070	Clk Gen Cust Ser 40.0 Hr	1	\$13.31885	\$13.65182	\$13.99312	\$14.20302	\$14.41607	\$14.63231	\$14.85179
		2	\$13.31885	\$13.65182	\$13.99312	\$14.20302	\$14.41607	\$14.63231	\$14.85179
		3	\$14.53040	\$14.89366	\$15.26600	\$15.49499	\$15.72741	\$15.96332	\$16.20277
		4	\$15.74426	\$16.13787	\$16.54132	\$16.78944	\$17.04128	\$17.29690	\$17.55635
		5	\$16.95709	\$17.38102	\$17.81555	\$18.08278	\$18.35402	\$18.62933	\$18.90877
		6	\$18.16915	\$18.62338	\$19.08896	\$19.37529	\$19.66592	\$19.96091	\$20.26032
		7	\$19.38275	\$19.86732	\$20.36400	\$20.66946	\$20.97950	\$21.29419	\$21.61360
		8	\$20.59404	\$21.10889	\$21.63661	\$21.96116	\$22.29058	\$22.62494	\$22.96431
		9	\$21.80816	\$22.35336	\$22.91219	\$23.25587	\$23.60471	\$23.95878	\$24.31816
		10	\$23.02048	\$23.59599	\$24.18589	\$24.54868	\$24.91691	\$25.29066	\$25.67002
		11	\$24.23228	\$24.83809	\$25.45904	\$25.84093	\$26.22854	\$26.62197	\$27.02130
		12	\$25.44511	\$26.08124	\$26.73327	\$27.13427	\$27.54128	\$27.95440	\$28.37372
81282089	Clk Gen Matls Mgt	1	\$27.07360	\$27.75044	\$28.44420	\$28.87086	\$29.30392	\$29.74348	\$30.18963
		2	\$27.07360	\$27.75044	\$28.44420	\$28.87086	\$29.30392	\$29.74348	\$30.18963
		3	\$28.04856	\$28.74977	\$29.46851	\$29.91054	\$30.35920	\$30.81459	\$31.27681
		4	\$29.01976	\$29.74525	\$30.48888	\$30.94621	\$31.41040	\$31.88156	\$32.35978
		5	\$30.96678	\$31.74095	\$32.53447	\$33.02249	\$33.51783	\$34.02060	\$34.53091
		6	\$32.91266	\$33.73548	\$34.57887	\$35.09755	\$35.62401	\$36.15837	\$36.70075
		7	\$34.85882	\$35.73029	\$36.62355	\$37.17290	\$37.73049	\$38.29645	\$38.87090
		8	\$36.80381	\$37.72391	\$38.66701	\$39.24702	\$39.83573	\$40.43327	\$41.03977
		9	\$38.75285	\$39.72167	\$40.71471	\$41.32543	\$41.94531	\$42.57449	\$43.21311
81282185	Clk Gen No 1 40 Hr	1	\$31.05596	\$31.83236	\$32.62817	\$33.11759	\$33.61435	\$34.11857	\$34.63035
		2	\$31.05596	\$31.83236	\$32.62817	\$33.11759	\$33.61435	\$34.11857	\$34.63035
		3	\$31.41830	\$32.20376	\$33.00885	\$33.50398	\$34.00654	\$34.51664	\$35.03439
		4	\$31.77910	\$32.57358	\$33.38792	\$33.88874	\$34.39707	\$34.91303	\$35.43673
		5	\$32.14144	\$32.94498	\$33.76860	\$34.27513	\$34.78926	\$35.31110	\$35.84077
		6	\$32.50198	\$33.31453	\$34.14739	\$34.65960	\$35.17949	\$35.70718	\$36.24279
		7	\$32.86534	\$33.68697	\$34.52914	\$35.04708	\$35.57279	\$36.10638	\$36.64798
		8	\$33.22614	\$34.05679	\$34.90821	\$35.43183	\$35.96331	\$36.50276	\$37.05030
		9	\$33.58874	\$34.42846	\$35.28917	\$35.81851	\$36.35579	\$36.90113	\$37.45465
		10	\$33.95031	\$34.79907	\$35.66905	\$36.20409	\$36.74715	\$37.29836	\$37.85784
		11	\$34.31290	\$35.17072	\$36.04999	\$36.59074	\$37.13960	\$37.69669	\$38.26214
		12	\$34.68036	\$35.54737	\$36.43605	\$36.98259	\$37.53733	\$38.10039	\$38.67190

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282616	Clk Gen No 1 40 Hr Post 89	1	\$19.26026	\$19.74177	\$20.23531	\$20.53884	\$20.84692	\$21.15962	\$21.47701
		2	\$19.26026	\$19.74177	\$20.23531	\$20.53884	\$20.84692	\$21.15962	\$21.47701
		3	\$20.80289	\$21.32296	\$21.85603	\$22.18387	\$22.51663	\$22.85438	\$23.19720
		4	\$22.34372	\$22.90231	\$23.47487	\$23.82699	\$24.18439	\$24.54716	\$24.91537
		5	\$23.88609	\$24.48324	\$25.09532	\$25.47175	\$25.85383	\$26.24164	\$26.63526
		6	\$25.42718	\$26.06286	\$26.71443	\$27.11515	\$27.52188	\$27.93471	\$28.35373
		7	\$26.96980	\$27.64405	\$28.33515	\$28.76018	\$29.19158	\$29.62945	\$30.07389
		8	\$28.51243	\$29.22524	\$29.95587	\$30.40521	\$30.86129	\$31.32421	\$31.79407
		9	\$30.05377	\$30.80511	\$31.57524	\$32.04887	\$32.52960	\$33.01754	\$33.51280
		10	\$31.59486	\$32.38473	\$33.19435	\$33.69227	\$34.19765	\$34.71061	\$35.23127
		11	\$33.13697	\$33.96539	\$34.81452	\$35.33674	\$35.86679	\$36.40479	\$36.95086
		12	\$34.68036	\$35.54737	\$36.43605	\$36.98259	\$37.53733	\$38.10039	\$38.67190
81282192	Clk Gen No 2 40 Hr	1	\$14.14090	\$14.49442	\$14.85678	\$15.07963	\$15.30582	\$15.53541	\$15.76844
		2	\$14.14090	\$14.49442	\$14.85678	\$15.07963	\$15.30582	\$15.53541	\$15.76844
		3	\$14.49709	\$14.85952	\$15.23101	\$15.45948	\$15.69137	\$15.92674	\$16.16564
		4	\$14.85328	\$15.22461	\$15.60523	\$15.83931	\$16.07690	\$16.31805	\$16.56282
		5	\$15.20972	\$15.58996	\$15.97971	\$16.21941	\$16.46270	\$16.70964	\$16.96028
		6	\$15.56693	\$15.95610	\$16.35500	\$16.60033	\$16.84933	\$17.10207	\$17.35860
		7	\$15.92389	\$16.32199	\$16.73004	\$16.98099	\$17.23570	\$17.49424	\$17.75665
		8	\$16.28033	\$16.68734	\$17.10452	\$17.36109	\$17.62151	\$17.88583	\$18.15412
		9	\$16.63678	\$17.05270	\$17.47902	\$17.74121	\$18.00733	\$18.27744	\$18.55160
		10	\$16.99476	\$17.41963	\$17.85512	\$18.12295	\$18.39479	\$18.67071	\$18.95077
		11	\$17.35120	\$17.78498	\$18.22960	\$18.50304	\$18.78059	\$19.06230	\$19.34823
		12	\$17.71277	\$18.15559	\$18.60948	\$18.88862	\$19.17195	\$19.45953	\$19.75142
81282195	Clk Gen No 3 40 Hr	1	\$7.67341	\$7.86525	\$8.06188	\$8.18281	\$8.30555	\$8.43013	\$8.55658
		2	\$7.67341	\$7.86525	\$8.06188	\$8.18281	\$8.30555	\$8.43013	\$8.55658
		3	\$8.49571	\$8.70810	\$8.92580	\$9.05969	\$9.19559	\$9.33352	\$9.47352
		4	\$9.31751	\$9.55045	\$9.78921	\$9.93605	\$10.08509	\$10.23637	\$10.38992
		5	\$10.13956	\$10.39305	\$10.65288	\$10.81267	\$10.97486	\$11.13948	\$11.30657
		6	\$10.96263	\$11.23670	\$11.51762	\$11.69038	\$11.86574	\$12.04373	\$12.22439
		7	\$11.78340	\$12.07799	\$12.37994	\$12.56564	\$12.75412	\$12.94543	\$13.13961
		8	\$12.60468	\$12.91980	\$13.24280	\$13.44144	\$13.64306	\$13.84771	\$14.05543
		9	\$13.42801	\$13.76371	\$14.10780	\$14.31942	\$14.53421	\$14.75222	\$14.97350
		10	\$14.25032	\$14.60658	\$14.97174	\$15.19632	\$15.42426	\$15.65562	\$15.89045
		11	\$15.07211	\$15.44891	\$15.83513	\$16.07266	\$16.31375	\$16.55846	\$16.80684
		12	\$15.89749	\$16.29493	\$16.70230	\$16.95283	\$17.20712	\$17.46523	\$17.72721
81282261	Clk Gen Treasury 40 Hr	1	\$32.35156	\$33.16035	\$33.98936	\$34.49920	\$35.01669	\$35.54194	\$36.07507
		2	\$32.35156	\$33.16035	\$33.98936	\$34.49920	\$35.01669	\$35.54194	\$36.07507
		3	\$32.71390	\$33.53175	\$34.37004	\$34.88559	\$35.40887	\$35.94000	\$36.47910
		4	\$33.07496	\$33.90183	\$34.74938	\$35.27062	\$35.79968	\$36.33668	\$36.88173
		5	\$33.43627	\$34.27218	\$35.12898	\$35.65591	\$36.19075	\$36.73361	\$37.28461
		6	\$33.79938	\$34.64436	\$35.51047	\$36.04313	\$36.58378	\$37.13254	\$37.68953
		7	\$34.16069	\$35.01471	\$35.89008	\$36.42843	\$36.97486	\$37.52948	\$38.09242
		8	\$34.52123	\$35.38426	\$36.26887	\$36.81290	\$37.36509	\$37.92557	\$38.49445
		9	\$34.88434	\$35.75645	\$36.65036	\$37.20012	\$37.75812	\$38.32449	\$38.89936
		10	\$35.24744	\$36.12863	\$37.03185	\$37.58733	\$38.15114	\$38.72341	\$39.30426
		11	\$35.60850	\$36.49871	\$37.41118	\$37.97235	\$38.54194	\$39.12007	\$39.70687
		12	\$35.97571	\$36.87510	\$37.79698	\$38.36393	\$38.93939	\$39.52348	\$40.11633

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282098	Clk Hd Claim/Secty 37.5 Hr	1	\$37.84902	\$38.79525	\$39.76513	\$40.36161	\$40.96703	\$41.58154	\$42.20526
		2	\$37.84902	\$38.79525	\$39.76513	\$40.36161	\$40.96703	\$41.58154	\$42.20526
		3	\$38.80213	\$39.77218	\$40.76648	\$41.37798	\$41.99865	\$42.62863	\$43.26806
		4	\$39.74540	\$40.73904	\$41.75752	\$42.38388	\$43.01964	\$43.66493	\$44.31990
		5	\$39.74540	\$40.73904	\$41.75752	\$42.38388	\$43.01964	\$43.66493	\$44.31990
		6	\$40.81878	\$41.83925	\$42.88523	\$43.52851	\$44.18144	\$44.84416	\$45.51682
		7	\$40.81878	\$41.83925	\$42.88523	\$43.52851	\$44.18144	\$44.84416	\$45.51682
		8	\$41.60872	\$42.64894	\$43.71516	\$44.37089	\$45.03645	\$45.71200	\$46.39768
81282237	Clk Hd Claim/Security 40 Hr	1	\$35.48345	\$36.37054	\$37.27980	\$37.83900	\$38.40659	\$38.98269	\$39.56743
		2	\$35.48345	\$36.37054	\$37.27980	\$37.83900	\$38.40659	\$38.98269	\$39.56743
		3	\$35.83554	\$36.73143	\$37.64972	\$38.21447	\$38.78769	\$39.36951	\$39.96005
		4	\$36.18634	\$37.09100	\$38.01828	\$38.58855	\$39.16738	\$39.75489	\$40.35121
		5	\$36.53818	\$37.45163	\$38.38792	\$38.96374	\$39.54820	\$40.14142	\$40.74354
		6	\$36.89078	\$37.81305	\$38.75838	\$39.33976	\$39.92986	\$40.52881	\$41.13674
		7	\$37.24133	\$38.17236	\$39.12667	\$39.71357	\$40.30927	\$40.91391	\$41.52762
		8	\$37.59290	\$38.53272	\$39.49604	\$40.08848	\$40.68981	\$41.30016	\$41.91966
		9	\$37.94729	\$38.89597	\$39.86837	\$40.46640	\$41.07340	\$41.68950	\$42.31484
		10	\$38.29861	\$39.25608	\$40.23748	\$40.84104	\$41.45366	\$42.07546	\$42.70659
		11	\$38.65019	\$39.61644	\$40.60685	\$41.21595	\$41.83419	\$42.46170	\$43.09863
		12	\$39.00817	\$39.98337	\$40.98295	\$41.59769	\$42.22166	\$42.85498	\$43.49780
81282085	Clk Hd Comml 37.5 Hr	1	\$37.84902	\$38.79525	\$39.76513	\$40.36161	\$40.96703	\$41.58154	\$42.20526
		2	\$37.84902	\$38.79525	\$39.76513	\$40.36161	\$40.96703	\$41.58154	\$42.20526
		3	\$38.80213	\$39.77218	\$40.76648	\$41.37798	\$41.99865	\$42.62863	\$43.26806
		4	\$39.74540	\$40.73904	\$41.75752	\$42.38388	\$43.01964	\$43.66493	\$44.31990
		5	\$39.74540	\$40.73904	\$41.75752	\$42.38388	\$43.01964	\$43.66493	\$44.31990
		6	\$40.81878	\$41.83925	\$42.88523	\$43.52851	\$44.18144	\$44.84416	\$45.51682
		7	\$40.81878	\$41.83925	\$42.88523	\$43.52851	\$44.18144	\$44.84416	\$45.51682
		8	\$41.60872	\$42.64894	\$43.71516	\$44.37089	\$45.03645	\$45.71200	\$46.39768
81282202	Clk Hd Comml 40 Hr	1	\$35.48345	\$36.37054	\$37.27980	\$37.83900	\$38.40659	\$38.98269	\$39.56743
		2	\$35.48345	\$36.37054	\$37.27980	\$37.83900	\$38.40659	\$38.98269	\$39.56743
		3	\$35.83554	\$36.73143	\$37.64972	\$38.21447	\$38.78769	\$39.36951	\$39.96005
		4	\$36.18634	\$37.09100	\$38.01828	\$38.58855	\$39.16738	\$39.75489	\$40.35121
		5	\$36.53818	\$37.45163	\$38.38792	\$38.96374	\$39.54820	\$40.14142	\$40.74354
		6	\$36.89078	\$37.81305	\$38.75838	\$39.33976	\$39.92986	\$40.52881	\$41.13674
		7	\$37.24133	\$38.17236	\$39.12667	\$39.71357	\$40.30927	\$40.91391	\$41.52762
		8	\$37.59290	\$38.53272	\$39.49604	\$40.08848	\$40.68981	\$41.30016	\$41.91966
		9	\$37.94729	\$38.89597	\$39.86837	\$40.46640	\$41.07340	\$41.68950	\$42.31484
		10	\$38.29861	\$39.25608	\$40.23748	\$40.84104	\$41.45366	\$42.07546	\$42.70659
		11	\$38.65019	\$39.61644	\$40.60685	\$41.21595	\$41.83419	\$42.46170	\$43.09863
		12	\$39.00817	\$39.98337	\$40.98295	\$41.59769	\$42.22166	\$42.85498	\$43.49780
81282117	Clk Head Control 37.5	1	\$39.14680	\$40.12547	\$41.12861	\$41.74554	\$42.37172	\$43.00730	\$43.65241
		2	\$39.14680	\$40.12547	\$41.12861	\$41.74554	\$42.37172	\$43.00730	\$43.65241
		3	\$40.19722	\$41.20215	\$42.23220	\$42.86568	\$43.50867	\$44.16130	\$44.82372
		4	\$41.24300	\$42.27408	\$43.33093	\$43.98089	\$44.64060	\$45.31021	\$45.98986
		5	\$42.29396	\$43.35131	\$44.43509	\$45.10162	\$45.77814	\$46.46481	\$47.16178
		6	\$43.34110	\$44.42463	\$45.53525	\$46.21828	\$46.91155	\$47.61522	\$48.32945
		7	\$44.39043	\$45.50019	\$46.63769	\$47.33726	\$48.04732	\$48.76803	\$49.49955
		8	\$45.44194	\$46.57799	\$47.74244	\$48.45858	\$49.18546	\$49.92324	\$50.67209

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282257	Clk Head Control 40 Hr	1	\$36.70013	\$37.61763	\$38.55807	\$39.13644	\$39.72349	\$40.31934	\$40.92413
		2	\$36.70013	\$37.61763	\$38.55807	\$39.13644	\$39.72349	\$40.31934	\$40.92413
		3	\$37.28848	\$38.22069	\$39.17621	\$39.76385	\$40.36031	\$40.96571	\$41.58020
		4	\$37.87759	\$38.82453	\$39.79514	\$40.39207	\$40.99795	\$41.61292	\$42.23711
		5	\$38.47004	\$39.43179	\$40.41758	\$41.02384	\$41.63920	\$42.26379	\$42.89775
		6	\$39.06019	\$40.03669	\$41.03761	\$41.65317	\$42.27797	\$42.91214	\$43.55582
		7	\$39.64956	\$40.64080	\$41.65682	\$42.28167	\$42.91590	\$43.55964	\$44.21303
		8	\$40.24048	\$41.24649	\$42.27765	\$42.91181	\$43.55549	\$44.20882	\$44.87195
		9	\$40.83113	\$41.85191	\$42.89821	\$43.54168	\$44.19481	\$44.85773	\$45.53060
		10	\$41.42128	\$42.45681	\$43.51823	\$44.17100	\$44.83357	\$45.50607	\$46.18866
		11	\$42.01116	\$43.06144	\$44.13798	\$44.80005	\$45.47205	\$46.15413	\$46.84644
		12	\$42.60182	\$43.66687	\$44.75854	\$45.42992	\$46.11137	\$46.80304	\$47.50509
81282211	Clk Head Cust Svc 40 Hr	1	\$34.99427	\$35.86913	\$36.76586	\$37.31735	\$37.87711	\$38.44527	\$39.02195
		2	\$34.99427	\$35.86913	\$36.76586	\$37.31735	\$37.87711	\$38.44527	\$39.02195
		3	\$35.16416	\$36.04326	\$36.94434	\$37.49851	\$38.06099	\$38.63190	\$39.21138
		4	\$35.33457	\$36.21793	\$37.12338	\$37.68023	\$38.24543	\$38.81911	\$39.40140
		5	\$35.50523	\$36.39286	\$37.30268	\$37.86222	\$38.43015	\$39.00660	\$39.59170
		6	\$35.67487	\$36.56674	\$37.48091	\$38.04312	\$38.61377	\$39.19298	\$39.78087
		7	\$35.84733	\$36.74351	\$37.66210	\$38.22703	\$38.80044	\$39.38245	\$39.97319
		8	\$36.01748	\$36.91792	\$37.84087	\$38.40848	\$38.98461	\$39.56938	\$40.16292
		9	\$36.18660	\$37.09127	\$38.01855	\$38.58883	\$39.16766	\$39.75517	\$40.35150
		10	\$36.35726	\$37.26619	\$38.19784	\$38.77081	\$39.35237	\$39.94266	\$40.54180
		11	\$36.52972	\$37.44296	\$38.37903	\$38.95472	\$39.53904	\$40.13213	\$40.73411
		12	\$36.70013	\$37.61763	\$38.55807	\$39.13644	\$39.72349	\$40.31934	\$40.92413
81282238	Clk House Heatng A 40 Hr	1	\$22.15333	\$22.70716	\$23.27484	\$23.62396	\$23.97832	\$24.33799	\$24.70306
		2	\$22.15333	\$22.70716	\$23.27484	\$23.62396	\$23.97832	\$24.33799	\$24.70306
		3	\$23.30414	\$23.88674	\$24.48391	\$24.85117	\$25.22394	\$25.60230	\$25.98633
		4	\$24.45471	\$25.06608	\$25.69273	\$26.07812	\$26.46929	\$26.86633	\$27.26932
		5	\$25.60578	\$26.24592	\$26.90207	\$27.30560	\$27.71518	\$28.13091	\$28.55287
		6	\$26.75737	\$27.42630	\$28.11196	\$28.53364	\$28.96164	\$29.39606	\$29.83700
		7	\$27.90896	\$28.60668	\$29.32185	\$29.76168	\$30.20811	\$30.66123	\$31.12115
		8	\$29.06054	\$29.78705	\$30.53173	\$30.98971	\$31.45456	\$31.92638	\$32.40528
		9	\$30.21188	\$30.96718	\$31.74136	\$32.21748	\$32.70074	\$33.19125	\$33.68912
		10	\$31.36116	\$32.14519	\$32.94882	\$33.44305	\$33.94470	\$34.45387	\$34.97068
		11	\$32.51326	\$33.32609	\$34.15924	\$34.67163	\$35.19170	\$35.71958	\$36.25537
		12	\$33.66818	\$34.50988	\$35.37263	\$35.90322	\$36.44177	\$36.98840	\$37.54323
81282239	Clk House Heatng B 40 Hr	1	\$9.87178	\$10.11857	\$10.37153	\$10.52710	\$10.68501	\$10.84529	\$11.00797
		2	\$9.87178	\$10.11857	\$10.37153	\$10.52710	\$10.68501	\$10.84529	\$11.00797
		3	\$10.81836	\$11.08882	\$11.36604	\$11.53653	\$11.70958	\$11.88522	\$12.06350
		4	\$11.76521	\$12.05934	\$12.36082	\$12.54623	\$12.73442	\$12.92544	\$13.11932
		5	\$12.71154	\$13.02933	\$13.35506	\$13.55539	\$13.75872	\$13.96510	\$14.17458
		6	\$13.65684	\$13.99826	\$14.34822	\$14.56344	\$14.78189	\$15.00362	\$15.22867
		7	\$14.60318	\$14.96826	\$15.34247	\$15.57261	\$15.80620	\$16.04329	\$16.28394
		8	\$15.54951	\$15.93825	\$16.33671	\$16.58176	\$16.83049	\$17.08295	\$17.33919
		9	\$16.49686	\$16.90928	\$17.33201	\$17.59199	\$17.85587	\$18.12371	\$18.39557
		10	\$17.44294	\$17.87901	\$18.32599	\$18.60088	\$18.87989	\$19.16309	\$19.45054
		11	\$18.38953	\$18.84927	\$19.32050	\$19.61031	\$19.90446	\$20.20303	\$20.50608
		12	\$19.33816	\$19.82161	\$20.31715	\$20.62191	\$20.93124	\$21.24521	\$21.56389

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282634	Clk Invent Ctl Mmd 37.5 Hr	1	\$37.25424	\$38.18560	\$39.14024	\$39.72734	\$40.32325	\$40.92810	\$41.54202
		2	\$37.25424	\$38.18560	\$39.14024	\$39.72734	\$40.32325	\$40.92810	\$41.54202
		3	\$38.19861	\$39.15358	\$40.13242	\$40.73441	\$41.34543	\$41.96561	\$42.59509
		4	\$39.26816	\$40.24986	\$41.25611	\$41.87495	\$42.50307	\$43.14062	\$43.78773
		5	\$39.26816	\$40.24986	\$41.25611	\$41.87495	\$42.50307	\$43.14062	\$43.78773
		6	\$40.21554	\$41.22093	\$42.25145	\$42.88522	\$43.52850	\$44.18143	\$44.84415
		7	\$40.21554	\$41.22093	\$42.25145	\$42.88522	\$43.52850	\$44.18143	\$44.84415
		8	\$41.01203	\$42.03733	\$43.08826	\$43.73458	\$44.39060	\$45.05646	\$45.73231
81282635	Clk Invent Ctl Mmd 40 Hr	1	\$34.92585	\$35.79900	\$36.69398	\$37.24439	\$37.80306	\$38.37011	\$38.94566
		2	\$34.92585	\$35.79900	\$36.69398	\$37.24439	\$37.80306	\$38.37011	\$38.94566
		3	\$35.27640	\$36.15831	\$37.06227	\$37.61820	\$38.18247	\$38.75521	\$39.33654
		4	\$35.62746	\$36.51815	\$37.43110	\$37.99257	\$38.56246	\$39.14090	\$39.72801
		5	\$35.98006	\$36.87956	\$37.80155	\$38.36857	\$38.94410	\$39.52826	\$40.12118
		6	\$36.33266	\$37.24098	\$38.17200	\$38.74458	\$39.32575	\$39.91564	\$40.51437
		7	\$36.68552	\$37.60266	\$38.54273	\$39.12087	\$39.70768	\$40.30330	\$40.90785
		8	\$37.03479	\$37.96066	\$38.90968	\$39.49333	\$40.08573	\$40.68702	\$41.29733
		9	\$37.38713	\$38.32181	\$39.27986	\$39.86906	\$40.46710	\$41.07411	\$41.69022
		10	\$37.74024	\$38.68375	\$39.65084	\$40.24560	\$40.84928	\$41.46202	\$42.08395
		11	\$38.09079	\$39.04306	\$40.01914	\$40.61943	\$41.22872	\$41.84715	\$42.47486
		12	\$38.44878	\$39.41000	\$40.39525	\$41.00118	\$41.61620	\$42.24044	\$42.87405
81282086	Clk Mtr Rpr Head 37.5 Hr	1	\$35.39230	\$36.27711	\$37.18404	\$37.74180	\$38.30793	\$38.88255	\$39.46579
		2	\$35.39230	\$36.27711	\$37.18404	\$37.74180	\$38.30793	\$38.88255	\$39.46579
		3	\$36.34158	\$37.25012	\$38.18137	\$38.75409	\$39.33540	\$39.92543	\$40.52431
		4	\$37.40786	\$38.34306	\$39.30164	\$39.89116	\$40.48953	\$41.09687	\$41.71332
		5	\$37.40786	\$38.34306	\$39.30164	\$39.89116	\$40.48953	\$41.09687	\$41.71332
		6	\$38.35878	\$39.31775	\$40.30069	\$40.90520	\$41.51878	\$42.14156	\$42.77368
		7	\$38.35878	\$39.31775	\$40.30069	\$40.90520	\$41.51878	\$42.14156	\$42.77368
		8	\$39.14680	\$40.12547	\$41.12861	\$41.74554	\$42.37172	\$43.00730	\$43.65241
81282210	Clk Mtr Rpr Head 40 Hr	1	\$33.18028	\$34.00979	\$34.86003	\$35.38293	\$35.91367	\$36.45238	\$36.99917
		2	\$33.18028	\$34.00979	\$34.86003	\$35.38293	\$35.91367	\$36.45238	\$36.99917
		3	\$33.53313	\$34.37146	\$35.23075	\$35.75921	\$36.29560	\$36.84003	\$37.39263
		4	\$33.88471	\$34.73183	\$35.60013	\$36.13413	\$36.67614	\$37.22628	\$37.78467
		5	\$34.23577	\$35.09166	\$35.96895	\$36.50848	\$37.05611	\$37.61195	\$38.17613
		6	\$34.58837	\$35.45308	\$36.33941	\$36.88450	\$37.43777	\$37.99934	\$38.56933
		7	\$34.94046	\$35.81397	\$36.70932	\$37.25996	\$37.81886	\$38.38614	\$38.96193
		8	\$35.29075	\$36.17302	\$37.07735	\$37.63351	\$38.19801	\$38.77098	\$39.35254
		9	\$35.64284	\$36.53391	\$37.44726	\$38.00897	\$38.57910	\$39.15779	\$39.74516
		10	\$35.99467	\$36.89454	\$37.81690	\$38.38415	\$38.95991	\$39.54431	\$40.13747
		11	\$36.34778	\$37.25647	\$38.18788	\$38.76070	\$39.34211	\$39.93224	\$40.53122
		12	\$36.70013	\$37.61763	\$38.55807	\$39.13644	\$39.72349	\$40.31934	\$40.92413
81282244	Clk Special Ledger 40 Hr	1	\$31.05596	\$31.83236	\$32.62817	\$33.11759	\$33.61435	\$34.11857	\$34.63035
		2	\$31.05596	\$31.83236	\$32.62817	\$33.11759	\$33.61435	\$34.11857	\$34.63035
		3	\$31.50799	\$32.29569	\$33.10308	\$33.59963	\$34.10362	\$34.61517	\$35.13440
		4	\$31.96283	\$32.76190	\$33.58095	\$34.08466	\$34.59593	\$35.11487	\$35.64159
		5	\$32.41768	\$33.22812	\$34.05882	\$34.56970	\$35.08825	\$35.61457	\$36.14879
		6	\$32.86970	\$33.69144	\$34.53373	\$35.05174	\$35.57752	\$36.11118	\$36.65285
		7	\$33.32378	\$34.15687	\$35.01079	\$35.53595	\$36.06899	\$36.61002	\$37.15917
		8	\$33.77631	\$34.62072	\$35.48624	\$36.01853	\$36.55881	\$37.10719	\$37.66380
		9	\$34.23167	\$35.08746	\$35.96465	\$36.50412	\$37.05168	\$37.60746	\$38.17157
		10	\$34.68395	\$35.55105	\$36.43983	\$36.98643	\$37.54123	\$38.10435	\$38.67592
		11	\$35.13931	\$36.01779	\$36.91823	\$37.47200	\$38.03408	\$38.60459	\$39.18366
		12	\$35.59415	\$36.48400	\$37.39610	\$37.95704	\$38.52640	\$39.10430	\$39.69086

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282252	Clk Stck Mat Mgt 40 Hr	1	\$22.75449	\$23.32335	\$23.90643	\$24.26503	\$24.62901	\$24.99845	\$25.37343
		2	\$22.75449	\$23.32335	\$23.90643	\$24.26503	\$24.62901	\$24.99845	\$25.37343
		3	\$23.01791	\$23.59336	\$24.18319	\$24.54594	\$24.91413	\$25.28784	\$25.66716
		4	\$23.28083	\$23.86285	\$24.45942	\$24.82631	\$25.19870	\$25.57668	\$25.96033
		5	\$23.54374	\$24.13233	\$24.73564	\$25.10667	\$25.48327	\$25.86552	\$26.25350
		6	\$23.80639	\$24.40155	\$25.01159	\$25.38676	\$25.76756	\$26.15407	\$26.54638
		7	\$24.06777	\$24.66946	\$25.28620	\$25.66549	\$26.05047	\$26.44123	\$26.83785
		8	\$24.33145	\$24.93974	\$25.56323	\$25.94668	\$26.33588	\$26.73092	\$27.13188
		9	\$24.59359	\$25.20843	\$25.83864	\$26.22622	\$26.61961	\$27.01890	\$27.42418
		10	\$24.85676	\$25.47818	\$26.11513	\$26.50686	\$26.90446	\$27.30803	\$27.71765
		11	\$25.11814	\$25.74609	\$26.38974	\$26.78559	\$27.18737	\$27.59518	\$28.00911
		12	\$25.38105	\$26.01558	\$26.66597	\$27.06596	\$27.47195	\$27.88403	\$28.30229
81282248	Clk Stck Mkt Adv 40 Hr	1	\$29.46234	\$30.19890	\$30.95387	\$31.41818	\$31.88945	\$32.36779	\$32.85331
		2	\$29.46234	\$30.19890	\$30.95387	\$31.41818	\$31.88945	\$32.36779	\$32.85331
		3	\$29.80188	\$30.54693	\$31.31060	\$31.78026	\$32.25696	\$32.74081	\$33.23192
		4	\$30.14269	\$30.89626	\$31.66867	\$32.14370	\$32.62586	\$33.11525	\$33.61198
		5	\$30.48145	\$31.24349	\$32.02458	\$32.50495	\$32.99252	\$33.48741	\$33.98972
		6	\$30.82431	\$31.59492	\$32.38479	\$32.87056	\$33.36362	\$33.86407	\$34.37203
		7	\$31.16384	\$31.94294	\$32.74151	\$33.23263	\$33.73112	\$34.23709	\$34.75065
		8	\$31.50414	\$32.29174	\$33.09903	\$33.59552	\$34.09945	\$34.61094	\$35.13010
		9	\$31.84444	\$32.64055	\$33.45656	\$33.95841	\$34.46779	\$34.98481	\$35.50958
		10	\$32.18423	\$32.98884	\$33.81356	\$34.32076	\$34.83557	\$35.35810	\$35.88847
		11	\$32.52581	\$33.33896	\$34.17243	\$34.68502	\$35.20530	\$35.73338	\$36.26938
		12	\$32.86560	\$33.68724	\$34.52942	\$35.04736	\$35.57307	\$36.10667	\$36.64827
81282255	Clk Stck Strny Truck Op 40	1	\$28.57316	\$29.28749	\$30.01968	\$30.46998	\$30.92703	\$31.39094	\$31.86180
		2	\$28.57316	\$29.28749	\$30.01968	\$30.46998	\$30.92703	\$31.39094	\$31.86180
		3	\$29.12948	\$29.85772	\$30.60416	\$31.06322	\$31.52917	\$32.00211	\$32.48214
		4	\$29.68554	\$30.42768	\$31.18837	\$31.65620	\$32.13104	\$32.61301	\$33.10221
		5	\$30.24134	\$30.99737	\$31.77230	\$32.24888	\$32.73261	\$33.22360	\$33.72195
		6	\$30.79638	\$31.56629	\$32.35545	\$32.84078	\$33.33339	\$33.83339	\$34.34089
		7	\$31.34988	\$32.13363	\$32.93697	\$33.43102	\$33.93249	\$34.44148	\$34.95810
		8	\$31.90671	\$32.70438	\$33.52199	\$34.02482	\$34.53519	\$35.05322	\$35.57902
		9	\$32.46149	\$33.27303	\$34.10486	\$34.61643	\$35.13568	\$35.66272	\$36.19766
		10	\$33.01756	\$33.84300	\$34.68908	\$35.20942	\$35.73756	\$36.27362	\$36.81772
		11	\$33.57490	\$34.41427	\$35.27463	\$35.80375	\$36.34081	\$36.88592	\$37.43921
		12	\$34.13019	\$34.98344	\$35.85803	\$36.39590	\$36.94184	\$37.49597	\$38.05841
81282221	Clk Teller 40 Hr	1	\$31.55155	\$32.34034	\$33.14885	\$33.64608	\$34.15077	\$34.66303	\$35.18298
		2	\$31.55155	\$32.34034	\$33.14885	\$33.64608	\$34.15077	\$34.66303	\$35.18298
		3	\$31.91312	\$32.71095	\$33.52872	\$34.03165	\$34.54212	\$35.06025	\$35.58615
		4	\$32.27443	\$33.08129	\$33.90832	\$34.41694	\$34.93319	\$35.45719	\$35.98905
		5	\$32.63523	\$33.45111	\$34.28739	\$34.80170	\$35.32373	\$35.85359	\$36.39139
		6	\$32.99552	\$33.82041	\$34.66592	\$35.18591	\$35.71370	\$36.24941	\$36.79315
		7	\$33.35709	\$34.19102	\$35.04580	\$35.57149	\$36.10506	\$36.64664	\$37.19634
		8	\$33.71712	\$34.56005	\$35.42405	\$35.95541	\$36.49474	\$37.04216	\$37.59779
		9	\$34.07946	\$34.93145	\$35.80474	\$36.34181	\$36.88694	\$37.44024	\$38.00184
		10	\$34.43974	\$35.30073	\$36.18325	\$36.72600	\$37.27689	\$37.83604	\$38.40358
		11	\$34.80080	\$35.67082	\$36.56259	\$37.11103	\$37.66770	\$38.23272	\$38.80621
		12	\$35.16698	\$36.04615	\$36.94730	\$37.50151	\$38.06403	\$38.63499	\$39.21451
81282131	Clk Teller Pt 40 Hr	1	\$29.17099	\$29.90026	\$30.64777	\$31.10749	\$31.57410	\$32.04771	\$32.52843

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282119	Clk Traffic 37.5 Hr	1	\$42.30189	\$43.35944	\$44.44343	\$45.11008	\$45.78673	\$46.47353	\$47.17063
		2	\$42.30189	\$43.35944	\$44.44343	\$45.11008	\$45.78673	\$46.47353	\$47.17063
		3	\$43.37664	\$44.46106	\$45.57259	\$46.25618	\$46.95002	\$47.65427	\$48.36908
		4	\$44.32401	\$45.43211	\$46.56791	\$47.26643	\$47.97543	\$48.69506	\$49.42549
		5	\$44.32401	\$45.43211	\$46.56791	\$47.26643	\$47.97543	\$48.69506	\$49.42549
		6	\$45.27494	\$46.40681	\$47.56698	\$48.28048	\$49.00469	\$49.73976	\$50.48586
		7	\$45.27494	\$46.40681	\$47.56698	\$48.28048	\$49.00469	\$49.73976	\$50.48586
		8	\$46.06842	\$47.22013	\$48.40063	\$49.12664	\$49.86354	\$50.61149	\$51.37066
81282258	Clk Traffic 40 Hr	1	\$39.65802	\$40.64947	\$41.66571	\$42.29070	\$42.92506	\$43.56894	\$44.22247
		2	\$39.65802	\$40.64947	\$41.66571	\$42.29070	\$42.92506	\$43.56894	\$44.22247
		3	\$40.00985	\$41.01010	\$42.03535	\$42.66588	\$43.30587	\$43.95546	\$44.61479
		4	\$40.36348	\$41.37257	\$42.40688	\$43.04298	\$43.68862	\$44.34395	\$45.00911
		5	\$40.71479	\$41.73266	\$42.77598	\$43.41762	\$44.06888	\$44.72991	\$45.40086
		6	\$41.06842	\$42.09513	\$43.14751	\$43.79472	\$44.45164	\$45.11841	\$45.79519
		7	\$41.42128	\$42.45681	\$43.51823	\$44.17100	\$44.83357	\$45.50607	\$46.18866
		8	\$41.77311	\$42.81744	\$43.88788	\$44.54620	\$45.21439	\$45.89261	\$46.58100
		9	\$42.12519	\$43.17832	\$44.25778	\$44.92165	\$45.59547	\$46.27940	\$46.97359
		10	\$42.47959	\$43.54158	\$44.63012	\$45.29957	\$45.97906	\$46.66875	\$47.36878
		11	\$42.83219	\$43.90299	\$45.00056	\$45.67557	\$46.36070	\$47.05611	\$47.76195
		12	\$43.18914	\$44.26887	\$45.37559	\$46.05622	\$46.74706	\$47.44827	\$48.15999
81282130	Collection Controller 37.5	1	\$36.09859	\$37.00105	\$37.92608	\$38.49497	\$39.07239	\$39.65848	\$40.25336
		2	\$36.09859	\$37.00105	\$37.92608	\$38.49497	\$39.07239	\$39.65848	\$40.25336
		3	\$36.87103	\$37.79281	\$38.73763	\$39.31869	\$39.90847	\$40.50710	\$41.11471
		4	\$37.63992	\$38.58092	\$39.54544	\$40.13862	\$40.74070	\$41.35181	\$41.97209
		5	\$38.41181	\$39.37211	\$40.35641	\$40.96176	\$41.57619	\$42.19983	\$42.83283
		6	\$39.18042	\$40.15993	\$41.16393	\$41.78139	\$42.40811	\$43.04423	\$43.68989
		7	\$39.95068	\$40.94945	\$41.97319	\$42.60279	\$43.24183	\$43.89046	\$44.54882
		8	\$40.72148	\$41.73952	\$42.78301	\$43.42476	\$44.07613	\$44.73727	\$45.40833
81282264	Collection Controller 40 Hr	1	\$33.84243	\$34.68849	\$35.55570	\$36.08904	\$36.63038	\$37.17984	\$37.73754
		2	\$33.84243	\$34.68849	\$35.55570	\$36.08904	\$36.63038	\$37.17984	\$37.73754
		3	\$34.27395	\$35.13080	\$36.00907	\$36.54921	\$37.09745	\$37.65391	\$38.21872
		4	\$34.70753	\$35.57522	\$36.46460	\$37.01157	\$37.56674	\$38.13024	\$38.70219
		5	\$35.14110	\$36.01963	\$36.92012	\$37.47392	\$38.03603	\$38.60657	\$39.18567
		6	\$35.57391	\$36.46326	\$37.37484	\$37.93546	\$38.50449	\$39.08206	\$39.66829
		7	\$36.00543	\$36.90557	\$37.82821	\$38.39563	\$38.97156	\$39.55613	\$40.14947
		8	\$36.43747	\$37.34841	\$38.28212	\$38.85635	\$39.43920	\$40.03079	\$40.63125
		9	\$36.87181	\$37.79361	\$38.73845	\$39.31953	\$39.90932	\$40.50796	\$41.11558
		10	\$37.30359	\$38.23618	\$39.19208	\$39.77996	\$40.37666	\$40.98231	\$41.59704
		11	\$37.73589	\$38.67929	\$39.64627	\$40.24096	\$40.84457	\$41.45724	\$42.07910
		12	\$38.17638	\$39.13079	\$40.10906	\$40.71070	\$41.32136	\$41.94118	\$42.57030
81282016	Compaction Technician	1	\$41.48	\$42.52	\$43.58	\$44.23	\$44.89	\$45.56	\$46.24
		2	\$41.48	\$42.52	\$43.58	\$44.23	\$44.89	\$45.56	\$46.24
		3	\$41.64	\$42.68	\$43.75	\$44.41	\$45.08	\$45.76	\$46.45
		4	\$41.77	\$42.81	\$43.88	\$44.54	\$45.21	\$45.89	\$46.58
		5	\$41.90	\$42.95	\$44.02	\$44.68	\$45.35	\$46.03	\$46.72
		6	\$42.03	\$43.08	\$44.16	\$44.82	\$45.49	\$46.17	\$46.86
		7	\$42.15	\$43.20	\$44.28	\$44.94	\$45.61	\$46.29	\$46.98
		8	\$42.27	\$43.33	\$44.41	\$45.08	\$45.76	\$46.45	\$47.15
		9	\$42.39	\$43.45	\$44.54	\$45.21	\$45.89	\$46.58	\$47.28
		10	\$42.52	\$43.58	\$44.67	\$45.34	\$46.02	\$46.71	\$47.41
		11	\$42.67	\$43.74	\$44.83	\$45.50	\$46.18	\$46.87	\$47.57
		12	\$42.80	\$43.87	\$44.97	\$45.64	\$46.32	\$47.01	\$47.72



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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282461	Contact Center Rep	1	\$18.41951	\$18.88000	\$19.35200	\$19.64228	\$19.93691	\$20.23596	\$20.53950
		2	\$18.41951	\$18.88000	\$19.35200	\$19.64228	\$19.93691	\$20.23596	\$20.53950
		3	\$18.76288	\$19.23195	\$19.71275	\$20.00844	\$20.30857	\$20.61320	\$20.92240
		4	\$19.10626	\$19.58392	\$20.07352	\$20.37462	\$20.68024	\$20.99044	\$21.30530
		5	\$19.44861	\$19.93483	\$20.43320	\$20.73970	\$21.05080	\$21.36656	\$21.68706
		6	\$19.79147	\$20.28626	\$20.79342	\$21.10532	\$21.42190	\$21.74323	\$22.06938
		7	\$20.13484	\$20.63821	\$21.15417	\$21.47148	\$21.79355	\$22.12045	\$22.45226
		8	\$20.47719	\$20.98912	\$21.51385	\$21.83656	\$22.16411	\$22.49657	\$22.83402
		9	\$20.82031	\$21.34082	\$21.87434	\$22.20246	\$22.53550	\$22.87353	\$23.21663
		10	\$21.16343	\$21.69252	\$22.23483	\$22.56835	\$22.90688	\$23.25048	\$23.59924
		11	\$21.50476	\$22.04238	\$22.59344	\$22.93234	\$23.27633	\$23.62547	\$23.97985
		12	\$21.84813	\$22.39433	\$22.95419	\$23.29850	\$23.64798	\$24.00270	\$24.36274
81282645	Corrosion Tech Helper	1	\$18.30	\$18.76	\$19.23	\$19.52	\$19.81	\$20.11	\$20.41
		2	\$18.30	\$18.76	\$19.23	\$19.52	\$19.81	\$20.11	\$20.41
		3	\$19.10	\$19.58	\$20.07	\$20.37	\$20.68	\$20.99	\$21.30
		4	\$19.94	\$20.44	\$20.95	\$21.26	\$21.58	\$21.90	\$22.23
		5	\$20.72	\$21.24	\$21.77	\$22.10	\$22.43	\$22.77	\$23.11
		6	\$21.50	\$22.04	\$22.59	\$22.93	\$23.27	\$23.62	\$23.97
		7	\$22.36	\$22.92	\$23.49	\$23.84	\$24.20	\$24.56	\$24.93
		8	\$23.14	\$23.72	\$24.31	\$24.67	\$25.04	\$25.42	\$25.80
		9	\$23.96	\$24.56	\$25.17	\$25.55	\$25.93	\$26.32	\$26.71
		10	\$24.81	\$25.43	\$26.07	\$26.46	\$26.86	\$27.26	\$27.67
		11	\$25.60	\$26.24	\$26.90	\$27.30	\$27.71	\$28.13	\$28.55
		12	\$26.45	\$27.11	\$27.79	\$28.21	\$28.63	\$29.06	\$29.50
81282649	Corrosion Technician	1	\$27.30	\$27.98	\$28.68	\$29.11	\$29.55	\$29.99	\$30.44
		2	\$27.30	\$27.98	\$28.68	\$29.11	\$29.55	\$29.99	\$30.44
		3	\$28.10	\$28.80	\$29.52	\$29.96	\$30.41	\$30.87	\$31.33
		4	\$28.94	\$29.66	\$30.40	\$30.86	\$31.32	\$31.79	\$32.27
		5	\$29.75	\$30.49	\$31.25	\$31.72	\$32.20	\$32.68	\$33.17
		6	\$30.56	\$31.32	\$32.10	\$32.58	\$33.07	\$33.57	\$34.07
		7	\$31.33	\$32.11	\$32.91	\$33.40	\$33.90	\$34.41	\$34.93
		8	\$32.12	\$32.92	\$33.74	\$34.25	\$34.76	\$35.28	\$35.81
		9	\$32.93	\$33.75	\$34.59	\$35.11	\$35.64	\$36.17	\$36.71
		10	\$33.72	\$34.56	\$35.42	\$35.95	\$36.49	\$37.04	\$37.60
		11	\$34.56	\$35.42	\$36.31	\$36.85	\$37.40	\$37.96	\$38.53
		12	\$35.36	\$36.24	\$37.15	\$37.71	\$38.28	\$38.85	\$39.43
81282810	Corrosion Technician Pre 92	1	\$35.41401	\$36.29936	\$37.20684	\$37.76494	\$38.33141	\$38.90638	\$39.48998
		2	\$35.41401	\$36.29936	\$37.20684	\$37.76494	\$38.33141	\$38.90638	\$39.48998
		3	\$35.96930	\$36.86853	\$37.79024	\$38.35709	\$38.93245	\$39.51644	\$40.10919
		4	\$36.52434	\$37.43745	\$38.37339	\$38.94899	\$39.53322	\$40.12622	\$40.72811
		5	\$37.07963	\$38.00662	\$38.95679	\$39.54114	\$40.13426	\$40.73627	\$41.34731
		6	\$37.63774	\$38.57868	\$39.54315	\$40.13630	\$40.73834	\$41.34942	\$41.96966
		7	\$38.19227	\$39.14708	\$40.12576	\$40.72765	\$41.33856	\$41.95864	\$42.58802
		8	\$38.74808	\$39.71678	\$40.70970	\$41.32035	\$41.94016	\$42.56926	\$43.20780
		9	\$39.30234	\$40.28490	\$41.29202	\$41.91140	\$42.54007	\$43.17817	\$43.82584
		10	\$39.85841	\$40.85487	\$41.87624	\$42.50438	\$43.14195	\$43.78908	\$44.44592
		11	\$40.41396	\$41.42431	\$42.45992	\$43.09682	\$43.74327	\$44.39942	\$45.06541
		12	\$40.97233	\$41.99664	\$43.04656	\$43.69226	\$44.34764	\$45.01285	\$45.68804

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282650	Corrosion Technician Sr	1	\$35.38	\$36.26	\$37.17	\$37.73	\$38.30	\$38.87	\$39.45
		2	\$35.38	\$36.26	\$37.17	\$37.73	\$38.30	\$38.87	\$39.45
		3	\$36.03	\$36.93	\$37.85	\$38.42	\$39.00	\$39.59	\$40.18
		4	\$36.52	\$37.43	\$38.37	\$38.95	\$39.53	\$40.12	\$40.72
		5	\$37.06	\$37.99	\$38.94	\$39.52	\$40.11	\$40.71	\$41.32
		6	\$37.63	\$38.57	\$39.53	\$40.12	\$40.72	\$41.33	\$41.95
		7	\$38.20	\$39.16	\$40.14	\$40.74	\$41.35	\$41.97	\$42.60
		8	\$38.76	\$39.73	\$40.72	\$41.33	\$41.95	\$42.58	\$43.22
		9	\$39.33	\$40.31	\$41.32	\$41.94	\$42.57	\$43.21	\$43.86
		10	\$39.86	\$40.86	\$41.88	\$42.51	\$43.15	\$43.80	\$44.46
		11	\$40.43	\$41.44	\$42.48	\$43.12	\$43.77	\$44.43	\$45.10
		12	\$40.94	\$41.96	\$43.01	\$43.66	\$44.31	\$44.97	\$45.64
81282009	Creative Services Associate	1	\$31.36346	\$32.14755	\$32.95124	\$33.44551	\$33.94719	\$34.45640	\$34.97325
		2	\$31.36346	\$32.14755	\$32.95124	\$33.44551	\$33.94719	\$34.45640	\$34.97325
		3	\$32.27725	\$33.08418	\$33.91128	\$34.41995	\$34.93625	\$35.46029	\$35.99219
		4	\$33.19053	\$34.02029	\$34.87080	\$35.39386	\$35.92477	\$36.46364	\$37.01059
		5	\$34.10354	\$34.95613	\$35.83003	\$36.36748	\$36.91299	\$37.46668	\$38.02868
		6	\$35.01759	\$35.89303	\$36.79036	\$37.34222	\$37.90235	\$38.47089	\$39.04795
		7	\$35.93086	\$36.82913	\$37.74986	\$38.31611	\$38.89085	\$39.47421	\$40.06632
		8	\$36.84465	\$37.76577	\$38.70991	\$39.29056	\$39.87992	\$40.47812	\$41.08529
		9	\$37.75741	\$38.70135	\$39.66888	\$40.26391	\$40.86787	\$41.48089	\$42.10310
		10	\$38.67120	\$39.63798	\$40.62893	\$41.23836	\$41.85694	\$42.48479	\$43.12206
		11	\$39.58499	\$40.57461	\$41.58898	\$42.21281	\$42.84600	\$43.48869	\$44.14102
81282735	Crew Leader	1	\$44.24925	\$45.35548	\$46.48937	\$47.18671	\$47.89451	\$48.61293	\$49.34212
81282008	Custodian Records-NYC 37.5 Hrs	1	\$40.18629	\$41.19095	\$42.22072	\$42.85403	\$43.49684	\$44.14929	\$44.81153
81282747	Cust Assistance Cntr Team Lead	1	\$35.28229	\$36.16435	\$37.06846	\$37.62449	\$38.18886	\$38.76169	\$39.34312
		2	\$35.28229	\$36.16435	\$37.06846	\$37.62449	\$38.18886	\$38.76169	\$39.34312
		3	\$35.71638	\$36.60929	\$37.52452	\$38.08739	\$38.65870	\$39.23858	\$39.82716
		4	\$36.14996	\$37.05371	\$37.98005	\$38.54975	\$39.12800	\$39.71492	\$40.31064
		5	\$36.58328	\$37.49786	\$38.43531	\$39.01184	\$39.59702	\$40.19098	\$40.79384
		6	\$37.01659	\$37.94200	\$38.89055	\$39.47391	\$40.06602	\$40.66701	\$41.27702
		7	\$37.45068	\$38.38695	\$39.34662	\$39.93682	\$40.53587	\$41.14391	\$41.76107
		8	\$37.88477	\$38.83189	\$39.80269	\$40.39973	\$41.00573	\$41.62082	\$42.24513
		9	\$38.31783	\$39.27578	\$40.25767	\$40.86154	\$41.47446	\$42.09658	\$42.72803
		10	\$38.75038	\$39.71914	\$40.71212	\$41.32280	\$41.94264	\$42.57178	\$43.21036
		11	\$39.18473	\$40.16435	\$41.16846	\$41.78599	\$42.41278	\$43.04897	\$43.69470
		12	\$39.61804	\$40.60849	\$41.62370	\$42.24806	\$42.88178	\$43.52501	\$44.17789
81282751	Cust Serv Assistant No. 1 F/T	1	\$15.18	\$15.56	\$15.95	\$16.19	\$16.43	\$16.68	\$16.93
		2	\$15.18	\$15.56	\$15.95	\$16.19	\$16.43	\$16.68	\$16.93
		3	\$15.39	\$15.77	\$16.16	\$16.40	\$16.65	\$16.90	\$17.15
		4	\$15.57	\$15.96	\$16.36	\$16.61	\$16.86	\$17.11	\$17.37
		5	\$15.79	\$16.18	\$16.58	\$16.83	\$17.08	\$17.34	\$17.60
		6	\$15.95	\$16.35	\$16.76	\$17.01	\$17.27	\$17.53	\$17.79
		7	\$16.16	\$16.56	\$16.97	\$17.22	\$17.48	\$17.74	\$18.01
		8	\$16.34	\$16.75	\$17.17	\$17.43	\$17.69	\$17.96	\$18.23

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282750	Cust Serv Assistant No. 1 P/T	1	\$15.18	\$15.56	\$15.95	\$16.19	\$16.43	\$16.68	\$16.93
		2	\$15.18	\$15.56	\$15.95	\$16.19	\$16.43	\$16.68	\$16.93
		3	\$15.39	\$15.77	\$16.16	\$16.40	\$16.65	\$16.90	\$17.15
		4	\$15.57	\$15.96	\$16.36	\$16.61	\$16.86	\$17.11	\$17.37
		5	\$15.79	\$16.18	\$16.58	\$16.83	\$17.08	\$17.34	\$17.60
		6	\$15.95	\$16.35	\$16.76	\$17.01	\$17.27	\$17.53	\$17.79
		7	\$16.16	\$16.56	\$16.97	\$17.22	\$17.48	\$17.74	\$18.01
		8	\$16.34	\$16.75	\$17.17	\$17.43	\$17.69	\$17.96	\$18.23
81282752	Cust Serv Assistant No. 2 P/T	1	\$14.80	\$15.17	\$15.55	\$15.78	\$16.02	\$16.26	\$16.50
81282665	Cust Srvc Assoc. No.1 Post 98	1	\$22.06210	\$22.61365	\$23.17899	\$23.52667	\$23.87957	\$24.23776	\$24.60133
		2	\$22.06210	\$22.61365	\$23.17899	\$23.52667	\$23.87957	\$24.23776	\$24.60133
		3	\$23.00715	\$23.58233	\$24.17189	\$24.53447	\$24.90249	\$25.27603	\$25.65517
		4	\$23.95271	\$24.55153	\$25.16532	\$25.54280	\$25.92594	\$26.31483	\$26.70955
		5	\$24.89828	\$25.52074	\$26.15876	\$26.55114	\$26.94941	\$27.35365	\$27.76395
		6	\$25.84358	\$26.48967	\$27.15191	\$27.55919	\$27.97258	\$28.39217	\$28.81805
		7	\$26.78914	\$27.45887	\$28.14534	\$28.56752	\$28.99603	\$29.43097	\$29.87243
		8	\$27.73471	\$28.42808	\$29.13878	\$29.57586	\$30.01950	\$30.46979	\$30.92684
		9	\$29.02595	\$29.75160	\$30.49539	\$30.95282	\$31.41711	\$31.88837	\$32.36670
		10	\$29.62609	\$30.36674	\$31.12591	\$31.59280	\$32.06669	\$32.54769	\$33.03591
		11	\$30.57114	\$31.33542	\$32.11881	\$32.60059	\$33.08960	\$33.58594	\$34.08973
		12	\$31.51696	\$32.30488	\$33.11250	\$33.60919	\$34.11333	\$34.62503	\$35.14441
81282664	Cust Srvc Lead Teller Post 98	1	\$22.06210	\$22.61365	\$23.17899	\$23.52667	\$23.87957	\$24.23776	\$24.60133
		2	\$22.06210	\$22.61365	\$23.17899	\$23.52667	\$23.87957	\$24.23776	\$24.60133
		3	\$23.00715	\$23.58233	\$24.17189	\$24.53447	\$24.90249	\$25.27603	\$25.65517
		4	\$23.95271	\$24.55153	\$25.16532	\$25.54280	\$25.92594	\$26.31483	\$26.70955
		5	\$24.89828	\$25.52074	\$26.15876	\$26.55114	\$26.94941	\$27.35365	\$27.76395
		6	\$25.84358	\$26.48967	\$27.15191	\$27.55919	\$27.97258	\$28.39217	\$28.81805
		7	\$26.78914	\$27.45887	\$28.14534	\$28.56752	\$28.99603	\$29.43097	\$29.87243
		8	\$27.73471	\$28.42808	\$29.13878	\$29.57586	\$30.01950	\$30.46979	\$30.92684
		9	\$29.02595	\$29.75160	\$30.49539	\$30.95282	\$31.41711	\$31.88837	\$32.36670
		10	\$29.62609	\$30.36674	\$31.12591	\$31.59280	\$32.06669	\$32.54769	\$33.03591
		11	\$30.57114	\$31.33542	\$32.11881	\$32.60059	\$33.08960	\$33.58594	\$34.08973
		12	\$31.51696	\$32.30488	\$33.11250	\$33.60919	\$34.11333	\$34.62503	\$35.14441
81282687	Cust Serv Rep 37.5	1	\$35.14438	\$36.02299	\$36.92356	\$37.47741	\$38.03957	\$38.61016	\$39.18931
		2	\$35.14438	\$36.02299	\$36.92356	\$37.47741	\$38.03957	\$38.61016	\$39.18931
		3	\$35.98516	\$36.88479	\$37.80691	\$38.37401	\$38.94962	\$39.53386	\$40.12687
		4	\$36.82183	\$37.74238	\$38.68594	\$39.26623	\$39.85522	\$40.45305	\$41.05985
		5	\$37.66370	\$38.60529	\$39.57042	\$40.16398	\$40.76644	\$41.37794	\$41.99861
		6	\$38.50857	\$39.47128	\$40.45806	\$41.06493	\$41.68090	\$42.30611	\$42.94070
		7	\$39.34306	\$40.32664	\$41.33481	\$41.95483	\$42.58415	\$43.22291	\$43.87125
		8	\$40.18629	\$41.19095	\$42.22072	\$42.85403	\$43.49684	\$44.14929	\$44.81153

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282662	Cust Srvc Rep Post 98 37.5 Hrs	1	\$22.06132	\$22.61285	\$23.17817	\$23.52584	\$23.87873	\$24.23691	\$24.60046
		2	\$22.06132	\$22.61285	\$23.17817	\$23.52584	\$23.87873	\$24.23691	\$24.60046
		3	\$23.00726	\$23.58244	\$24.17200	\$24.53458	\$24.90260	\$25.27614	\$25.65528
		4	\$23.95263	\$24.55145	\$25.16524	\$25.54272	\$25.92586	\$26.31475	\$26.70947
		5	\$24.89857	\$25.52103	\$26.15906	\$26.55145	\$26.94972	\$27.35397	\$27.76428
		6	\$25.84394	\$26.49004	\$27.15229	\$27.55957	\$27.97296	\$28.39255	\$28.81844
		7	\$26.78902	\$27.45875	\$28.14522	\$28.56740	\$28.99591	\$29.43085	\$29.87231
		8	\$27.73468	\$28.42805	\$29.13875	\$29.57583	\$30.01947	\$30.46976	\$30.92681
		9	\$29.02608	\$29.75173	\$30.49552	\$30.95295	\$31.41724	\$31.88850	\$32.36683
		10	\$29.62511	\$30.36574	\$31.12488	\$31.59175	\$32.06563	\$32.54661	\$33.03481
		11	\$30.57134	\$31.33562	\$32.11901	\$32.60080	\$33.08981	\$33.58616	\$34.08995
		12	\$31.51614	\$32.30404	\$33.11164	\$33.60831	\$34.11243	\$34.62412	\$35.14348
81282666	Cust Srvc Rep Post 98	1	\$29.41622	\$30.15163	\$30.90542	\$31.36900	\$31.83954	\$32.31713	\$32.80189
		2	\$29.41622	\$30.15163	\$30.90542	\$31.36900	\$31.83954	\$32.31713	\$32.80189
		3	\$30.24160	\$30.99764	\$31.77258	\$32.24917	\$32.73291	\$33.22390	\$33.72226
		4	\$31.06724	\$31.84392	\$32.64002	\$33.12962	\$33.62656	\$34.13096	\$34.64292
		5	\$31.89339	\$32.69072	\$33.50799	\$34.01061	\$34.52077	\$35.03858	\$35.56416
		6	\$32.71903	\$33.53701	\$34.37544	\$34.89107	\$35.41444	\$35.94566	\$36.48484
		7	\$33.54492	\$34.38354	\$35.24313	\$35.77178	\$36.30836	\$36.85299	\$37.40578
		8	\$34.37081	\$35.23008	\$36.11083	\$36.65249	\$37.20228	\$37.76031	\$38.32671
		9	\$35.19722	\$36.07715	\$36.97908	\$37.53377	\$38.09678	\$38.66823	\$39.24825
		10	\$36.02260	\$36.92317	\$37.84625	\$38.41394	\$38.99015	\$39.57500	\$40.16863
		11	\$36.84926	\$37.77049	\$38.71475	\$39.29547	\$39.88490	\$40.48317	\$41.09042
		12	\$37.67464	\$38.61651	\$39.58192	\$40.17565	\$40.77828	\$41.38995	\$42.01080
81282738	Customer Service Assoc	1	\$14.81586	\$15.18626	\$15.56592	\$15.79941	\$16.03640	\$16.27695	\$16.52110
		2	\$14.81586	\$15.18626	\$15.56592	\$15.79941	\$16.03640	\$16.27695	\$16.52110
		3	\$15.68224	\$16.07430	\$16.47616	\$16.72330	\$16.97415	\$17.22876	\$17.48719
		4	\$16.54939	\$16.96312	\$17.38720	\$17.64801	\$17.91273	\$18.18142	\$18.45414
		5	\$17.41552	\$17.85091	\$18.29718	\$18.57164	\$18.85021	\$19.13296	\$19.41995
		6	\$18.28216	\$18.73921	\$19.20769	\$19.49581	\$19.78825	\$20.08507	\$20.38635
		7	\$19.14879	\$19.62751	\$20.11820	\$20.41997	\$20.72627	\$21.03716	\$21.35272
		8	\$20.01543	\$20.51582	\$21.02872	\$21.34415	\$21.66431	\$21.98927	\$22.31911
		9	\$20.88233	\$21.40439	\$21.93950	\$22.26859	\$22.60262	\$22.94166	\$23.28578
		10	\$21.74819	\$22.29189	\$22.84919	\$23.19193	\$23.53981	\$23.89291	\$24.25130
		11	\$22.61509	\$23.18047	\$23.75998	\$24.11638	\$24.47813	\$24.84530	\$25.21798
		12	\$23.48173	\$24.06877	\$24.67049	\$25.04055	\$25.41616	\$25.79740	\$26.18436
81282660	Customer Service Assoc P/T	1	\$14.80	\$15.17	\$15.55	\$15.78	\$16.02	\$16.26	\$16.50
81282748	Customer Service Rep P/T	1	\$29.42	\$30.16	\$30.91	\$31.37	\$31.84	\$32.32	\$32.80
		2	\$29.42	\$30.16	\$30.91	\$31.37	\$31.84	\$32.32	\$32.80
		3	\$30.25	\$31.01	\$31.79	\$32.27	\$32.75	\$33.24	\$33.74
		4	\$31.08	\$31.86	\$32.66	\$33.15	\$33.65	\$34.15	\$34.66
		5	\$31.89	\$32.69	\$33.51	\$34.01	\$34.52	\$35.04	\$35.57
		6	\$32.73	\$33.55	\$34.39	\$34.91	\$35.43	\$35.96	\$36.50
		7	\$33.55	\$34.39	\$35.25	\$35.78	\$36.32	\$36.86	\$37.41
		8	\$34.37	\$35.23	\$36.11	\$36.65	\$37.20	\$37.76	\$38.33
		9	\$35.21	\$36.09	\$36.99	\$37.54	\$38.10	\$38.67	\$39.25
		10	\$36.05	\$36.95	\$37.87	\$38.44	\$39.02	\$39.61	\$40.20
		11	\$36.85	\$37.77	\$38.71	\$39.29	\$39.88	\$40.48	\$41.09
		12	\$37.68	\$38.62	\$39.59	\$40.18	\$40.78	\$41.39	\$42.01

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282247	Customer Service Teller	1	\$14.81586	\$15.18626	\$15.56592	\$15.79941	\$16.03640	\$16.27695	\$16.52110
		2	\$14.81586	\$15.18626	\$15.56592	\$15.79941	\$16.03640	\$16.27695	\$16.52110
		3	\$16.98271	\$17.40728	\$17.84246	\$18.11010	\$18.38175	\$18.65748	\$18.93734
		4	\$19.14879	\$19.62751	\$20.11820	\$20.41997	\$20.72627	\$21.03716	\$21.35272
		5	\$21.31513	\$21.84801	\$22.39421	\$22.73012	\$23.07107	\$23.41714	\$23.76840
		6	\$23.48173	\$24.06877	\$24.67049	\$25.04055	\$25.41616	\$25.79740	\$26.18436
81282652	Customer Srvc Assistant P/T	1	\$14.80	\$15.17	\$15.55	\$15.78	\$16.02	\$16.26	\$16.50
81282017	Customer Srvc Teller Post 2001	1	\$15.30607	\$15.68872	\$16.08094	\$16.32215	\$16.56698	\$16.81548	\$17.06771
		2	\$15.30607	\$15.68872	\$16.08094	\$16.32215	\$16.56698	\$16.81548	\$17.06771
		3	\$16.24804	\$16.65424	\$17.07060	\$17.32666	\$17.58656	\$17.85036	\$18.11812
		4	\$17.19002	\$17.61977	\$18.06026	\$18.33116	\$18.60613	\$18.88522	\$19.16850
		5	\$18.13225	\$18.58556	\$19.05020	\$19.33595	\$19.62599	\$19.92038	\$20.21919
		6	\$19.07423	\$19.55109	\$20.03987	\$20.34047	\$20.64558	\$20.95526	\$21.26959
		7	\$20.01620	\$20.51661	\$21.02953	\$21.34497	\$21.66514	\$21.99012	\$22.31997
		8	\$20.95843	\$21.48239	\$22.01945	\$22.34974	\$22.68499	\$23.02526	\$23.37064
81282301	Damage Prevention Sr Clk 37.5	1	\$39.14680	\$40.12547	\$41.12861	\$41.74554	\$42.37172	\$43.00730	\$43.65241
		2	\$39.14680	\$40.12547	\$41.12861	\$41.74554	\$42.37172	\$43.00730	\$43.65241
		3	\$40.63811	\$41.65406	\$42.69541	\$43.33584	\$43.98588	\$44.64567	\$45.31536
		4	\$42.12914	\$43.18237	\$44.26193	\$44.92586	\$45.59975	\$46.28375	\$46.97801
		5	\$43.62018	\$44.71068	\$45.82845	\$46.51588	\$47.21362	\$47.92182	\$48.64065
		6	\$45.11203	\$46.23983	\$47.39583	\$48.10677	\$48.82837	\$49.56080	\$50.30421
		7	\$46.60552	\$47.77066	\$48.96493	\$49.69940	\$50.44489	\$51.20156	\$51.96958
		8	\$48.09164	\$49.29393	\$50.52628	\$51.28417	\$52.05343	\$52.83423	\$53.62674
81282704	Dispatcher Post 98	1	\$40.28071	\$41.28773	\$42.31992	\$42.95472	\$43.59904	\$44.25303	\$44.91683
		2	\$40.28071	\$41.28773	\$42.31992	\$42.95472	\$43.59904	\$44.25303	\$44.91683
		3	\$40.45188	\$41.46318	\$42.49976	\$43.13726	\$43.78432	\$44.44108	\$45.10770
		4	\$40.62254	\$41.63810	\$42.67905	\$43.31924	\$43.96903	\$44.62857	\$45.29800
		5	\$40.79372	\$41.81356	\$42.85890	\$43.50178	\$44.15431	\$44.81662	\$45.48887
		6	\$40.96515	\$41.98928	\$43.03901	\$43.68460	\$44.33987	\$45.00497	\$45.68004
		7	\$41.13607	\$42.16447	\$43.21858	\$43.86686	\$44.52486	\$45.19273	\$45.87062
		8	\$41.30673	\$42.33940	\$43.39789	\$44.04886	\$44.70959	\$45.38023	\$46.06093
		9	\$41.47816	\$42.51511	\$43.57799	\$44.23166	\$44.89513	\$45.56856	\$46.25209
		10	\$41.64934	\$42.69057	\$43.75783	\$44.41420	\$45.08041	\$45.75662	\$46.44297
		11	\$41.81949	\$42.86498	\$43.93660	\$44.59565	\$45.26458	\$45.94355	\$46.63270
		12	\$41.99041	\$43.04017	\$44.11617	\$44.77791	\$45.44958	\$46.13132	\$46.82329
81282296	Display Assistant 40 Hr	1	\$32.61371	\$33.42905	\$34.26478	\$34.77875	\$35.30043	\$35.82994	\$36.36739
		2	\$32.61371	\$33.42905	\$34.26478	\$34.77875	\$35.30043	\$35.82994	\$36.36739
		3	\$32.97733	\$33.80176	\$34.64680	\$35.16650	\$35.69400	\$36.22941	\$36.77285
		4	\$33.33864	\$34.17211	\$35.02641	\$35.55181	\$36.08509	\$36.62637	\$37.17577
		5	\$33.70021	\$34.54272	\$35.40629	\$35.93738	\$36.47644	\$37.02359	\$37.57894
		6	\$34.06331	\$34.91489	\$35.78776	\$36.32458	\$36.86945	\$37.42249	\$37.98383
		7	\$34.42488	\$35.28550	\$36.16764	\$36.71015	\$37.26080	\$37.81971	\$38.38701
		8	\$34.78696	\$35.65663	\$36.54805	\$37.09627	\$37.65271	\$38.21750	\$38.79076
		9	\$35.14776	\$36.02645	\$36.92711	\$37.48102	\$38.04324	\$38.61389	\$39.19310
		10	\$35.50882	\$36.39654	\$37.30645	\$37.86605	\$38.43404	\$39.01055	\$39.59571
		11	\$35.87193	\$36.76873	\$37.68795	\$38.25327	\$38.82707	\$39.40948	\$40.00062
		12	\$36.23478	\$37.14065	\$38.06917	\$38.64021	\$39.21981	\$39.80811	\$40.40523

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282300	Display Asst Apprnt 40 Hr	1	\$12.56163	\$12.87567	\$13.19756	\$13.39552	\$13.59645	\$13.80040	\$14.00741
		2	\$12.56163	\$12.87567	\$13.19756	\$13.39552	\$13.59645	\$13.80040	\$14.00741
		3	\$13.43519	\$13.77107	\$14.11535	\$14.32708	\$14.54199	\$14.76012	\$14.98152
		4	\$14.84636	\$15.21752	\$15.59796	\$15.83193	\$16.06941	\$16.31045	\$16.55511
		5	\$15.98744	\$16.38713	\$16.79681	\$17.04876	\$17.30449	\$17.56406	\$17.82752
		6	\$17.12929	\$17.55752	\$17.99646	\$18.26641	\$18.54041	\$18.81852	\$19.10080
		7	\$18.27165	\$18.72844	\$19.19665	\$19.48460	\$19.77687	\$20.07352	\$20.37462
		8	\$19.41273	\$19.89805	\$20.39550	\$20.70143	\$21.01195	\$21.32713	\$21.64704
		9	\$20.55433	\$21.06819	\$21.59489	\$21.91881	\$22.24759	\$22.58130	\$22.92002
		10	\$21.69694	\$22.23936	\$22.79534	\$23.13727	\$23.48433	\$23.83659	\$24.19414
		11	\$22.83982	\$23.41082	\$23.99609	\$24.35603	\$24.72137	\$25.09219	\$25.46857
		12	\$23.98141	\$24.58095	\$25.19547	\$25.57340	\$25.95700	\$26.34636	\$26.74156
81282299	Display Designer Sr 40 Hr	1	\$40.25175	\$41.25804	\$42.28949	\$42.92383	\$43.56769	\$44.22121	\$44.88453
		2	\$40.25175	\$41.25804	\$42.28949	\$42.92383	\$43.56769	\$44.22121	\$44.88453
		3	\$40.68379	\$41.70088	\$42.74340	\$43.38455	\$44.03532	\$44.69585	\$45.36629
		4	\$41.11839	\$42.14635	\$43.20001	\$43.84801	\$44.50573	\$45.17332	\$45.85092
		5	\$41.55196	\$42.59076	\$43.65553	\$44.31036	\$44.97502	\$45.64965	\$46.33439
		6	\$41.98554	\$43.03518	\$44.11106	\$44.77273	\$45.44432	\$46.12598	\$46.81787
		7	\$42.41834	\$43.47880	\$44.56577	\$45.23426	\$45.91277	\$46.60146	\$47.30048
		8	\$42.85243	\$43.92374	\$45.02183	\$45.69716	\$46.38262	\$47.07836	\$47.78454
		9	\$43.28447	\$44.36658	\$45.47574	\$46.15788	\$46.85025	\$47.55300	\$48.26630
		10	\$43.71907	\$44.81205	\$45.93235	\$46.62134	\$47.32066	\$48.03047	\$48.75093
		11	\$44.15290	\$45.25672	\$46.38814	\$47.08396	\$47.79022	\$48.50707	\$49.23468
		12	\$44.59391	\$45.70876	\$46.85148	\$47.55425	\$48.26756	\$48.99157	\$49.72644
81282303	Display Prson-Constrn Snr 40	1	\$35.31509	\$36.19797	\$37.10292	\$37.65946	\$38.22435	\$38.79772	\$39.37969
		2	\$35.31509	\$36.19797	\$37.10292	\$37.65946	\$38.22435	\$38.79772	\$39.37969
		3	\$35.67641	\$36.56832	\$37.48253	\$38.04477	\$38.61544	\$39.19467	\$39.78259
		4	\$36.03772	\$36.93866	\$37.86213	\$38.43006	\$39.00651	\$39.59161	\$40.18548
		5	\$36.40031	\$37.31032	\$38.24308	\$38.81673	\$39.39898	\$39.98996	\$40.58981
		6	\$36.76137	\$37.68040	\$38.62241	\$39.20175	\$39.78978	\$40.38663	\$40.99243
		7	\$37.12345	\$38.05154	\$39.00283	\$39.58787	\$40.18169	\$40.78442	\$41.39619
		8	\$37.48630	\$38.42346	\$39.38405	\$39.97481	\$40.57443	\$41.18305	\$41.80080
		9	\$37.84813	\$38.79433	\$39.76419	\$40.36065	\$40.96606	\$41.58055	\$42.20426
		10	\$38.20969	\$39.16493	\$40.14405	\$40.74621	\$41.35740	\$41.97776	\$42.60743
		11	\$38.57152	\$39.53581	\$40.52421	\$41.13207	\$41.74905	\$42.37529	\$43.01092
		12	\$38.93411	\$39.90746	\$40.90515	\$41.51873	\$42.14151	\$42.77363	\$43.41523
81282280	Disptch Distr 40 Hr	1	\$38.99766	\$39.97260	\$40.97192	\$41.58650	\$42.21030	\$42.84345	\$43.48610
		2	\$38.99766	\$39.97260	\$40.97192	\$41.58650	\$42.21030	\$42.84345	\$43.48610
		3	\$39.16935	\$40.14858	\$41.15229	\$41.76957	\$42.39611	\$43.03205	\$43.67753
		4	\$39.33822	\$40.32168	\$41.32972	\$41.94967	\$42.57892	\$43.21760	\$43.86586
		5	\$39.50939	\$40.49712	\$41.50955	\$42.13219	\$42.76417	\$43.40563	\$44.05671
		6	\$39.68159	\$40.67363	\$41.69047	\$42.31583	\$42.95057	\$43.59483	\$44.24875
		7	\$39.84893	\$40.84515	\$41.86628	\$42.49427	\$43.13168	\$43.77866	\$44.43534
		8	\$40.02113	\$41.02166	\$42.04720	\$42.67791	\$43.31808	\$43.96785	\$44.62737
		9	\$40.19128	\$41.19606	\$42.22596	\$42.85935	\$43.50224	\$44.15477	\$44.81709
		10	\$40.36143	\$41.37047	\$42.40473	\$43.04080	\$43.68641	\$44.34171	\$45.00684
		11	\$40.53286	\$41.54618	\$42.58483	\$43.22360	\$43.87195	\$44.53003	\$45.19798
		12	\$41.67394	\$42.71579	\$43.78368	\$44.44044	\$45.10705	\$45.78366	\$46.47041

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282175	Disptch Order	1	\$40.28071	\$41.28773	\$42.31992	\$42.95472	\$43.59904	\$44.25303	\$44.91683
		2	\$40.28071	\$41.28773	\$42.31992	\$42.95472	\$43.59904	\$44.25303	\$44.91683
		3	\$40.45239	\$41.46370	\$42.50029	\$43.13779	\$43.78486	\$44.44163	\$45.10825
		4	\$40.62075	\$41.63627	\$42.67718	\$43.31734	\$43.96710	\$44.62661	\$45.29601
		5	\$40.79321	\$41.81304	\$42.85837	\$43.50125	\$44.15377	\$44.81608	\$45.48832
		6	\$40.96489	\$41.98901	\$43.03874	\$43.68432	\$44.33958	\$45.00467	\$45.67974
		7	\$41.13274	\$42.16106	\$43.21509	\$43.86332	\$44.52127	\$45.18909	\$45.86693
		8	\$41.30468	\$42.33730	\$43.39573	\$44.04667	\$44.70737	\$45.37798	\$46.05865
		9	\$41.47688	\$42.51380	\$43.57665	\$44.23030	\$44.89375	\$45.56716	\$46.25067
		10	\$41.64524	\$42.68637	\$43.75353	\$44.40983	\$45.07598	\$45.75212	\$46.43840
		11	\$41.81564	\$42.86103	\$43.93256	\$44.59155	\$45.26042	\$45.93933	\$46.62842
		12	\$41.99041	\$43.04017	\$44.11617	\$44.77791	\$45.44958	\$46.13132	\$46.82329
81282283	Disptch Truck Dist 40 Hr	1	\$37.59290	\$38.53272	\$39.49604	\$40.08848	\$40.68981	\$41.30016	\$41.91966
		2	\$37.59290	\$38.53272	\$39.49604	\$40.08848	\$40.68981	\$41.30016	\$41.91966
		3	\$37.76536	\$38.70949	\$39.67723	\$40.27239	\$40.87648	\$41.48963	\$42.11197
		4	\$37.93499	\$38.88336	\$39.85544	\$40.45327	\$41.06007	\$41.67597	\$42.30111
		5	\$38.10540	\$39.05804	\$40.03449	\$40.63501	\$41.24454	\$41.86321	\$42.49116
		6	\$38.27606	\$39.23296	\$40.21378	\$40.81699	\$41.42924	\$42.05068	\$42.68144
		7	\$38.44544	\$39.40658	\$40.39174	\$40.99762	\$41.61258	\$42.23677	\$42.87032
		8	\$38.61662	\$39.58204	\$40.57159	\$41.18016	\$41.79786	\$42.42483	\$43.06120
		9	\$38.78677	\$39.75644	\$40.75035	\$41.36161	\$41.98203	\$42.61176	\$43.25094
		10	\$38.95846	\$39.93242	\$40.93073	\$41.54469	\$42.16786	\$42.80038	\$43.44239
		11	\$39.12733	\$40.10551	\$41.10815	\$41.72477	\$42.35064	\$42.98590	\$43.63069
		12	\$39.30004	\$40.28254	\$41.28960	\$41.90894	\$42.53757	\$43.17563	\$43.82326
81282307	Drafting Clerk 40 Hr	1	\$25.44024	\$26.07625	\$26.72816	\$27.12908	\$27.53602	\$27.94906	\$28.36830
		2	\$25.44024	\$26.07625	\$26.72816	\$27.12908	\$27.53602	\$27.94906	\$28.36830
		3	\$26.06626	\$26.71792	\$27.38587	\$27.79666	\$28.21361	\$28.63681	\$29.06636
		4	\$26.69305	\$27.36038	\$28.04439	\$28.46506	\$28.89204	\$29.32542	\$29.76530
		5	\$27.31804	\$28.00099	\$28.70101	\$29.13153	\$29.56850	\$30.01203	\$30.46221
		6	\$27.94509	\$28.64372	\$29.35981	\$29.80021	\$30.24721	\$30.70092	\$31.16143
		7	\$28.56983	\$29.28408	\$30.01618	\$30.46642	\$30.92342	\$31.38727	\$31.85808
		8	\$29.19456	\$29.92442	\$30.67253	\$31.13262	\$31.59961	\$32.07360	\$32.55470
		9	\$29.82084	\$30.56636	\$31.33052	\$31.80048	\$32.27749	\$32.76165	\$33.25307
		10	\$30.44660	\$31.20777	\$31.98796	\$32.46778	\$32.95480	\$33.44912	\$33.95086
		11	\$31.07108	\$31.84786	\$32.64406	\$33.13372	\$33.63073	\$34.13519	\$34.64722
		12	\$31.70351	\$32.49610	\$33.30850	\$33.80813	\$34.31525	\$34.82998	\$35.35243
81282304	Drafting Tech 40 Hr	1	\$23.48531	\$24.07244	\$24.67425	\$25.04436	\$25.42003	\$25.80133	\$26.18835
		2	\$23.48531	\$24.07244	\$24.67425	\$25.04436	\$25.42003	\$25.80133	\$26.18835
		3	\$23.74720	\$24.34088	\$24.94940	\$25.32364	\$25.70349	\$26.08904	\$26.48038
		4	\$24.01088	\$24.61115	\$25.22643	\$25.60483	\$25.98890	\$26.37873	\$26.77441
		5	\$24.27328	\$24.88011	\$25.50211	\$25.88464	\$26.27291	\$26.66700	\$27.06701
		6	\$24.53619	\$25.14959	\$25.77833	\$26.16500	\$26.55748	\$26.95584	\$27.36018
		7	\$24.79962	\$25.41961	\$26.05510	\$26.44593	\$26.84262	\$27.24526	\$27.65394
		8	\$25.06151	\$25.68805	\$26.33025	\$26.72520	\$27.12608	\$27.53297	\$27.94596
		9	\$25.32493	\$25.95805	\$26.60700	\$27.00611	\$27.41120	\$27.82237	\$28.23971
		10	\$25.58887	\$26.22859	\$26.88430	\$27.28756	\$27.69687	\$28.11232	\$28.53400
		11	\$25.85178	\$26.49807	\$27.16052	\$27.56793	\$27.98145	\$28.40117	\$28.82719
		12	\$26.11393	\$26.76678	\$27.43595	\$27.84749	\$28.26520	\$28.68918	\$29.11952

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282308	Drafting Tech Sr 40 Hr	1	\$36.80903	\$37.72926	\$38.67249	\$39.25258	\$39.84137	\$40.43899	\$41.04557
		2	\$36.80903	\$37.72926	\$38.67249	\$39.25258	\$39.84137	\$40.43899	\$41.04557
		3	\$37.10987	\$38.03762	\$38.98856	\$39.57339	\$40.16699	\$40.76949	\$41.38103
		4	\$37.41276	\$38.34808	\$39.30678	\$39.89638	\$40.49483	\$41.10225	\$41.71878
		5	\$37.71385	\$38.65670	\$39.62312	\$40.21747	\$40.82073	\$41.43304	\$42.05454
		6	\$38.01418	\$38.96453	\$39.93864	\$40.53772	\$41.14579	\$41.76298	\$42.38942
		7	\$38.31706	\$39.27499	\$40.25686	\$40.86071	\$41.47362	\$42.09572	\$42.72716
		8	\$38.61841	\$39.58387	\$40.57347	\$41.18207	\$41.79980	\$42.42680	\$43.06320
		9	\$38.92079	\$39.89381	\$40.89116	\$41.50453	\$42.12710	\$42.75901	\$43.40040
		10	\$39.22060	\$40.20112	\$41.20615	\$41.82424	\$42.45160	\$43.08837	\$43.73470
		11	\$39.52323	\$40.51131	\$41.52409	\$42.14695	\$42.77915	\$43.42084	\$44.07215
		12	\$39.83227	\$40.82808	\$41.84878	\$42.47651	\$43.11366	\$43.76036	\$44.41677
81282205	Electronic Tech Radio Lic	1	\$42.21	\$43.27	\$44.35	\$45.02	\$45.70	\$46.39	\$47.09
		2	\$42.21	\$43.27	\$44.35	\$45.02	\$45.70	\$46.39	\$47.09
		3	\$42.46	\$43.52	\$44.61	\$45.28	\$45.96	\$46.65	\$47.35
		4	\$42.61	\$43.68	\$44.77	\$45.44	\$46.12	\$46.81	\$47.51
		5	\$42.79	\$43.86	\$44.96	\$45.63	\$46.31	\$47.00	\$47.71
		6	\$42.97	\$44.04	\$45.14	\$45.82	\$46.51	\$47.21	\$47.92
		7	\$43.15	\$44.23	\$45.34	\$46.02	\$46.71	\$47.41	\$48.12
		8	\$43.39	\$44.47	\$45.58	\$46.26	\$46.95	\$47.65	\$48.36
		9	\$43.55	\$44.64	\$45.76	\$46.45	\$47.15	\$47.86	\$48.58
		10	\$43.74	\$44.83	\$45.95	\$46.64	\$47.34	\$48.05	\$48.77
		11	\$43.89	\$44.99	\$46.11	\$46.80	\$47.50	\$48.21	\$48.93
		12	\$44.28	\$45.39	\$46.52	\$47.22	\$47.93	\$48.65	\$49.38
81282270	Engineer Asst To 37.5 Hr	1	\$39.14680	\$40.12547	\$41.12861	\$41.74554	\$42.37172	\$43.00730	\$43.65241
		2	\$39.14680	\$40.12547	\$41.12861	\$41.74554	\$42.37172	\$43.00730	\$43.65241
		3	\$40.63838	\$41.65434	\$42.69570	\$43.33614	\$43.98618	\$44.64597	\$45.31566
		4	\$42.12942	\$43.18266	\$44.26223	\$44.92616	\$45.60005	\$46.28405	\$46.97831
		5	\$43.62018	\$44.71068	\$45.82845	\$46.51588	\$47.21362	\$47.92182	\$48.64065
		6	\$45.11203	\$46.23983	\$47.39583	\$48.10677	\$48.82837	\$49.56080	\$50.30421
		7	\$46.60552	\$47.77066	\$48.96493	\$49.69940	\$50.44489	\$51.20156	\$51.96958
		8	\$48.09164	\$49.29393	\$50.52628	\$51.28417	\$52.05343	\$52.83423	\$53.62674
81282315	Engineer Asst To 40 Hr	1	\$36.70013	\$37.61763	\$38.55807	\$39.13644	\$39.72349	\$40.31934	\$40.92413
		2	\$36.70013	\$37.61763	\$38.55807	\$39.13644	\$39.72349	\$40.31934	\$40.92413
		3	\$37.53678	\$38.47520	\$39.43708	\$40.02864	\$40.62907	\$41.23851	\$41.85709
		4	\$38.37677	\$39.33619	\$40.31959	\$40.92438	\$41.53825	\$42.16132	\$42.79374
		5	\$39.21522	\$40.19560	\$41.20049	\$41.81850	\$42.44578	\$43.08247	\$43.72871
		6	\$40.05367	\$41.05501	\$42.08139	\$42.71261	\$43.35330	\$44.00360	\$44.66365
		7	\$40.89289	\$41.91521	\$42.96309	\$43.60754	\$44.26165	\$44.92557	\$45.59945
		8	\$41.73083	\$42.77410	\$43.84345	\$44.50110	\$45.16862	\$45.84615	\$46.53384
		9	\$42.56876	\$43.63298	\$44.72380	\$45.39466	\$46.07558	\$46.76671	\$47.46821
		10	\$43.40721	\$44.49239	\$45.60470	\$46.28877	\$46.98310	\$47.68785	\$48.40317
		11	\$44.24720	\$45.35338	\$46.48721	\$47.18452	\$47.89229	\$48.61067	\$49.33983
		12	\$45.08591	\$46.21306	\$47.36839	\$48.07892	\$48.80010	\$49.53210	\$50.27508



LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282245	Engineer Hoist Lic	1	\$39.58	\$40.57	\$41.58	\$42.20	\$42.83	\$43.47	\$44.12
		2	\$39.58	\$40.57	\$41.58	\$42.20	\$42.83	\$43.47	\$44.12
		3	\$39.76	\$40.75	\$41.77	\$42.40	\$43.04	\$43.69	\$44.35
		4	\$39.90	\$40.90	\$41.92	\$42.55	\$43.19	\$43.84	\$44.50
		5	\$40.14	\$41.14	\$42.17	\$42.80	\$43.44	\$44.09	\$44.75
		6	\$40.29	\$41.30	\$42.33	\$42.96	\$43.60	\$44.25	\$44.91
		7	\$40.51	\$41.52	\$42.56	\$43.20	\$43.85	\$44.51	\$45.18
		8	\$40.66	\$41.68	\$42.72	\$43.36	\$44.01	\$44.67	\$45.34
		9	\$40.89	\$41.91	\$42.96	\$43.60	\$44.25	\$44.91	\$45.58
		10	\$41.03	\$42.06	\$43.11	\$43.76	\$44.42	\$45.09	\$45.77
		11	\$41.24	\$42.27	\$43.33	\$43.98	\$44.64	\$45.31	\$45.99
		12	\$41.46	\$42.50	\$43.56	\$44.21	\$44.87	\$45.54	\$46.22
81282742	Environmental Analyst 37.5	1	\$50.47	\$51.73	\$53.02	\$53.82	\$54.62	\$55.44	\$56.27
		2	\$50.47	\$51.73	\$53.02	\$53.82	\$54.62	\$55.44	\$56.27
		3	\$50.74	\$52.01	\$53.31	\$54.11	\$54.92	\$55.75	\$56.59
		4	\$51.02	\$52.30	\$53.61	\$54.41	\$55.23	\$56.05	\$56.89
		5	\$51.30	\$52.58	\$53.90	\$54.71	\$55.53	\$56.36	\$57.20
		6	\$51.58	\$52.87	\$54.19	\$55.00	\$55.83	\$56.67	\$57.52
81282275	Equipment Maintainer	1	\$33.79	\$34.63	\$35.50	\$36.03	\$36.57	\$37.12	\$37.68
		2	\$33.79	\$34.63	\$35.50	\$36.03	\$36.57	\$37.12	\$37.68
		3	\$34.05	\$34.90	\$35.77	\$36.31	\$36.85	\$37.40	\$37.96
		4	\$34.22	\$35.08	\$35.96	\$36.50	\$37.05	\$37.61	\$38.17
		5	\$34.43	\$35.29	\$36.17	\$36.71	\$37.26	\$37.82	\$38.39
		6	\$34.59	\$35.45	\$36.34	\$36.89	\$37.44	\$38.00	\$38.57
		7	\$34.84	\$35.71	\$36.60	\$37.15	\$37.71	\$38.28	\$38.85
		8	\$35.04	\$35.92	\$36.82	\$37.37	\$37.93	\$38.50	\$39.08
		9	\$35.27	\$36.15	\$37.05	\$37.61	\$38.17	\$38.74	\$39.32
		10	\$35.41	\$36.30	\$37.21	\$37.77	\$38.34	\$38.92	\$39.50
		11	\$35.69	\$36.58	\$37.49	\$38.05	\$38.62	\$39.20	\$39.79
		12	\$35.85	\$36.75	\$37.67	\$38.24	\$38.81	\$39.39	\$39.98
81282657	Fcm Apprentice	1	\$20.85	\$21.37	\$21.90	\$22.23	\$22.56	\$22.90	\$23.24
		2	\$20.85	\$21.37	\$21.90	\$22.23	\$22.56	\$22.90	\$23.24
		3	\$22.60	\$23.17	\$23.75	\$24.11	\$24.47	\$24.84	\$25.21
		4	\$24.35	\$24.96	\$25.58	\$25.96	\$26.35	\$26.75	\$27.15
		5	\$26.11	\$26.76	\$27.43	\$27.84	\$28.26	\$28.68	\$29.11
81282658	Fcm Apprentice Senior	1	\$27.16	\$27.84	\$28.54	\$28.97	\$29.40	\$29.84	\$30.29
		2	\$27.16	\$27.84	\$28.54	\$28.97	\$29.40	\$29.84	\$30.29
		3	\$29.40	\$30.14	\$30.89	\$31.35	\$31.82	\$32.30	\$32.78
		4	\$31.64	\$32.43	\$33.24	\$33.74	\$34.25	\$34.76	\$35.28
		5	\$33.92	\$34.77	\$35.64	\$36.17	\$36.71	\$37.26	\$37.82
81282656	Fcm Apprentice Trainee	1	\$14.11	\$14.46	\$14.82	\$15.04	\$15.27	\$15.50	\$15.73
		2	\$14.11	\$14.46	\$14.82	\$15.04	\$15.27	\$15.50	\$15.73
		3	\$16.02	\$16.42	\$16.83	\$17.08	\$17.34	\$17.60	\$17.86
		4	\$17.96	\$18.41	\$18.87	\$19.15	\$19.44	\$19.73	\$20.03
		5	\$19.79	\$20.28	\$20.79	\$21.10	\$21.42	\$21.74	\$22.07

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282375	Fcm Elec/Instrument Tech	1	\$44.68	\$45.80	\$46.95	\$47.65	\$48.36	\$49.09	\$49.83
		2	\$44.68	\$45.80	\$46.95	\$47.65	\$48.36	\$49.09	\$49.83
		3	\$44.92	\$46.04	\$47.19	\$47.90	\$48.62	\$49.35	\$50.09
		4	\$45.20	\$46.33	\$47.49	\$48.20	\$48.92	\$49.65	\$50.39
		5	\$45.50	\$46.64	\$47.81	\$48.53	\$49.26	\$50.00	\$50.75
		6	\$45.74	\$46.88	\$48.05	\$48.77	\$49.50	\$50.24	\$50.99
		7	\$46.05	\$47.20	\$48.38	\$49.11	\$49.85	\$50.60	\$51.36
		8	\$46.27	\$47.43	\$48.62	\$49.35	\$50.09	\$50.84	\$51.60
		9	\$46.54	\$47.70	\$48.89	\$49.62	\$50.36	\$51.12	\$51.89
		10	\$46.81	\$47.98	\$49.18	\$49.92	\$50.67	\$51.43	\$52.20
		11	\$47.09	\$48.27	\$49.48	\$50.22	\$50.97	\$51.73	\$52.51
		12	\$47.37	\$48.55	\$49.76	\$50.51	\$51.27	\$52.04	\$52.82
81282653	Fcm Mechanic	1	\$34.94	\$35.81	\$36.71	\$37.26	\$37.82	\$38.39	\$38.97
		2	\$34.94	\$35.81	\$36.71	\$37.26	\$37.82	\$38.39	\$38.97
		3	\$35.25	\$36.13	\$37.03	\$37.59	\$38.15	\$38.72	\$39.30
		4	\$35.43	\$36.32	\$37.23	\$37.79	\$38.36	\$38.94	\$39.52
		5	\$35.74	\$36.63	\$37.55	\$38.11	\$38.68	\$39.26	\$39.85
		6	\$36.05	\$36.95	\$37.87	\$38.44	\$39.02	\$39.61	\$40.20
		7	\$36.25	\$37.16	\$38.09	\$38.66	\$39.24	\$39.83	\$40.43
		8	\$36.52	\$37.43	\$38.37	\$38.95	\$39.53	\$40.12	\$40.72
		9	\$36.80	\$37.72	\$38.66	\$39.24	\$39.83	\$40.43	\$41.04
		10	\$37.04	\$37.97	\$38.92	\$39.50	\$40.09	\$40.69	\$41.30
		11	\$37.36	\$38.29	\$39.25	\$39.84	\$40.44	\$41.05	\$41.67
		12	\$37.58	\$38.52	\$39.48	\$40.07	\$40.67	\$41.28	\$41.90
81282654	Fcm Mechanic A	1	\$38.61	\$39.58	\$40.57	\$41.18	\$41.80	\$42.43	\$43.07
		2	\$38.61	\$39.58	\$40.57	\$41.18	\$41.80	\$42.43	\$43.07
		3	\$38.84	\$39.81	\$40.81	\$41.42	\$42.04	\$42.67	\$43.31
		4	\$39.13	\$40.11	\$41.11	\$41.73	\$42.36	\$43.00	\$43.65
		5	\$39.38	\$40.36	\$41.37	\$41.99	\$42.62	\$43.26	\$43.91
		6	\$39.70	\$40.69	\$41.71	\$42.34	\$42.98	\$43.62	\$44.27
		7	\$39.90	\$40.90	\$41.92	\$42.55	\$43.19	\$43.84	\$44.50
		8	\$40.19	\$41.19	\$42.22	\$42.85	\$43.49	\$44.14	\$44.80
		9	\$40.46	\$41.47	\$42.51	\$43.15	\$43.80	\$44.46	\$45.13
		10	\$40.66	\$41.68	\$42.72	\$43.36	\$44.01	\$44.67	\$45.34
		11	\$40.94	\$41.96	\$43.01	\$43.66	\$44.31	\$44.97	\$45.64
		12	\$41.23	\$42.26	\$43.32	\$43.97	\$44.63	\$45.30	\$45.98
81282713	Fcm Mechanic Fld Facilities	1	\$38.13	\$39.08	\$40.06	\$40.66	\$41.27	\$41.89	\$42.52
		2	\$38.13	\$39.08	\$40.06	\$40.66	\$41.27	\$41.89	\$42.52
		3	\$38.53	\$39.49	\$40.48	\$41.09	\$41.71	\$42.34	\$42.98
		4	\$38.61	\$39.58	\$40.57	\$41.18	\$41.80	\$42.43	\$43.07
		5	\$38.83	\$39.80	\$40.80	\$41.41	\$42.03	\$42.66	\$43.30
		6	\$39.10	\$40.08	\$41.08	\$41.70	\$42.33	\$42.96	\$43.60
		7	\$39.35	\$40.33	\$41.34	\$41.96	\$42.59	\$43.23	\$43.88
		8	\$39.58	\$40.57	\$41.58	\$42.20	\$42.83	\$43.47	\$44.12
		9	\$39.79	\$40.78	\$41.80	\$42.43	\$43.07	\$43.72	\$44.38
		10	\$40.06	\$41.06	\$42.09	\$42.72	\$43.36	\$44.01	\$44.67
		11	\$40.28	\$41.29	\$42.32	\$42.95	\$43.59	\$44.24	\$44.90
		12	\$40.51	\$41.52	\$42.56	\$43.20	\$43.85	\$44.51	\$45.18

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282680	Fcm Mechanic Senior	1	\$42.25	\$43.31	\$44.39	\$45.06	\$45.74	\$46.43	\$47.13
		2	\$42.25	\$43.31	\$44.39	\$45.06	\$45.74	\$46.43	\$47.13
		3	\$42.55	\$43.61	\$44.70	\$45.37	\$46.05	\$46.74	\$47.44
		4	\$42.79	\$43.86	\$44.96	\$45.63	\$46.31	\$47.00	\$47.71
		5	\$43.05	\$44.13	\$45.23	\$45.91	\$46.60	\$47.30	\$48.01
		6	\$43.34	\$44.42	\$45.53	\$46.21	\$46.90	\$47.60	\$48.31
		7	\$43.57	\$44.66	\$45.78	\$46.47	\$47.17	\$47.88	\$48.60
		8	\$43.84	\$44.94	\$46.06	\$46.75	\$47.45	\$48.16	\$48.88
		9	\$44.06	\$45.16	\$46.29	\$46.98	\$47.68	\$48.40	\$49.13
		10	\$44.36	\$45.47	\$46.61	\$47.31	\$48.02	\$48.74	\$49.47
		11	\$44.64	\$45.76	\$46.90	\$47.60	\$48.31	\$49.03	\$49.77
		12	\$44.87	\$45.99	\$47.14	\$47.85	\$48.57	\$49.30	\$50.04
81282606	Fcm Process Technician	1	\$36.05	\$36.95	\$37.87	\$38.44	\$39.02	\$39.61	\$40.20
		2	\$36.05	\$36.95	\$37.87	\$38.44	\$39.02	\$39.61	\$40.20
		3	\$36.25	\$37.16	\$38.09	\$38.66	\$39.24	\$39.83	\$40.43
		4	\$36.52	\$37.43	\$38.37	\$38.95	\$39.53	\$40.12	\$40.72
		5	\$36.80	\$37.72	\$38.66	\$39.24	\$39.83	\$40.43	\$41.04
		6	\$37.04	\$37.97	\$38.92	\$39.50	\$40.09	\$40.69	\$41.30
		7	\$37.36	\$38.29	\$39.25	\$39.84	\$40.44	\$41.05	\$41.67
		8	\$37.58	\$38.52	\$39.48	\$40.07	\$40.67	\$41.28	\$41.90
		9	\$37.86	\$38.81	\$39.78	\$40.38	\$40.99	\$41.60	\$42.22
		10	\$38.07	\$39.02	\$40.00	\$40.60	\$41.21	\$41.83	\$42.46
		11	\$38.36	\$39.32	\$40.30	\$40.90	\$41.51	\$42.13	\$42.76
		12	\$38.61	\$39.58	\$40.57	\$41.18	\$41.80	\$42.43	\$43.07
81282604	Fcm Process Technician A	1	\$39.70	\$40.69	\$41.71	\$42.34	\$42.98	\$43.62	\$44.27
		2	\$39.70	\$40.69	\$41.71	\$42.34	\$42.98	\$43.62	\$44.27
		3	\$39.90	\$40.90	\$41.92	\$42.55	\$43.19	\$43.84	\$44.50
		4	\$40.19	\$41.19	\$42.22	\$42.85	\$43.49	\$44.14	\$44.80
		5	\$40.46	\$41.47	\$42.51	\$43.15	\$43.80	\$44.46	\$45.13
		6	\$40.71	\$41.73	\$42.77	\$43.41	\$44.06	\$44.72	\$45.39
		7	\$40.94	\$41.96	\$43.01	\$43.66	\$44.31	\$44.97	\$45.64
		8	\$41.23	\$42.26	\$43.32	\$43.97	\$44.63	\$45.30	\$45.98
		9	\$41.48	\$42.52	\$43.58	\$44.23	\$44.89	\$45.56	\$46.24
		10	\$41.76	\$42.80	\$43.87	\$44.53	\$45.20	\$45.88	\$46.57
		11	\$42.01	\$43.06	\$44.14	\$44.80	\$45.47	\$46.15	\$46.84
		12	\$42.25	\$43.31	\$44.39	\$45.06	\$45.74	\$46.43	\$47.13
81282602	Fcm Process Technician Sr	1	\$43.34	\$44.42	\$45.53	\$46.21	\$46.90	\$47.60	\$48.31
		2	\$43.34	\$44.42	\$45.53	\$46.21	\$46.90	\$47.60	\$48.31
		3	\$43.57	\$44.66	\$45.78	\$46.47	\$47.17	\$47.88	\$48.60
		4	\$43.84	\$44.94	\$46.06	\$46.75	\$47.45	\$48.16	\$48.88
		5	\$44.06	\$45.16	\$46.29	\$46.98	\$47.68	\$48.40	\$49.13
		6	\$44.36	\$45.47	\$46.61	\$47.31	\$48.02	\$48.74	\$49.47
		7	\$44.64	\$45.76	\$46.90	\$47.60	\$48.31	\$49.03	\$49.77
		8	\$44.87	\$45.99	\$47.14	\$47.85	\$48.57	\$49.30	\$50.04
		9	\$45.15	\$46.28	\$47.44	\$48.15	\$48.87	\$49.60	\$50.34
		10	\$45.39	\$46.52	\$47.68	\$48.40	\$49.13	\$49.87	\$50.62
		11	\$45.65	\$46.79	\$47.96	\$48.68	\$49.41	\$50.15	\$50.90
		12	\$45.94	\$47.09	\$48.27	\$48.99	\$49.72	\$50.47	\$51.23

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81282014	Field Operations Inspector A	1	\$36.22350	\$37.12909	\$38.05732	\$38.62818	\$39.20760	\$39.79571	\$40.39265
		2	\$36.22350	\$37.12909	\$38.05732	\$38.62818	\$39.20760	\$39.79571	\$40.39265
		3	\$36.43952	\$37.35051	\$38.28427	\$38.85853	\$39.44141	\$40.03303	\$40.63353
		4	\$36.66835	\$37.58506	\$38.52469	\$39.10256	\$39.68910	\$40.28444	\$40.88871
		5	\$36.89795	\$37.82040	\$38.76591	\$39.34740	\$39.93761	\$40.53667	\$41.14472
		6	\$37.12781	\$38.05601	\$39.00741	\$39.59252	\$40.18641	\$40.78921	\$41.40105
		7	\$37.35664	\$38.29056	\$39.24782	\$39.83654	\$40.43409	\$41.04060	\$41.65621
		8	\$37.58573	\$38.52537	\$39.48850	\$40.08083	\$40.68204	\$41.29227	\$41.91165
		9	\$37.81456	\$38.75992	\$39.72892	\$40.32485	\$40.92972	\$41.54367	\$42.16683
		10	\$38.04416	\$38.99526	\$39.97014	\$40.56969	\$41.17824	\$41.79591	\$42.42285
		11	\$38.27350	\$39.23034	\$40.21110	\$40.81427	\$41.42648	\$42.04788	\$42.67860
		12	\$39.52759	\$40.51578	\$41.52867	\$42.15160	\$42.78387	\$43.42563	\$44.07701
81282013	Field Operations Inspector B	1	\$33.68765	\$34.52984	\$35.39309	\$35.92399	\$36.46285	\$37.00979	\$37.56494
		2	\$33.68765	\$34.52984	\$35.39309	\$35.92399	\$36.46285	\$37.00979	\$37.56494
		3	\$33.75863	\$34.60260	\$35.46767	\$35.99969	\$36.53969	\$37.08779	\$37.64411
		4	\$33.82936	\$34.67509	\$35.54197	\$36.07510	\$36.61623	\$37.16547	\$37.72295
		5	\$33.90008	\$34.74758	\$35.61627	\$36.15051	\$36.69277	\$37.24316	\$37.80181
		6	\$33.97106	\$34.82034	\$35.69085	\$36.22621	\$36.76960	\$37.32114	\$37.88096
		7	\$34.04128	\$34.89231	\$35.76462	\$36.30109	\$36.84561	\$37.39829	\$37.95926
		8	\$34.11200	\$34.96480	\$35.83892	\$36.37650	\$36.92215	\$37.47598	\$38.03812
		9	\$34.18324	\$35.03782	\$35.91377	\$36.45248	\$36.99927	\$37.55426	\$38.11757
		10	\$34.25345	\$35.10979	\$35.98753	\$36.52734	\$37.07525	\$37.63138	\$38.19585
		11	\$34.32469	\$35.18281	\$36.06238	\$36.60332	\$37.15237	\$37.70966	\$38.27530
		12	\$34.39541	\$35.25530	\$36.13668	\$36.67873	\$37.22891	\$37.78734	\$38.35415
81282000	Field Operations Inspector C	1	\$28.78815	\$29.50785	\$30.24555	\$30.69923	\$31.15972	\$31.62712	\$32.10153
		2	\$28.78815	\$29.50785	\$30.24555	\$30.69923	\$31.15972	\$31.62712	\$32.10153
		3	\$28.96112	\$29.68515	\$30.42728	\$30.88369	\$31.34695	\$31.81715	\$32.29441
		4	\$29.13306	\$29.86139	\$30.60792	\$31.06704	\$31.53305	\$32.00605	\$32.48614
		5	\$29.30552	\$30.03816	\$30.78911	\$31.25095	\$31.71971	\$32.19551	\$32.67844
		6	\$29.47823	\$30.21519	\$30.97057	\$31.43513	\$31.90666	\$32.38526	\$32.87104
		7	\$29.65069	\$30.39196	\$31.15176	\$31.61904	\$32.09333	\$32.57473	\$33.06335
		8	\$29.82289	\$30.56846	\$31.33267	\$31.80266	\$32.27970	\$32.76390	\$33.25536
		9	\$29.99509	\$30.74497	\$31.51359	\$31.98629	\$32.46608	\$32.95307	\$33.44737
		10	\$30.16780	\$30.92200	\$31.69505	\$32.17048	\$32.65304	\$33.14284	\$33.63998
		11	\$30.33974	\$31.09823	\$31.87569	\$32.35383	\$32.83914	\$33.33173	\$33.83171
		12	\$30.51220	\$31.27501	\$32.05689	\$32.53774	\$33.02581	\$33.52120	\$34.02402
81282368	Field Represent	1	\$40.89494	\$41.91731	\$42.96524	\$43.60972	\$44.26387	\$44.92783	\$45.60175
		2	\$40.89494	\$41.91731	\$42.96524	\$43.60972	\$44.26387	\$44.92783	\$45.60175
		3	\$41.25958	\$42.29107	\$43.34835	\$43.99858	\$44.65856	\$45.32844	\$46.00837
		4	\$41.62243	\$42.66299	\$43.72956	\$44.38550	\$45.05128	\$45.72705	\$46.41296
		5	\$41.98759	\$43.03728	\$44.11321	\$44.77491	\$45.44653	\$46.12823	\$46.82015
		6	\$42.35069	\$43.40946	\$44.49470	\$45.16212	\$45.83955	\$46.52714	\$47.22505
		7	\$42.72123	\$43.78926	\$44.88399	\$45.55725	\$46.24061	\$46.93422	\$47.63823
		8	\$43.08024	\$44.15725	\$45.26118	\$45.94010	\$46.62920	\$47.32864	\$48.03857
		9	\$43.44488	\$44.53100	\$45.64428	\$46.32894	\$47.02387	\$47.72923	\$48.44517
		10	\$43.80748	\$44.90267	\$46.02524	\$46.71562	\$47.41635	\$48.12760	\$48.84951
		11	\$44.17109	\$45.27537	\$46.40725	\$47.10336	\$47.80991	\$48.52706	\$49.25497
		12	\$44.54317	\$45.65675	\$46.79817	\$47.50014	\$48.21264	\$48.93583	\$49.66987

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282369	Field Represent Office	1	\$37.62519	\$38.56582	\$39.52997	\$40.12292	\$40.72476	\$41.33563	\$41.95566
		2	\$37.62519	\$38.56582	\$39.52997	\$40.12292	\$40.72476	\$41.33563	\$41.95566
		3	\$37.98881	\$38.93853	\$39.91199	\$40.51067	\$41.11833	\$41.73510	\$42.36113
		4	\$38.35191	\$39.31071	\$40.29348	\$40.89788	\$41.51135	\$42.13402	\$42.76603
		5	\$38.71733	\$39.68526	\$40.67739	\$41.28755	\$41.90686	\$42.53546	\$43.17349
		6	\$39.08094	\$40.05796	\$41.05941	\$41.67530	\$42.30043	\$42.93494	\$43.57896
		7	\$39.44584	\$40.43199	\$41.44279	\$42.06443	\$42.69540	\$43.33583	\$43.98587
		8	\$39.80869	\$40.80391	\$41.82401	\$42.45137	\$43.08814	\$43.73446	\$44.39048
		9	\$40.17283	\$41.17715	\$42.20658	\$42.83968	\$43.48228	\$44.13451	\$44.79653
		10	\$40.53619	\$41.54959	\$42.58833	\$43.22715	\$43.87556	\$44.53369	\$45.20170
		11	\$40.90109	\$41.92362	\$42.97171	\$43.61629	\$44.27053	\$44.93459	\$45.60861
		12	\$41.27419	\$42.30604	\$43.36369	\$44.01415	\$44.67436	\$45.34448	\$46.02465
81282968	Financial Asst Post 40.0 Hr	1	\$31.95976	\$32.75875	\$33.57772	\$34.08139	\$34.59261	\$35.11150	\$35.63817
		2	\$31.95976	\$32.75875	\$33.57772	\$34.08139	\$34.59261	\$35.11150	\$35.63817
		3	\$32.83485	\$33.65572	\$34.49711	\$35.01457	\$35.53979	\$36.07289	\$36.61398
		4	\$33.71225	\$34.55506	\$35.41894	\$35.95022	\$36.48947	\$37.03681	\$37.59236
		5	\$34.58811	\$35.45281	\$36.33913	\$36.88422	\$37.43748	\$37.99904	\$38.56903
		6	\$35.46193	\$36.34848	\$37.25719	\$37.81605	\$38.38329	\$38.95904	\$39.54343
		7	\$36.33856	\$37.24702	\$38.17820	\$38.75087	\$39.33213	\$39.92211	\$40.52094
		8	\$37.21365	\$38.14399	\$39.09759	\$39.68405	\$40.27931	\$40.88350	\$41.49675
		9	\$38.08977	\$39.04201	\$40.01806	\$40.61833	\$41.22760	\$41.84601	\$42.47370
		10	\$38.96589	\$39.94004	\$40.93854	\$41.55262	\$42.17591	\$42.80855	\$43.45068
		11	\$39.84175	\$40.83779	\$41.85873	\$42.48661	\$43.12391	\$43.77077	\$44.42733
		12	\$40.71992	\$41.73792	\$42.78137	\$43.42309	\$44.07444	\$44.73556	\$45.40659
81282124	Financial Asst Post40hr OOG	1	\$33.71225	\$34.55506	\$35.41894	\$35.95022	\$36.48947	\$37.03681	\$37.59236
		2	\$33.71225	\$34.55506	\$35.41894	\$35.95022	\$36.48947	\$37.03681	\$37.59236
		3	\$34.58811	\$35.45281	\$36.33913	\$36.88422	\$37.43748	\$37.99904	\$38.56903
		4	\$35.46193	\$36.34848	\$37.25719	\$37.81605	\$38.38329	\$38.95904	\$39.54343
		5	\$36.33856	\$37.24702	\$38.17820	\$38.75087	\$39.33213	\$39.92211	\$40.52094
		6	\$37.21365	\$38.14399	\$39.09759	\$39.68405	\$40.27931	\$40.88350	\$41.49675
		7	\$38.08977	\$39.04201	\$40.01806	\$40.61833	\$41.22760	\$41.84601	\$42.47370
		8	\$38.96589	\$39.94004	\$40.93854	\$41.55262	\$42.17591	\$42.80855	\$43.45068
		9	\$39.84175	\$40.83779	\$41.85873	\$42.48661	\$43.12391	\$43.77077	\$44.42733
		10	\$40.71992	\$41.73792	\$42.78137	\$43.42309	\$44.07444	\$44.73556	\$45.40659
81282287	Fitter	1	\$33.55	\$34.39	\$35.25	\$35.78	\$36.32	\$36.86	\$37.41
		2	\$33.55	\$34.39	\$35.25	\$35.78	\$36.32	\$36.86	\$37.41
		3	\$33.71	\$34.55	\$35.41	\$35.94	\$36.48	\$37.03	\$37.59
		4	\$33.97	\$34.82	\$35.69	\$36.23	\$36.77	\$37.32	\$37.88
		5	\$34.18	\$35.03	\$35.91	\$36.45	\$37.00	\$37.56	\$38.12
		6	\$34.38	\$35.24	\$36.12	\$36.66	\$37.21	\$37.77	\$38.34
		7	\$34.57	\$35.43	\$36.32	\$36.86	\$37.41	\$37.97	\$38.54
		8	\$34.83	\$35.70	\$36.59	\$37.14	\$37.70	\$38.27	\$38.84
		9	\$35.03	\$35.91	\$36.81	\$37.36	\$37.92	\$38.49	\$39.07
		10	\$35.27	\$36.15	\$37.05	\$37.61	\$38.17	\$38.74	\$39.32
		11	\$35.42	\$36.31	\$37.22	\$37.78	\$38.35	\$38.93	\$39.51
		12	\$35.88	\$36.78	\$37.70	\$38.27	\$38.84	\$39.42	\$40.01

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282290	Fld Tr Elect/Mech Gas Opns	1	\$39.92	\$40.92	\$41.94	\$42.57	\$43.21	\$43.86	\$44.52
		2	\$39.92	\$40.92	\$41.94	\$42.57	\$43.21	\$43.86	\$44.52
		3	\$40.20	\$41.21	\$42.24	\$42.87	\$43.51	\$44.16	\$44.82
		4	\$40.45	\$41.46	\$42.50	\$43.14	\$43.79	\$44.45	\$45.12
		5	\$40.66	\$41.68	\$42.72	\$43.36	\$44.01	\$44.67	\$45.34
		6	\$40.91	\$41.93	\$42.98	\$43.62	\$44.27	\$44.93	\$45.60
		7	\$41.12	\$42.15	\$43.20	\$43.85	\$44.51	\$45.18	\$45.86
		8	\$41.42	\$42.46	\$43.52	\$44.17	\$44.83	\$45.50	\$46.18
		9	\$41.65	\$42.69	\$43.76	\$44.42	\$45.09	\$45.77	\$46.46
		10	\$41.85	\$42.90	\$43.97	\$44.63	\$45.30	\$45.98	\$46.67
		11	\$42.12	\$43.17	\$44.25	\$44.91	\$45.58	\$46.26	\$46.95
		12	\$42.36	\$43.42	\$44.51	\$45.18	\$45.86	\$46.55	\$47.25
81282289	Fld Tr Instrument Insp	1	\$41.74928	\$42.79301	\$43.86284	\$44.52078	\$45.18859	\$45.86642	\$46.55442
		2	\$41.74928	\$42.79301	\$43.86284	\$44.52078	\$45.18859	\$45.86642	\$46.55442
		3	\$41.99963	\$43.04962	\$44.12586	\$44.78775	\$45.45957	\$46.14146	\$46.83358
		4	\$42.24999	\$43.30624	\$44.38890	\$45.05473	\$45.73055	\$46.41651	\$47.11276
		5	\$42.50060	\$43.56312	\$44.65220	\$45.32198	\$46.00181	\$46.69184	\$47.39222
		6	\$42.75198	\$43.82078	\$44.91630	\$45.59004	\$46.27389	\$46.96800	\$47.67252
		7	\$43.00208	\$44.07713	\$45.17906	\$45.85675	\$46.54460	\$47.24277	\$47.95141
		8	\$43.25346	\$44.33480	\$45.44317	\$46.12482	\$46.81669	\$47.51894	\$48.23172
		9	\$43.50305	\$44.59063	\$45.70540	\$46.39098	\$47.08684	\$47.79314	\$48.51004
		10	\$43.75469	\$44.84856	\$45.96977	\$46.65932	\$47.35921	\$48.06960	\$48.79064
		11	\$44.00479	\$45.10491	\$46.23253	\$46.92602	\$47.62991	\$48.34436	\$49.06953
		12	\$44.25386	\$45.36021	\$46.49422	\$47.19163	\$47.89950	\$48.61799	\$49.34726
81282292	Fld Tr Sys Gas Oper	1	\$41.30	\$42.33	\$43.39	\$44.04	\$44.70	\$45.37	\$46.05
		2	\$41.30	\$42.33	\$43.39	\$44.04	\$44.70	\$45.37	\$46.05
		3	\$41.53	\$42.57	\$43.63	\$44.28	\$44.94	\$45.61	\$46.29
		4	\$41.80	\$42.85	\$43.92	\$44.58	\$45.25	\$45.93	\$46.62
		5	\$42.03	\$43.08	\$44.16	\$44.82	\$45.49	\$46.17	\$46.86
		6	\$42.25	\$43.31	\$44.39	\$45.06	\$45.74	\$46.43	\$47.13
		7	\$42.52	\$43.58	\$44.67	\$45.34	\$46.02	\$46.71	\$47.41
		8	\$42.74	\$43.81	\$44.91	\$45.58	\$46.26	\$46.95	\$47.65
		9	\$42.97	\$44.04	\$45.14	\$45.82	\$46.51	\$47.21	\$47.92
		10	\$43.20	\$44.28	\$45.39	\$46.07	\$46.76	\$47.46	\$48.17
		11	\$43.50	\$44.59	\$45.70	\$46.39	\$47.09	\$47.80	\$48.52
		12	\$43.64	\$44.73	\$45.85	\$46.54	\$47.24	\$47.95	\$48.67
81282048	FOS Driver A	1	\$39.23	\$40.21	\$41.22	\$41.84	\$42.47	\$43.11	\$43.76
		2	\$39.23	\$40.21	\$41.22	\$41.84	\$42.47	\$43.11	\$43.76
		3	\$39.45	\$40.44	\$41.45	\$42.07	\$42.70	\$43.34	\$43.99
		4	\$39.70	\$40.69	\$41.71	\$42.34	\$42.98	\$43.62	\$44.27
		5	\$39.86	\$40.86	\$41.88	\$42.51	\$43.15	\$43.80	\$44.46
		6	\$40.10	\$41.10	\$42.13	\$42.76	\$43.40	\$44.05	\$44.71
		7	\$40.28	\$41.29	\$42.32	\$42.95	\$43.59	\$44.24	\$44.90
		8	\$40.49	\$41.50	\$42.54	\$43.18	\$43.83	\$44.49	\$45.16
		9	\$40.71	\$41.73	\$42.77	\$43.41	\$44.06	\$44.72	\$45.39
		10	\$40.90	\$41.92	\$42.97	\$43.61	\$44.26	\$44.92	\$45.59
		11	\$41.10	\$42.13	\$43.18	\$43.83	\$44.49	\$45.16	\$45.84
		12	\$41.45	\$42.49	\$43.55	\$44.20	\$44.86	\$45.53	\$46.21

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81282049	FOS Driver B	1	\$32.32	\$33.13	\$33.96	\$34.47	\$34.99	\$35.51	\$36.04
		2	\$32.32	\$33.13	\$33.96	\$34.47	\$34.99	\$35.51	\$36.04
		3	\$32.42	\$33.23	\$34.06	\$34.57	\$35.09	\$35.62	\$36.15
		4	\$32.78	\$33.60	\$34.44	\$34.96	\$35.48	\$36.01	\$36.55
		5	\$33.01	\$33.84	\$34.69	\$35.21	\$35.74	\$36.28	\$36.82
		6	\$33.22	\$34.05	\$34.90	\$35.42	\$35.95	\$36.49	\$37.04
		7	\$33.48	\$34.32	\$35.18	\$35.71	\$36.25	\$36.79	\$37.34
		8	\$33.67	\$34.51	\$35.37	\$35.90	\$36.44	\$36.99	\$37.54
		9	\$33.92	\$34.77	\$35.64	\$36.17	\$36.71	\$37.26	\$37.82
		10	\$34.12	\$34.97	\$35.84	\$36.38	\$36.93	\$37.48	\$38.04
		11	\$34.30	\$35.16	\$36.04	\$36.58	\$37.13	\$37.69	\$38.26
		12	\$34.56	\$35.42	\$36.31	\$36.85	\$37.40	\$37.96	\$38.53
81282051	FOS Driver C	1	\$29.81	\$30.56	\$31.32	\$31.79	\$32.27	\$32.75	\$33.24
		2	\$29.81	\$30.56	\$31.32	\$31.79	\$32.27	\$32.75	\$33.24
		3	\$29.94	\$30.69	\$31.46	\$31.93	\$32.41	\$32.90	\$33.39
		4	\$30.14	\$30.89	\$31.66	\$32.13	\$32.61	\$33.10	\$33.60
		5	\$30.33	\$31.09	\$31.87	\$32.35	\$32.84	\$33.33	\$33.83
		6	\$30.51	\$31.27	\$32.05	\$32.53	\$33.02	\$33.52	\$34.02
		7	\$30.70	\$31.47	\$32.26	\$32.74	\$33.23	\$33.73	\$34.24
		8	\$30.85	\$31.62	\$32.41	\$32.90	\$33.39	\$33.89	\$34.40
		9	\$31.05	\$31.83	\$32.63	\$33.12	\$33.62	\$34.12	\$34.63
		10	\$31.16	\$31.94	\$32.74	\$33.23	\$33.73	\$34.24	\$34.75
		11	\$31.43	\$32.22	\$33.03	\$33.53	\$34.03	\$34.54	\$35.06
		12	\$31.57	\$32.36	\$33.17	\$33.67	\$34.18	\$34.69	\$35.21
81282053	FOS Driver C Trainee	1	\$19.23	\$19.71	\$20.20	\$20.50	\$20.81	\$21.12	\$21.44
		2	\$19.23	\$19.71	\$20.20	\$20.50	\$20.81	\$21.12	\$21.44
		3	\$23.09	\$23.67	\$24.26	\$24.62	\$24.99	\$25.36	\$25.74
81282046	FOS Driver Self Loader	1	\$35.77	\$36.66	\$37.58	\$38.14	\$38.71	\$39.29	\$39.88
		2	\$35.77	\$36.66	\$37.58	\$38.14	\$38.71	\$39.29	\$39.88
		3	\$36.04	\$36.94	\$37.86	\$38.43	\$39.01	\$39.60	\$40.19
		4	\$36.21	\$37.12	\$38.05	\$38.62	\$39.20	\$39.79	\$40.39
		5	\$36.42	\$37.33	\$38.26	\$38.83	\$39.41	\$40.00	\$40.60
		6	\$36.64	\$37.56	\$38.50	\$39.08	\$39.67	\$40.27	\$40.87
		7	\$36.90	\$37.82	\$38.77	\$39.35	\$39.94	\$40.54	\$41.15
		8	\$37.05	\$37.98	\$38.93	\$39.51	\$40.10	\$40.70	\$41.31
		9	\$37.29	\$38.22	\$39.18	\$39.77	\$40.37	\$40.98	\$41.59
		10	\$37.49	\$38.43	\$39.39	\$39.98	\$40.58	\$41.19	\$41.81
		11	\$37.59	\$38.53	\$39.49	\$40.08	\$40.68	\$41.29	\$41.91
		12	\$37.71	\$38.65	\$39.62	\$40.21	\$40.81	\$41.42	\$42.04
81282341	Gate Guard	1	\$29.06	\$29.79	\$30.53	\$30.99	\$31.45	\$31.92	\$32.40
		2	\$29.06	\$29.79	\$30.53	\$30.99	\$31.45	\$31.92	\$32.40
		3	\$29.21	\$29.94	\$30.69	\$31.15	\$31.62	\$32.09	\$32.57
		4	\$29.40	\$30.14	\$30.89	\$31.35	\$31.82	\$32.30	\$32.78
		5	\$29.57	\$30.31	\$31.07	\$31.54	\$32.01	\$32.49	\$32.98
		6	\$29.78	\$30.52	\$31.28	\$31.75	\$32.23	\$32.71	\$33.20
		7	\$29.90	\$30.65	\$31.42	\$31.89	\$32.37	\$32.86	\$33.35
		8	\$30.10	\$30.85	\$31.62	\$32.09	\$32.57	\$33.06	\$33.56
		9	\$30.25	\$31.01	\$31.79	\$32.27	\$32.75	\$33.24	\$33.74
		10	\$30.45	\$31.21	\$31.99	\$32.47	\$32.96	\$33.45	\$33.95
		11	\$30.66	\$31.43	\$32.22	\$32.70	\$33.19	\$33.69	\$34.20
		12	\$30.80	\$31.57	\$32.36	\$32.85	\$33.34	\$33.84	\$34.35

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282619	General Clerk	1	\$16.15	\$16.55	\$16.96	\$17.21	\$17.47	\$17.73	\$18.00
		2	\$16.15	\$16.55	\$16.96	\$17.21	\$17.47	\$17.73	\$18.00
		3	\$16.59	\$17.00	\$17.43	\$17.69	\$17.96	\$18.23	\$18.50
		4	\$17.04	\$17.47	\$17.91	\$18.18	\$18.45	\$18.73	\$19.01
		5	\$17.48	\$17.92	\$18.37	\$18.65	\$18.93	\$19.21	\$19.50
		6	\$17.92	\$18.37	\$18.83	\$19.11	\$19.40	\$19.69	\$19.99
		7	\$18.36	\$18.82	\$19.29	\$19.58	\$19.87	\$20.17	\$20.47
		8	\$18.80	\$19.27	\$19.75	\$20.05	\$20.35	\$20.66	\$20.97
		9	\$19.24	\$19.72	\$20.21	\$20.51	\$20.82	\$21.13	\$21.45
		10	\$19.69	\$20.18	\$20.68	\$20.99	\$21.30	\$21.62	\$21.94
		11	\$20.13	\$20.63	\$21.15	\$21.47	\$21.79	\$22.12	\$22.45
		12	\$20.58	\$21.09	\$21.62	\$21.94	\$22.27	\$22.60	\$22.94
81282318	Graphics Techn 40 Hr	1	\$31.71145	\$32.50424	\$33.31685	\$33.81660	\$34.32385	\$34.83871	\$35.36129
		2	\$31.71145	\$32.50424	\$33.31685	\$33.81660	\$34.32385	\$34.83871	\$35.36129
		3	\$32.04970	\$32.85094	\$33.67221	\$34.17729	\$34.68995	\$35.21030	\$35.73845
		4	\$32.39000	\$33.19975	\$34.02974	\$34.54019	\$35.05829	\$35.58416	\$36.11792
		5	\$32.73056	\$33.54882	\$34.38754	\$34.90335	\$35.42690	\$35.95830	\$36.49767
		6	\$33.07188	\$33.89868	\$34.74615	\$35.26734	\$35.79635	\$36.33330	\$36.87830
		7	\$33.41064	\$34.24591	\$35.10206	\$35.62859	\$36.16302	\$36.70547	\$37.25605
		8	\$33.75171	\$34.59550	\$35.46039	\$35.99230	\$36.53218	\$37.08016	\$37.63636
		9	\$34.09329	\$34.94562	\$35.81926	\$36.35655	\$36.90190	\$37.45543	\$38.01726
		10	\$34.43206	\$35.29286	\$36.17518	\$36.71781	\$37.26858	\$37.82761	\$38.39502
		11	\$34.77338	\$35.64271	\$36.53378	\$37.08179	\$37.63802	\$38.20259	\$38.77563
		12	\$35.11522	\$35.99310	\$36.89293	\$37.44632	\$38.00801	\$38.57813	\$39.15680
81282338	Graphics Techn Sr 37.5 Hr	1	\$40.64740	\$41.66359	\$42.70518	\$43.34576	\$43.99595	\$44.65589	\$45.32573
		2	\$40.64740	\$41.66359	\$42.70518	\$43.34576	\$43.99595	\$44.65589	\$45.32573
		3	\$41.39634	\$42.43125	\$43.49203	\$44.14441	\$44.80658	\$45.47868	\$46.16086
		4	\$42.34371	\$43.40230	\$44.48736	\$45.15467	\$45.83199	\$46.51947	\$47.21726
		5	\$42.34371	\$43.40230	\$44.48736	\$45.15467	\$45.83199	\$46.51947	\$47.21726
		6	\$43.24653	\$44.32769	\$45.43588	\$46.11742	\$46.80918	\$47.51132	\$48.22399
		7	\$43.24653	\$44.32769	\$45.43588	\$46.11742	\$46.80918	\$47.51132	\$48.22399
		8	\$43.86864	\$44.96536	\$46.08949	\$46.78083	\$47.48254	\$48.19478	\$48.91770
81282317	Graphics Techn Sr 40 Hr	1	\$38.10694	\$39.05961	\$40.03610	\$40.63664	\$41.24619	\$41.86488	\$42.49285
		2	\$38.10694	\$39.05961	\$40.03610	\$40.63664	\$41.24619	\$41.86488	\$42.49285
		3	\$38.40931	\$39.36954	\$40.35378	\$40.95909	\$41.57348	\$42.19708	\$42.83004
		4	\$38.70964	\$39.67738	\$40.66931	\$41.27935	\$41.89854	\$42.52702	\$43.16493
		5	\$39.01099	\$39.98626	\$40.98592	\$41.60071	\$42.22472	\$42.85809	\$43.50096
		6	\$39.31311	\$40.29594	\$41.30334	\$41.92289	\$42.55173	\$43.19001	\$43.83786
		7	\$39.61394	\$40.60429	\$41.61940	\$42.24369	\$42.87735	\$43.52051	\$44.17332
		8	\$39.91632	\$40.91423	\$41.93709	\$42.56615	\$43.20464	\$43.85271	\$44.51050
		9	\$40.21844	\$41.22390	\$42.25450	\$42.88832	\$43.53164	\$44.18461	\$44.84738
		10	\$40.52056	\$41.53357	\$42.57191	\$43.21049	\$43.85865	\$44.51653	\$45.18428
		11	\$40.82037	\$41.84088	\$42.88690	\$43.53020	\$44.18315	\$44.84590	\$45.51859
		12	\$41.12684	\$42.15501	\$43.20889	\$43.85702	\$44.51488	\$45.18260	\$45.86034



LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282679	GS Industrial Tech/Coordinator	1	\$37.89092	\$38.83819	\$39.80914	\$40.40628	\$41.01237	\$41.62756	\$42.25197
		2	\$37.89092	\$38.83819	\$39.80914	\$40.40628	\$41.01237	\$41.62756	\$42.25197
		3	\$38.11206	\$39.06486	\$40.04148	\$40.64210	\$41.25173	\$41.87051	\$42.49857
		4	\$39.29286	\$40.27518	\$41.28206	\$41.90129	\$42.52981	\$43.16776	\$43.81528
		5	\$40.47366	\$41.48550	\$42.52264	\$43.16048	\$43.80789	\$44.46501	\$45.13199
		6	\$41.65523	\$42.69661	\$43.76403	\$44.42049	\$45.08680	\$45.76310	\$46.44955
		7	\$42.83578	\$43.90667	\$45.00434	\$45.67941	\$46.36460	\$47.06007	\$47.76597
		8	\$44.01811	\$45.11856	\$46.24652	\$46.94022	\$47.64432	\$48.35898	\$49.08436
		9	\$45.19840	\$46.32836	\$47.48657	\$48.19887	\$48.92185	\$49.65568	\$50.40052
		10	\$46.37920	\$47.53868	\$48.72715	\$49.45806	\$50.19993	\$50.95293	\$51.71722
		11	\$47.60843	\$48.79864	\$50.01861	\$50.76889	\$51.53042	\$52.30338	\$53.08793
		12	\$48.74234	\$49.96090	\$51.20992	\$51.97807	\$52.75774	\$53.54911	\$54.35235
81282676	GS Senior Technician	1	\$42.94289	\$44.01646	\$45.11687	\$45.79362	\$46.48052	\$47.17773	\$47.88540
		2	\$42.94289	\$44.01646	\$45.11687	\$45.79362	\$46.48052	\$47.17773	\$47.88540
		3	\$43.18299	\$44.26256	\$45.36912	\$46.04966	\$46.74040	\$47.44151	\$48.15313
		4	\$43.45001	\$44.53626	\$45.64967	\$46.33442	\$47.02944	\$47.73488	\$48.45090
		5	\$43.66346	\$44.75505	\$45.87393	\$46.56204	\$47.26047	\$47.96938	\$48.68892
		6	\$43.92996	\$45.02821	\$46.15392	\$46.84623	\$47.54892	\$48.26215	\$48.98608
		7	\$44.23746	\$45.34340	\$46.47699	\$47.17414	\$47.88175	\$48.59998	\$49.32898
		8	\$44.43708	\$45.54801	\$46.68671	\$47.38701	\$48.09782	\$48.81929	\$49.55158
		9	\$44.71665	\$45.83457	\$46.98043	\$47.68514	\$48.40042	\$49.12643	\$49.86333
		10	\$44.93088	\$46.05415	\$47.20550	\$47.91358	\$48.63228	\$49.36176	\$50.10219
		11	\$45.23761	\$46.36855	\$47.52776	\$48.24068	\$48.96429	\$49.69875	\$50.44423
		12	\$45.45106	\$46.58734	\$47.75202	\$48.46830	\$49.19532	\$49.93325	\$50.68225
81282674	GS Technician	1	\$35.17698	\$36.05640	\$36.95781	\$37.51218	\$38.07486	\$38.64598	\$39.22567
		2	\$35.17698	\$36.05640	\$36.95781	\$37.51218	\$38.07486	\$38.64598	\$39.22567
		3	\$35.68768	\$36.57987	\$37.49437	\$38.05679	\$38.62764	\$39.20705	\$39.79516
		4	\$36.20146	\$37.10650	\$38.03416	\$38.60467	\$39.18374	\$39.77150	\$40.36807
		5	\$36.71371	\$37.63155	\$38.57234	\$39.15093	\$39.73819	\$40.33426	\$40.93927
		6	\$37.22774	\$38.15843	\$39.11239	\$39.69908	\$40.29457	\$40.89899	\$41.51247
		7	\$37.74050	\$38.68401	\$39.65111	\$40.24588	\$40.84957	\$41.46231	\$42.08424
		8	\$38.25403	\$39.21038	\$40.19064	\$40.79350	\$41.40540	\$42.02648	\$42.65688
		9	\$38.76576	\$39.73490	\$40.72827	\$41.33919	\$41.95928	\$42.58867	\$43.22750
		10	\$39.27851	\$40.26047	\$41.26698	\$41.88598	\$42.51427	\$43.15198	\$43.79926
		11	\$39.79383	\$40.78868	\$41.80840	\$42.43553	\$43.07206	\$43.71814	\$44.37391
		12	\$40.31120	\$41.31898	\$42.35195	\$42.98723	\$43.63204	\$44.28652	\$44.95082
81282672	GS Technician Apprentice	1	\$15.32554	\$15.70868	\$16.10140	\$16.34292	\$16.58806	\$16.83688	\$17.08943
		2	\$15.32554	\$15.70868	\$16.10140	\$16.34292	\$16.58806	\$16.83688	\$17.08943
		3	\$16.65958	\$17.07607	\$17.50297	\$17.76551	\$18.03199	\$18.30247	\$18.57701
		4	\$18.06024	\$18.51175	\$18.97454	\$19.25916	\$19.54805	\$19.84127	\$20.13889
		5	\$19.72818	\$20.22138	\$20.72691	\$21.03781	\$21.35338	\$21.67368	\$21.99879
		6	\$21.39559	\$21.93048	\$22.47874	\$22.81592	\$23.15816	\$23.50553	\$23.85811
		7	\$23.04764	\$23.62383	\$24.21443	\$24.57765	\$24.94631	\$25.32050	\$25.70031
		8	\$24.70019	\$25.31769	\$25.95063	\$26.33989	\$26.73499	\$27.13601	\$27.54305
		9	\$26.35224	\$27.01105	\$27.68633	\$28.10162	\$28.52314	\$28.95099	\$29.38525
		10	\$28.00479	\$28.70491	\$29.42253	\$29.86387	\$30.31183	\$30.76651	\$31.22801
		11	\$29.65709	\$30.39852	\$31.15848	\$31.62586	\$32.10025	\$32.58175	\$33.07048
		12	\$31.30991	\$32.09266	\$32.89498	\$33.38840	\$33.88923	\$34.39757	\$34.91353

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282710	Gso Dist/Station Fld Trnr	1	\$41.26	\$42.29	\$43.35	\$44.00	\$44.66	\$45.33	\$46.01
		2	\$41.26	\$42.29	\$43.35	\$44.00	\$44.66	\$45.33	\$46.01
		3	\$40.92	\$41.94	\$42.99	\$43.63	\$44.28	\$44.94	\$45.61
		4	\$41.76	\$42.80	\$43.87	\$44.53	\$45.20	\$45.88	\$46.57
		5	\$42.00	\$43.05	\$44.13	\$44.79	\$45.46	\$46.14	\$46.83
		6	\$42.21	\$43.27	\$44.35	\$45.02	\$45.70	\$46.39	\$47.09
		7	\$42.51	\$43.57	\$44.66	\$45.33	\$46.01	\$46.70	\$47.40
		8	\$42.72	\$43.79	\$44.88	\$45.55	\$46.23	\$46.92	\$47.62
		9	\$42.96	\$44.03	\$45.13	\$45.81	\$46.50	\$47.20	\$47.91
		10	\$43.20	\$44.28	\$45.39	\$46.07	\$46.76	\$47.46	\$48.17
		11	\$43.47	\$44.56	\$45.67	\$46.36	\$47.06	\$47.77	\$48.49
		12	\$43.64	\$44.73	\$45.85	\$46.54	\$47.24	\$47.95	\$48.67
81282712	Gso Dist/Station Sr Fld Trnr	1	\$42.95	\$44.02	\$45.12	\$45.80	\$46.49	\$47.19	\$47.90
		2	\$42.95	\$44.02	\$45.12	\$45.80	\$46.49	\$47.19	\$47.90
		3	\$43.18	\$44.26	\$45.37	\$46.05	\$46.74	\$47.44	\$48.15
		4	\$43.47	\$44.56	\$45.67	\$46.36	\$47.06	\$47.77	\$48.49
		5	\$43.64	\$44.73	\$45.85	\$46.54	\$47.24	\$47.95	\$48.67
		6	\$43.95	\$45.05	\$46.18	\$46.87	\$47.57	\$48.28	\$49.00
		7	\$44.22	\$45.33	\$46.46	\$47.16	\$47.87	\$48.59	\$49.32
		8	\$44.43	\$45.54	\$46.68	\$47.38	\$48.09	\$48.81	\$49.54
		9	\$44.71	\$45.83	\$46.98	\$47.68	\$48.40	\$49.13	\$49.87
		10	\$44.93	\$46.05	\$47.20	\$47.91	\$48.63	\$49.36	\$50.10
		11	\$45.11	\$46.24	\$47.40	\$48.11	\$48.83	\$49.56	\$50.30
		12	\$45.46	\$46.60	\$47.77	\$48.49	\$49.22	\$49.96	\$50.71
81282706	Gso District Asst Trainee	1	\$19.22900	\$19.70973	\$20.20247	\$20.50551	\$20.81309	\$21.12529	\$21.44217
		2	\$19.22900	\$19.70973	\$20.20247	\$20.50551	\$20.81309	\$21.12529	\$21.44217
		3	\$23.09325	\$23.67058	\$24.26234	\$24.62628	\$24.99567	\$25.37061	\$25.75117
81282708	Gso District Assistant	1	\$25.34	\$25.97	\$26.62	\$27.02	\$27.43	\$27.84	\$28.26
		2	\$25.34	\$25.97	\$26.62	\$27.02	\$27.43	\$27.84	\$28.26
		3	\$25.95	\$26.60	\$27.27	\$27.68	\$28.10	\$28.52	\$28.95
		4	\$26.58	\$27.24	\$27.92	\$28.34	\$28.77	\$29.20	\$29.64
		5	\$27.29	\$27.97	\$28.67	\$29.10	\$29.54	\$29.98	\$30.43
		6	\$27.95	\$28.65	\$29.37	\$29.81	\$30.26	\$30.71	\$31.17
		7	\$28.58	\$29.29	\$30.02	\$30.47	\$30.93	\$31.39	\$31.86
		8	\$29.21	\$29.94	\$30.69	\$31.15	\$31.62	\$32.09	\$32.57
		9	\$29.88	\$30.63	\$31.40	\$31.87	\$32.35	\$32.84	\$33.33
		10	\$30.56	\$31.32	\$32.10	\$32.58	\$33.07	\$33.57	\$34.07
		11	\$31.14	\$31.92	\$32.72	\$33.21	\$33.71	\$34.22	\$34.73
		12	\$31.84	\$32.64	\$33.46	\$33.96	\$34.47	\$34.99	\$35.51
81282496	Gso Mechanic Pressure	1	\$38.13	\$39.08	\$40.06	\$40.66	\$41.27	\$41.89	\$42.52
		2	\$38.13	\$39.08	\$40.06	\$40.66	\$41.27	\$41.89	\$42.52
		3	\$38.36	\$39.32	\$40.30	\$40.90	\$41.51	\$42.13	\$42.76
		4	\$38.58	\$39.54	\$40.53	\$41.14	\$41.76	\$42.39	\$43.03
		5	\$38.79	\$39.76	\$40.75	\$41.36	\$41.98	\$42.61	\$43.25
		6	\$39.03	\$40.01	\$41.01	\$41.63	\$42.25	\$42.88	\$43.52
		7	\$39.22	\$40.20	\$41.21	\$41.83	\$42.46	\$43.10	\$43.75
		8	\$39.42	\$40.41	\$41.42	\$42.04	\$42.67	\$43.31	\$43.96
		9	\$39.70	\$40.69	\$41.71	\$42.34	\$42.98	\$43.62	\$44.27
		10	\$39.86	\$40.86	\$41.88	\$42.51	\$43.15	\$43.80	\$44.46
		11	\$40.11	\$41.11	\$42.14	\$42.77	\$43.41	\$44.06	\$44.72
		12	\$40.51	\$41.52	\$42.56	\$43.20	\$43.85	\$44.51	\$45.18

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282709	Gso Station & Field Operator	1	\$39.12	\$40.10	\$41.10	\$41.72	\$42.35	\$42.99	\$43.63
		2	\$39.12	\$40.10	\$41.10	\$41.72	\$42.35	\$42.99	\$43.63
		3	\$39.36	\$40.34	\$41.35	\$41.97	\$42.60	\$43.24	\$43.89
		4	\$39.59	\$40.58	\$41.59	\$42.21	\$42.84	\$43.48	\$44.13
		5	\$39.80	\$40.80	\$41.82	\$42.45	\$43.09	\$43.74	\$44.40
		6	\$40.06	\$41.06	\$42.09	\$42.72	\$43.36	\$44.01	\$44.67
		7	\$40.26	\$41.27	\$42.30	\$42.93	\$43.57	\$44.22	\$44.88
		8	\$40.52	\$41.53	\$42.57	\$43.21	\$43.86	\$44.52	\$45.19
		9	\$40.76	\$41.78	\$42.82	\$43.46	\$44.11	\$44.77	\$45.44
		10	\$40.96	\$41.98	\$43.03	\$43.68	\$44.34	\$45.01	\$45.69
		11	\$41.23	\$42.26	\$43.32	\$43.97	\$44.63	\$45.30	\$45.98
		12	\$41.45	\$42.49	\$43.55	\$44.20	\$44.86	\$45.53	\$46.21
81282539	Gso Station Operator	1	\$37.66	\$38.60	\$39.57	\$40.16	\$40.76	\$41.37	\$41.99
		2	\$37.66	\$38.60	\$39.57	\$40.16	\$40.76	\$41.37	\$41.99
		3	\$37.89	\$38.84	\$39.81	\$40.41	\$41.02	\$41.64	\$42.26
		4	\$38.11	\$39.06	\$40.04	\$40.64	\$41.25	\$41.87	\$42.50
		5	\$38.36	\$39.32	\$40.30	\$40.90	\$41.51	\$42.13	\$42.76
		6	\$38.58	\$39.54	\$40.53	\$41.14	\$41.76	\$42.39	\$43.03
		7	\$38.79	\$39.76	\$40.75	\$41.36	\$41.98	\$42.61	\$43.25
		8	\$39.04	\$40.02	\$41.02	\$41.64	\$42.26	\$42.89	\$43.53
		9	\$39.24	\$40.22	\$41.23	\$41.85	\$42.48	\$43.12	\$43.77
		10	\$39.48	\$40.47	\$41.48	\$42.10	\$42.73	\$43.37	\$44.02
		11	\$39.74	\$40.73	\$41.75	\$42.38	\$43.02	\$43.67	\$44.33
		12	\$39.90	\$40.90	\$41.92	\$42.55	\$43.19	\$43.84	\$44.50
81282154	Helper Distribution	1	\$14.11	\$14.46	\$14.82	\$15.04	\$15.27	\$15.50	\$15.73
		2	\$14.11	\$14.46	\$14.82	\$15.04	\$15.27	\$15.50	\$15.73
		3	\$16.02	\$16.42	\$16.83	\$17.08	\$17.34	\$17.60	\$17.86
		4	\$17.96	\$18.41	\$18.87	\$19.15	\$19.44	\$19.73	\$20.03
		5	\$19.79	\$20.28	\$20.79	\$21.10	\$21.42	\$21.74	\$22.07
81282943	Ind Appl Inspector Post 40Hr	1	\$36.93101	\$37.85429	\$38.80065	\$39.38266	\$39.97340	\$40.57300	\$41.18160
		2	\$36.93101	\$37.85429	\$38.80065	\$39.38266	\$39.97340	\$40.57300	\$41.18160
		3	\$38.40752	\$39.36771	\$40.35190	\$40.95718	\$41.57154	\$42.19511	\$42.82804
		4	\$39.88224	\$40.87930	\$41.90128	\$42.52980	\$43.16775	\$43.81527	\$44.47250
		5	\$41.35926	\$42.39324	\$43.45307	\$44.10487	\$44.76644	\$45.43794	\$46.11951
		6	\$42.83578	\$43.90667	\$45.00434	\$45.67941	\$46.36460	\$47.06007	\$47.76597
		7	\$44.31306	\$45.42089	\$46.55641	\$47.25476	\$47.96358	\$48.68303	\$49.41328
		8	\$45.78957	\$46.93431	\$48.10767	\$48.82929	\$49.56173	\$50.30516	\$51.05974
		9	\$47.26583	\$48.44748	\$49.65867	\$50.40355	\$51.15960	\$51.92699	\$52.70589
		10	\$48.74234	\$49.96090	\$51.20992	\$51.97807	\$52.75774	\$53.54911	\$54.35235
81282036	Lead Auto Technician	1	\$42.99	\$44.06	\$45.16	\$45.84	\$46.53	\$47.23	\$47.94
		2	\$42.99	\$44.06	\$45.16	\$45.84	\$46.53	\$47.23	\$47.94
		3	\$43.26	\$44.34	\$45.45	\$46.13	\$46.82	\$47.52	\$48.23
		4	\$43.46	\$44.55	\$45.66	\$46.34	\$47.04	\$47.75	\$48.47
		5	\$43.72	\$44.81	\$45.93	\$46.62	\$47.32	\$48.03	\$48.75
		6	\$43.95	\$45.05	\$46.18	\$46.87	\$47.57	\$48.28	\$49.00
		7	\$44.17	\$45.27	\$46.40	\$47.10	\$47.81	\$48.53	\$49.26
		8	\$44.42	\$45.53	\$46.67	\$47.37	\$48.08	\$48.80	\$49.53
		9	\$44.67	\$45.79	\$46.93	\$47.63	\$48.34	\$49.07	\$49.81
		10	\$44.88	\$46.00	\$47.15	\$47.86	\$48.58	\$49.31	\$50.05
		11	\$45.77	\$46.91	\$48.08	\$48.80	\$49.53	\$50.27	\$51.02
		12	\$46.78	\$47.95	\$49.15	\$49.89	\$50.64	\$51.40	\$52.17

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282463	Lead Contact Rep	1	\$23.79153	\$24.38632	\$24.99598	\$25.37092	\$25.75148	\$26.13775	\$26.52982
		2	\$23.79153	\$24.38632	\$24.99598	\$25.37092	\$25.75148	\$26.13775	\$26.52982
		3	\$24.34093	\$24.94945	\$25.57319	\$25.95679	\$26.34614	\$26.74133	\$27.14245
		4	\$24.89008	\$25.51233	\$26.15014	\$26.54239	\$26.94053	\$27.34464	\$27.75481
		5	\$25.43896	\$26.07493	\$26.72680	\$27.12770	\$27.53462	\$27.94764	\$28.36685
		6	\$25.98811	\$26.63781	\$27.30376	\$27.71332	\$28.12902	\$28.55096	\$28.97922
		7	\$26.53751	\$27.20095	\$27.88097	\$28.29918	\$28.72367	\$29.15453	\$29.59185
		8	\$27.08639	\$27.76355	\$28.45764	\$28.88450	\$29.31777	\$29.75754	\$30.20390
		9	\$27.63554	\$28.32643	\$29.03459	\$29.47011	\$29.91216	\$30.36084	\$30.81625
		10	\$28.18494	\$28.88956	\$29.61180	\$30.05598	\$30.50682	\$30.96442	\$31.42889
		11	\$28.76611	\$29.48526	\$30.22239	\$30.67573	\$31.13587	\$31.60291	\$32.07695
		12	\$29.34754	\$30.08123	\$30.83326	\$31.29576	\$31.76520	\$32.24168	\$32.72531
81282376	Lead Facilities Technician	1	\$48.90275	\$50.12532	\$51.37845	\$52.14913	\$52.93137	\$53.72534	\$54.53122
81282862	Master Welder	1	\$42.95	\$44.02	\$45.12	\$45.80	\$46.49	\$47.19	\$47.90
		2	\$42.95	\$44.02	\$45.12	\$45.80	\$46.49	\$47.19	\$47.90
		3	\$43.18	\$44.26	\$45.37	\$46.05	\$46.74	\$47.44	\$48.15
		4	\$43.47	\$44.56	\$45.67	\$46.36	\$47.06	\$47.77	\$48.49
		5	\$43.64	\$44.73	\$45.85	\$46.54	\$47.24	\$47.95	\$48.67
		6	\$43.95	\$45.05	\$46.18	\$46.87	\$47.57	\$48.28	\$49.00
		7	\$44.25	\$45.36	\$46.49	\$47.19	\$47.90	\$48.62	\$49.35
		8	\$44.44	\$45.55	\$46.69	\$47.39	\$48.10	\$48.82	\$49.55
		9	\$44.71	\$45.83	\$46.98	\$47.68	\$48.40	\$49.13	\$49.87
		10	\$44.93	\$46.05	\$47.20	\$47.91	\$48.63	\$49.36	\$50.10
		11	\$45.22	\$46.35	\$47.51	\$48.22	\$48.94	\$49.67	\$50.42
		12	\$45.46	\$46.60	\$47.77	\$48.49	\$49.22	\$49.96	\$50.71
81282590	Mech A Dist Opns	1	\$39.24	\$40.22	\$41.23	\$41.85	\$42.48	\$43.12	\$43.77
		2	\$39.24	\$40.22	\$41.23	\$41.85	\$42.48	\$43.12	\$43.77
		3	\$39.44	\$40.43	\$41.44	\$42.06	\$42.69	\$43.33	\$43.98
		4	\$39.72	\$40.71	\$41.73	\$42.36	\$43.00	\$43.65	\$44.30
		5	\$39.86	\$40.86	\$41.88	\$42.51	\$43.15	\$43.80	\$44.46
		6	\$40.11	\$41.11	\$42.14	\$42.77	\$43.41	\$44.06	\$44.72
		7	\$40.28	\$41.29	\$42.32	\$42.95	\$43.59	\$44.24	\$44.90
		8	\$40.49	\$41.50	\$42.54	\$43.18	\$43.83	\$44.49	\$45.16
		9	\$40.71	\$41.73	\$42.77	\$43.41	\$44.06	\$44.72	\$45.39
		10	\$40.91	\$41.93	\$42.98	\$43.62	\$44.27	\$44.93	\$45.60
		11	\$41.09	\$42.12	\$43.17	\$43.82	\$44.48	\$45.15	\$45.83
		12	\$41.45	\$42.49	\$43.55	\$44.20	\$44.86	\$45.53	\$46.21
81282503	Mech Dist A	1	\$38.92	\$39.89	\$40.89	\$41.50	\$42.12	\$42.75	\$43.39
		2	\$38.92	\$39.89	\$40.89	\$41.50	\$42.12	\$42.75	\$43.39
		3	\$39.11	\$40.09	\$41.09	\$41.71	\$42.34	\$42.98	\$43.62
		4	\$39.24	\$40.22	\$41.23	\$41.85	\$42.48	\$43.12	\$43.77
		5	\$39.39	\$40.37	\$41.38	\$42.00	\$42.63	\$43.27	\$43.92
		6	\$39.58	\$40.57	\$41.58	\$42.20	\$42.83	\$43.47	\$44.12
		7	\$39.74	\$40.73	\$41.75	\$42.38	\$43.02	\$43.67	\$44.33
		8	\$39.86	\$40.86	\$41.88	\$42.51	\$43.15	\$43.80	\$44.46
		9	\$40.04	\$41.04	\$42.07	\$42.70	\$43.34	\$43.99	\$44.65
		10	\$40.19	\$41.19	\$42.22	\$42.85	\$43.49	\$44.14	\$44.80
		11	\$40.32	\$41.33	\$42.36	\$43.00	\$43.65	\$44.30	\$44.96
		12	\$40.51	\$41.52	\$42.56	\$43.20	\$43.85	\$44.51	\$45.18

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282508	Mech Dist A Fld Tr Q/C	1	\$42.95	\$44.02	\$45.12	\$45.80	\$46.49	\$47.19	\$47.90
		2	\$42.95	\$44.02	\$45.12	\$45.80	\$46.49	\$47.19	\$47.90
		3	\$43.18	\$44.26	\$45.37	\$46.05	\$46.74	\$47.44	\$48.15
		4	\$43.47	\$44.56	\$45.67	\$46.36	\$47.06	\$47.77	\$48.49
		5	\$43.64	\$44.73	\$45.85	\$46.54	\$47.24	\$47.95	\$48.67
		6	\$43.95	\$45.05	\$46.18	\$46.87	\$47.57	\$48.28	\$49.00
		7	\$44.25	\$45.36	\$46.49	\$47.19	\$47.90	\$48.62	\$49.35
		8	\$44.44	\$45.55	\$46.69	\$47.39	\$48.10	\$48.82	\$49.55
		9	\$44.71	\$45.83	\$46.98	\$47.68	\$48.40	\$49.13	\$49.87
		10	\$44.93	\$46.05	\$47.20	\$47.91	\$48.63	\$49.36	\$50.10
		11	\$45.22	\$46.35	\$47.51	\$48.22	\$48.94	\$49.67	\$50.42
		12	\$45.46	\$46.60	\$47.77	\$48.49	\$49.22	\$49.96	\$50.71
81282506	Mech Dist A Fld Trainer	1	\$41.48	\$42.52	\$43.58	\$44.23	\$44.89	\$45.56	\$46.24
		2	\$41.48	\$42.52	\$43.58	\$44.23	\$44.89	\$45.56	\$46.24
		3	\$41.71	\$42.75	\$43.82	\$44.48	\$45.15	\$45.83	\$46.52
		4	\$41.88	\$42.93	\$44.00	\$44.66	\$45.33	\$46.01	\$46.70
		5	\$42.12	\$43.17	\$44.25	\$44.91	\$45.58	\$46.26	\$46.95
		6	\$42.35	\$43.41	\$44.50	\$45.17	\$45.85	\$46.54	\$47.24
		7	\$42.55	\$43.61	\$44.70	\$45.37	\$46.05	\$46.74	\$47.44
		8	\$42.74	\$43.81	\$44.91	\$45.58	\$46.26	\$46.95	\$47.65
		9	\$42.95	\$44.02	\$45.12	\$45.80	\$46.49	\$47.19	\$47.90
		10	\$43.11	\$44.19	\$45.29	\$45.97	\$46.66	\$47.36	\$48.07
		11	\$43.37	\$44.45	\$45.56	\$46.24	\$46.93	\$47.63	\$48.34
		12	\$43.64	\$44.73	\$45.85	\$46.54	\$47.24	\$47.95	\$48.67
81282731	Mech Dist A Post 98	1	\$37.84	\$38.79	\$39.76	\$40.36	\$40.97	\$41.58	\$42.20
		2	\$37.84	\$38.79	\$39.76	\$40.36	\$40.97	\$41.58	\$42.20
		3	\$38.08	\$39.03	\$40.01	\$40.61	\$41.22	\$41.84	\$42.47
		4	\$38.37	\$39.33	\$40.31	\$40.91	\$41.52	\$42.14	\$42.77
		5	\$38.62	\$39.59	\$40.58	\$41.19	\$41.81	\$42.44	\$43.08
		6	\$38.91	\$39.88	\$40.88	\$41.49	\$42.11	\$42.74	\$43.38
		7	\$39.18	\$40.16	\$41.16	\$41.78	\$42.41	\$43.05	\$43.70
		8	\$39.42	\$40.41	\$41.42	\$42.04	\$42.67	\$43.31	\$43.96
		9	\$39.73	\$40.72	\$41.74	\$42.37	\$43.01	\$43.66	\$44.31
		10	\$39.93	\$40.93	\$41.95	\$42.58	\$43.22	\$43.87	\$44.53
		11	\$40.24	\$41.25	\$42.28	\$42.91	\$43.55	\$44.20	\$44.86
		12	\$40.51	\$41.52	\$42.56	\$43.20	\$43.85	\$44.51	\$45.18
81282505	Mech Dist B	1	\$33.87	\$34.72	\$35.59	\$36.12	\$36.66	\$37.21	\$37.77
		2	\$33.87	\$34.72	\$35.59	\$36.12	\$36.66	\$37.21	\$37.77
		3	\$33.97	\$34.82	\$35.69	\$36.23	\$36.77	\$37.32	\$37.88
		4	\$34.04	\$34.89	\$35.76	\$36.30	\$36.84	\$37.39	\$37.95
		5	\$34.08	\$34.93	\$35.80	\$36.34	\$36.89	\$37.44	\$38.00
		6	\$34.16	\$35.01	\$35.89	\$36.43	\$36.98	\$37.53	\$38.09
		7	\$34.19	\$35.04	\$35.92	\$36.46	\$37.01	\$37.57	\$38.13
		8	\$34.30	\$35.16	\$36.04	\$36.58	\$37.13	\$37.69	\$38.26
		9	\$34.34	\$35.20	\$36.08	\$36.62	\$37.17	\$37.73	\$38.30
		10	\$34.38	\$35.24	\$36.12	\$36.66	\$37.21	\$37.77	\$38.34
		11	\$34.43	\$35.29	\$36.17	\$36.71	\$37.26	\$37.82	\$38.39
		12	\$34.57	\$35.43	\$36.32	\$36.86	\$37.41	\$37.97	\$38.54

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282727	Mech Dist B Post 98	1	\$32.32	\$33.13	\$33.96	\$34.47	\$34.99	\$35.51	\$36.04
		2	\$32.32	\$33.13	\$33.96	\$34.47	\$34.99	\$35.51	\$36.04
		3	\$32.42	\$33.23	\$34.06	\$34.57	\$35.09	\$35.62	\$36.15
		4	\$32.78	\$33.60	\$34.44	\$34.96	\$35.48	\$36.01	\$36.55
		5	\$33.01	\$33.84	\$34.69	\$35.21	\$35.74	\$36.28	\$36.82
		6	\$33.22	\$34.05	\$34.90	\$35.42	\$35.95	\$36.49	\$37.04
		7	\$33.48	\$34.32	\$35.18	\$35.71	\$36.25	\$36.79	\$37.34
		8	\$33.67	\$34.51	\$35.37	\$35.90	\$36.44	\$36.99	\$37.54
		9	\$33.92	\$34.77	\$35.64	\$36.17	\$36.71	\$37.26	\$37.82
		10	\$34.12	\$34.97	\$35.84	\$36.38	\$36.93	\$37.48	\$38.04
		11	\$34.36	\$35.22	\$36.10	\$36.64	\$37.19	\$37.75	\$38.32
		12	\$34.57	\$35.43	\$36.32	\$36.86	\$37.41	\$37.97	\$38.54
81282164	Meter Ops Apprentice	1	\$15.34	\$15.72	\$16.11	\$16.35	\$16.60	\$16.85	\$17.10
		2	\$15.34	\$15.72	\$16.11	\$16.35	\$16.60	\$16.85	\$17.10
		3	\$16.53	\$16.94	\$17.36	\$17.62	\$17.88	\$18.15	\$18.42
		4	\$17.73	\$18.17	\$18.62	\$18.90	\$19.18	\$19.47	\$19.76
		5	\$18.96	\$19.43	\$19.92	\$20.22	\$20.52	\$20.83	\$21.14
		6	\$20.17	\$20.67	\$21.19	\$21.51	\$21.83	\$22.16	\$22.49
		7	\$21.39	\$21.92	\$22.47	\$22.81	\$23.15	\$23.50	\$23.85
		8	\$22.59	\$23.15	\$23.73	\$24.09	\$24.45	\$24.82	\$25.19
		9	\$23.82	\$24.42	\$25.03	\$25.41	\$25.79	\$26.18	\$26.57
		10	\$25.02	\$25.65	\$26.29	\$26.68	\$27.08	\$27.49	\$27.90
		11	\$26.18	\$26.83	\$27.50	\$27.91	\$28.33	\$28.75	\$29.18
		12	\$27.44	\$28.13	\$28.83	\$29.26	\$29.70	\$30.15	\$30.60
81282168	Meter Ops Instrument Mechanic	1	\$35.86	\$36.76	\$37.68	\$38.25	\$38.82	\$39.40	\$39.99
		2	\$35.86	\$36.76	\$37.68	\$38.25	\$38.82	\$39.40	\$39.99
		3	\$36.59	\$37.50	\$38.44	\$39.02	\$39.61	\$40.20	\$40.80
		4	\$37.29	\$38.22	\$39.18	\$39.77	\$40.37	\$40.98	\$41.59
		5	\$38.01	\$38.96	\$39.93	\$40.53	\$41.14	\$41.76	\$42.39
		6	\$38.68	\$39.65	\$40.64	\$41.25	\$41.87	\$42.50	\$43.14
		7	\$39.39	\$40.37	\$41.38	\$42.00	\$42.63	\$43.27	\$43.92
		8	\$40.10	\$41.10	\$42.13	\$42.76	\$43.40	\$44.05	\$44.71
		9	\$40.80	\$41.82	\$42.87	\$43.51	\$44.16	\$44.82	\$45.49
		10	\$41.77	\$42.81	\$43.88	\$44.54	\$45.21	\$45.89	\$46.58
		11	\$42.35	\$43.41	\$44.50	\$45.17	\$45.85	\$46.54	\$47.24
		12	\$42.89	\$43.96	\$45.06	\$45.74	\$46.43	\$47.13	\$47.84
81282165	Meter Ops Mechanic	1	\$27.16	\$27.84	\$28.54	\$28.97	\$29.40	\$29.84	\$30.29
		2	\$27.16	\$27.84	\$28.54	\$28.97	\$29.40	\$29.84	\$30.29
		3	\$27.72	\$28.41	\$29.12	\$29.56	\$30.00	\$30.45	\$30.91
		4	\$28.26	\$28.97	\$29.69	\$30.14	\$30.59	\$31.05	\$31.52
		5	\$28.83	\$29.55	\$30.29	\$30.74	\$31.20	\$31.67	\$32.15
		6	\$29.40	\$30.14	\$30.89	\$31.35	\$31.82	\$32.30	\$32.78
		7	\$29.92	\$30.67	\$31.44	\$31.91	\$32.39	\$32.88	\$33.37
		8	\$30.49	\$31.25	\$32.03	\$32.51	\$33.00	\$33.50	\$34.00
		9	\$31.07	\$31.85	\$32.65	\$33.14	\$33.64	\$34.14	\$34.65
		10	\$31.62	\$32.41	\$33.22	\$33.72	\$34.23	\$34.74	\$35.26
		11	\$32.17	\$32.97	\$33.79	\$34.30	\$34.81	\$35.33	\$35.86
		12	\$32.73	\$33.55	\$34.39	\$34.91	\$35.43	\$35.96	\$36.50

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282167	Meter Ops Senior Mechanic	2	\$33.35	\$34.18	\$35.03	\$35.56	\$36.09	\$36.63	\$37.18
		3	\$33.91	\$34.76	\$35.63	\$36.16	\$36.70	\$37.25	\$37.81
		4	\$34.43	\$35.29	\$36.17	\$36.71	\$37.26	\$37.82	\$38.39
		5	\$34.97	\$35.84	\$36.74	\$37.29	\$37.85	\$38.42	\$39.00
		6	\$35.50	\$36.39	\$37.30	\$37.86	\$38.43	\$39.01	\$39.60
		7	\$36.08	\$36.98	\$37.90	\$38.47	\$39.05	\$39.64	\$40.23
		8	\$36.60	\$37.52	\$38.46	\$39.04	\$39.63	\$40.22	\$40.82
		9	\$37.12	\$38.05	\$39.00	\$39.59	\$40.18	\$40.78	\$41.39
		10	\$37.70	\$38.64	\$39.61	\$40.20	\$40.80	\$41.41	\$42.03
		11	\$38.21	\$39.17	\$40.15	\$40.75	\$41.36	\$41.98	\$42.61
		12	\$38.78	\$39.75	\$40.74	\$41.35	\$41.97	\$42.60	\$43.24
		81282689	Meter Service Representative	1	\$13.06	\$13.39	\$13.72	\$13.93	\$14.14
2	\$13.06			\$13.39	\$13.72	\$13.93	\$14.14	\$14.35	\$14.57
3	\$13.83			\$14.18	\$14.53	\$14.75	\$14.97	\$15.19	\$15.42
4	\$14.62			\$14.99	\$15.36	\$15.59	\$15.82	\$16.06	\$16.30
5	\$15.40			\$15.79	\$16.18	\$16.42	\$16.67	\$16.92	\$17.17
6	\$16.18			\$16.58	\$16.99	\$17.24	\$17.50	\$17.76	\$18.03
7	\$16.93			\$17.35	\$17.78	\$18.05	\$18.32	\$18.59	\$18.87
8	\$17.71			\$18.15	\$18.60	\$18.88	\$19.16	\$19.45	\$19.74
9	\$18.50			\$18.96	\$19.43	\$19.72	\$20.02	\$20.32	\$20.62
10	\$19.29			\$19.77	\$20.26	\$20.56	\$20.87	\$21.18	\$21.50
11	\$20.06			\$20.56	\$21.07	\$21.39	\$21.71	\$22.04	\$22.37
12	\$20.83			\$21.35	\$21.88	\$22.21	\$22.54	\$22.88	\$23.22
81282671	Meter Service Technician A	1	\$34.04	\$34.89	\$35.76	\$36.30	\$36.84	\$37.39	\$37.95
		2	\$34.04	\$34.89	\$35.76	\$36.30	\$36.84	\$37.39	\$37.95
		3	\$34.79	\$35.66	\$36.55	\$37.10	\$37.66	\$38.22	\$38.79
		4	\$35.53	\$36.42	\$37.33	\$37.89	\$38.46	\$39.04	\$39.63
		5	\$36.25	\$37.16	\$38.09	\$38.66	\$39.24	\$39.83	\$40.43
		6	\$37.01	\$37.94	\$38.89	\$39.47	\$40.06	\$40.66	\$41.27
		7	\$37.76	\$38.70	\$39.67	\$40.27	\$40.87	\$41.48	\$42.10
		8	\$38.49	\$39.45	\$40.44	\$41.05	\$41.67	\$42.30	\$42.93
		9	\$39.23	\$40.21	\$41.22	\$41.84	\$42.47	\$43.11	\$43.76
		10	\$39.96	\$40.96	\$41.98	\$42.61	\$43.25	\$43.90	\$44.56
		11	\$40.72	\$41.74	\$42.78	\$43.42	\$44.07	\$44.73	\$45.40
		12	\$41.46	\$42.50	\$43.56	\$44.21	\$44.87	\$45.54	\$46.22

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282030	Meter Service Technician C/B	1	\$16.68	\$17.10	\$17.53	\$17.79	\$18.06	\$18.33	\$18.60
		2	\$16.68	\$17.10	\$17.53	\$17.79	\$18.06	\$18.33	\$18.60
		3	\$18.01	\$18.46	\$18.92	\$19.20	\$19.49	\$19.78	\$20.08
		4	\$19.34	\$19.82	\$20.32	\$20.62	\$20.93	\$21.24	\$21.56
		5	\$20.68	\$21.20	\$21.73	\$22.06	\$22.39	\$22.73	\$23.07
		6	\$22.01	\$22.56	\$23.12	\$23.47	\$23.82	\$24.18	\$24.54
		7	\$23.34	\$23.92	\$24.52	\$24.89	\$25.26	\$25.64	\$26.02
		8	\$24.68	\$25.30	\$25.93	\$26.32	\$26.71	\$27.11	\$27.52
		9	\$26.00	\$26.65	\$27.32	\$27.73	\$28.15	\$28.57	\$29.00
		10	\$27.34	\$28.02	\$28.72	\$29.15	\$29.59	\$30.03	\$30.48
		11	\$28.67	\$29.39	\$30.12	\$30.57	\$31.03	\$31.50	\$31.97
		12	\$30.01	\$30.77	\$31.54	\$32.01	\$32.49	\$32.97	\$33.46
		13	\$31.34	\$32.14	\$32.94	\$33.37	\$33.81	\$34.26	\$34.71
		14	\$32.68	\$33.52	\$34.36	\$34.78	\$35.22	\$35.67	\$36.12
		15	\$34.01	\$34.89	\$35.73	\$36.17	\$36.61	\$37.06	\$37.52
		16	\$35.34	\$36.26	\$37.10	\$37.53	\$37.97	\$38.42	\$38.87
		17	\$36.68	\$37.64	\$38.50	\$38.93	\$39.37	\$39.82	\$40.27
		18	\$38.01	\$39.01	\$39.96	\$40.39	\$40.83	\$41.28	\$41.73
		19	\$39.34	\$40.38	\$41.33	\$41.76	\$42.21	\$42.66	\$43.11
81282618	Office Technician	1	\$22.63	\$23.20	\$23.78	\$24.14	\$24.50	\$24.87	\$25.24
		2	\$22.63	\$23.20	\$23.78	\$24.14	\$24.50	\$24.87	\$25.24
		3	\$23.54	\$24.13	\$24.73	\$25.10	\$25.48	\$25.86	\$26.25
		4	\$24.45	\$25.06	\$25.69	\$26.08	\$26.47	\$26.87	\$27.27
		5	\$25.35	\$25.98	\$26.63	\$27.03	\$27.44	\$27.85	\$28.27
		6	\$26.25	\$26.91	\$27.58	\$27.99	\$28.41	\$28.84	\$29.27
		7	\$27.16	\$27.84	\$28.54	\$28.97	\$29.40	\$29.84	\$30.29
		8	\$28.06	\$28.76	\$29.48	\$29.92	\$30.37	\$30.83	\$31.29
		9	\$28.97	\$29.69	\$30.43	\$30.89	\$31.35	\$31.82	\$32.30
		10	\$29.87	\$30.62	\$31.39	\$31.86	\$32.34	\$32.83	\$33.32
		11	\$30.78	\$31.55	\$32.34	\$32.83	\$33.32	\$33.82	\$34.33
		12	\$31.68	\$32.47	\$33.28	\$33.78	\$34.29	\$34.80	\$35.32
81282715	Opr C Trainee Post 98	1	\$19.22900	\$19.70973	\$20.20247	\$20.50551	\$20.81309	\$21.12529	\$21.44217
		2	\$19.22900	\$19.70973	\$20.20247	\$20.50551	\$20.81309	\$21.12529	\$21.44217
		3	\$23.09325	\$23.67058	\$24.26234	\$24.62628	\$24.99567	\$25.37061	\$25.75117
81282719	Oper Dist C Post 98	1	\$25.04	\$25.67	\$26.31	\$26.70	\$27.10	\$27.51	\$27.92
		2	\$25.04	\$25.67	\$26.31	\$26.70	\$27.10	\$27.51	\$27.92
		3	\$25.48	\$26.12	\$26.77	\$27.17	\$27.58	\$27.99	\$28.41
		4	\$25.89	\$26.54	\$27.20	\$27.61	\$28.02	\$28.44	\$28.87
		5	\$26.31	\$26.97	\$27.64	\$28.05	\$28.47	\$28.90	\$29.33
		6	\$26.70	\$27.37	\$28.05	\$28.47	\$28.90	\$29.33	\$29.77
		7	\$27.13	\$27.81	\$28.51	\$28.94	\$29.37	\$29.81	\$30.26
		8	\$27.56	\$28.25	\$28.96	\$29.39	\$29.83	\$30.28	\$30.73
		9	\$27.96	\$28.66	\$29.38	\$29.82	\$30.27	\$30.72	\$31.18
		10	\$28.38	\$29.09	\$29.82	\$30.27	\$30.72	\$31.18	\$31.65
		11	\$28.79	\$29.51	\$30.25	\$30.70	\$31.16	\$31.63	\$32.10
		12	\$29.21	\$29.94	\$30.69	\$31.15	\$31.62	\$32.09	\$32.57



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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282550	Operator Dist A Post 98	1	\$37.84	\$38.79	\$39.76	\$40.36	\$40.97	\$41.58	\$42.20
		2	\$37.84	\$38.79	\$39.76	\$40.36	\$40.97	\$41.58	\$42.20
		3	\$38.08	\$39.03	\$40.01	\$40.61	\$41.22	\$41.84	\$42.47
		4	\$38.37	\$39.33	\$40.31	\$40.91	\$41.52	\$42.14	\$42.77
		5	\$38.62	\$39.59	\$40.58	\$41.19	\$41.81	\$42.44	\$43.08
		6	\$38.91	\$39.88	\$40.88	\$41.49	\$42.11	\$42.74	\$43.38
		7	\$39.18	\$40.16	\$41.16	\$41.78	\$42.41	\$43.05	\$43.70
		8	\$39.42	\$40.41	\$41.42	\$42.04	\$42.67	\$43.31	\$43.96
		9	\$39.73	\$40.72	\$41.74	\$42.37	\$43.01	\$43.66	\$44.31
		10	\$39.93	\$40.93	\$41.95	\$42.58	\$43.22	\$43.87	\$44.53
		11	\$40.24	\$41.25	\$42.28	\$42.91	\$43.55	\$44.20	\$44.86
		12	\$40.51	\$41.52	\$42.56	\$43.20	\$43.85	\$44.51	\$45.18
81282378	Opns Asst Dist	1	\$33.05548	\$33.88187	\$34.72892	\$35.24985	\$35.77860	\$36.31528	\$36.86001
		2	\$33.05548	\$33.88187	\$34.72892	\$35.24985	\$35.77860	\$36.31528	\$36.86001
		3	\$33.41731	\$34.25274	\$35.10906	\$35.63570	\$36.17024	\$36.71279	\$37.26348
		4	\$33.77836	\$34.62282	\$35.48839	\$36.02072	\$36.56103	\$37.10945	\$37.66609
		5	\$34.14198	\$34.99553	\$35.87042	\$36.40848	\$36.95461	\$37.50893	\$38.07156
		6	\$34.50201	\$35.36456	\$36.24867	\$36.79240	\$37.34429	\$37.90445	\$38.47302
		7	\$34.86589	\$35.73754	\$36.63098	\$37.18044	\$37.73815	\$38.30422	\$38.87878
		8	\$35.22720	\$36.10788	\$37.01058	\$37.56574	\$38.12923	\$38.70117	\$39.28169
		9	\$35.58954	\$36.47928	\$37.39126	\$37.95213	\$38.52141	\$39.09923	\$39.68572
		10	\$35.94906	\$36.84779	\$37.76898	\$38.33551	\$38.91054	\$39.49420	\$40.08661
		11	\$36.31088	\$37.21865	\$38.14912	\$38.72136	\$39.30218	\$39.89171	\$40.49009
		12	\$36.67758	\$37.59452	\$38.53438	\$39.11240	\$39.69909	\$40.29458	\$40.89900
81282514	Opns Asst Dist	1	\$35.25918	\$36.14066	\$37.04418	\$37.59984	\$38.16384	\$38.73630	\$39.31734
		2	\$35.25918	\$36.14066	\$37.04418	\$37.59984	\$38.16384	\$38.73630	\$39.31734
		3	\$36.20820	\$37.11341	\$38.04125	\$38.61187	\$39.19105	\$39.77892	\$40.37560
		4	\$37.27912	\$38.21110	\$39.16638	\$39.75388	\$40.35019	\$40.95544	\$41.56977
		5	\$37.27912	\$38.21110	\$39.16638	\$39.75388	\$40.35019	\$40.95544	\$41.56977
		6	\$38.22922	\$39.18495	\$40.16457	\$40.76704	\$41.37855	\$41.99923	\$42.62922
		7	\$38.22922	\$39.18495	\$40.16457	\$40.76704	\$41.37855	\$41.99923	\$42.62922
		8	\$39.12275	\$40.10082	\$41.10334	\$41.71989	\$42.34569	\$42.98088	\$43.62559
81282516	Opns Asst Gas Ops	1	\$27.34	\$28.02	\$28.72	\$29.15	\$29.59	\$30.03	\$30.48
		2	\$27.34	\$28.02	\$28.72	\$29.15	\$29.59	\$30.03	\$30.48
		3	\$28.07	\$28.77	\$29.49	\$29.93	\$30.38	\$30.84	\$31.30
		4	\$28.79	\$29.51	\$30.25	\$30.70	\$31.16	\$31.63	\$32.10
		5	\$29.46	\$30.20	\$30.96	\$31.42	\$31.89	\$32.37	\$32.86
		6	\$30.16	\$30.91	\$31.68	\$32.16	\$32.64	\$33.13	\$33.63
		7	\$30.87	\$31.64	\$32.43	\$32.92	\$33.41	\$33.91	\$34.42
		8	\$31.59	\$32.38	\$33.19	\$33.69	\$34.20	\$34.71	\$35.23
		9	\$32.33	\$33.14	\$33.97	\$34.48	\$35.00	\$35.53	\$36.06
		10	\$33.02	\$33.85	\$34.70	\$35.22	\$35.75	\$36.29	\$36.83
		11	\$33.69	\$34.53	\$35.39	\$35.92	\$36.46	\$37.01	\$37.57
		12	\$34.61	\$35.48	\$36.37	\$36.92	\$37.47	\$38.03	\$38.60

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282591	Opr A Dist Opns	1	\$39.24	\$40.22	\$41.23	\$41.85	\$42.48	\$43.12	\$43.77
		2	\$39.24	\$40.22	\$41.23	\$41.85	\$42.48	\$43.12	\$43.77
		3	\$39.44	\$40.43	\$41.44	\$42.06	\$42.69	\$43.33	\$43.98
		4	\$39.72	\$40.71	\$41.73	\$42.36	\$43.00	\$43.65	\$44.30
		5	\$39.86	\$40.86	\$41.88	\$42.51	\$43.15	\$43.80	\$44.46
		6	\$40.11	\$41.11	\$42.14	\$42.77	\$43.41	\$44.06	\$44.72
		7	\$40.28	\$41.29	\$42.32	\$42.95	\$43.59	\$44.24	\$44.90
		8	\$40.49	\$41.50	\$42.54	\$43.18	\$43.83	\$44.49	\$45.16
		9	\$40.71	\$41.73	\$42.77	\$43.41	\$44.06	\$44.72	\$45.39
		10	\$40.91	\$41.93	\$42.98	\$43.62	\$44.27	\$44.93	\$45.60
		11	\$41.09	\$42.12	\$43.17	\$43.82	\$44.48	\$45.15	\$45.83
		12	\$41.45	\$42.49	\$43.55	\$44.20	\$44.86	\$45.53	\$46.21
81282518	Opr Chief Lng	1	\$45.22	\$46.35	\$47.51	\$48.22	\$48.94	\$49.67	\$50.42
		2	\$45.22	\$46.35	\$47.51	\$48.22	\$48.94	\$49.67	\$50.42
		3	\$45.50	\$46.64	\$47.81	\$48.53	\$49.26	\$50.00	\$50.75
		4	\$45.74	\$46.88	\$48.05	\$48.77	\$49.50	\$50.24	\$50.99
		5	\$46.05	\$47.20	\$48.38	\$49.11	\$49.85	\$50.60	\$51.36
		6	\$46.27	\$47.43	\$48.62	\$49.35	\$50.09	\$50.84	\$51.60
		7	\$46.56	\$47.72	\$48.91	\$49.64	\$50.38	\$51.14	\$51.91
		8	\$46.84	\$48.01	\$49.21	\$49.95	\$50.70	\$51.46	\$52.23
		9	\$47.10	\$48.28	\$49.49	\$50.23	\$50.98	\$51.74	\$52.52
		10	\$47.39	\$48.57	\$49.78	\$50.53	\$51.29	\$52.06	\$52.84
		11	\$47.68	\$48.87	\$50.09	\$50.84	\$51.60	\$52.37	\$53.16
		12	\$47.94	\$49.14	\$50.37	\$51.13	\$51.90	\$52.68	\$53.47
81282534	Opr Chief Sng/Lng	1	\$47.64	\$48.83	\$50.05	\$50.80	\$51.56	\$52.33	\$53.11
		2	\$47.64	\$48.83	\$50.05	\$50.80	\$51.56	\$52.33	\$53.11
		3	\$47.92	\$49.12	\$50.35	\$51.11	\$51.88	\$52.66	\$53.45
		4	\$48.19	\$49.39	\$50.62	\$51.38	\$52.15	\$52.93	\$53.72
		5	\$48.48	\$49.69	\$50.93	\$51.69	\$52.47	\$53.26	\$54.06
		6	\$48.77	\$49.99	\$51.24	\$52.01	\$52.79	\$53.58	\$54.38
		7	\$49.07	\$50.30	\$51.56	\$52.33	\$53.11	\$53.91	\$54.72
		8	\$49.33	\$50.56	\$51.82	\$52.60	\$53.39	\$54.19	\$55.00
		9	\$49.62	\$50.86	\$52.13	\$52.91	\$53.70	\$54.51	\$55.33
		10	\$49.92	\$51.17	\$52.45	\$53.24	\$54.04	\$54.85	\$55.67
		11	\$50.18	\$51.43	\$52.72	\$53.51	\$54.31	\$55.12	\$55.95
		12	\$50.46	\$51.72	\$53.01	\$53.81	\$54.62	\$55.44	\$56.27
81282723	Opr Distribution B Post 98	1	\$30.63	\$31.40	\$32.19	\$32.67	\$33.16	\$33.66	\$34.16
		2	\$30.63	\$31.40	\$32.19	\$32.67	\$33.16	\$33.66	\$34.16
		3	\$30.78	\$31.55	\$32.34	\$32.83	\$33.32	\$33.82	\$34.33
		4	\$30.97	\$31.74	\$32.53	\$33.02	\$33.52	\$34.02	\$34.53
		5	\$31.14	\$31.92	\$32.72	\$33.21	\$33.71	\$34.22	\$34.73
		6	\$31.33	\$32.11	\$32.91	\$33.40	\$33.90	\$34.41	\$34.93
		7	\$31.52	\$32.31	\$33.12	\$33.62	\$34.12	\$34.63	\$35.15
		8	\$31.71	\$32.50	\$33.31	\$33.81	\$34.32	\$34.83	\$35.35
		9	\$31.88	\$32.68	\$33.50	\$34.00	\$34.51	\$35.03	\$35.56
		10	\$32.07	\$32.87	\$33.69	\$34.20	\$34.71	\$35.23	\$35.76
		11	\$32.24	\$33.05	\$33.88	\$34.39	\$34.91	\$35.43	\$35.96
		12	\$32.45	\$33.26	\$34.09	\$34.60	\$35.12	\$35.65	\$36.18

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282522	Opr Dump Truck 1.5T+	1	\$31.26	\$32.04	\$32.84	\$33.33	\$33.83	\$34.34	\$34.86
		2	\$31.26	\$32.04	\$32.84	\$33.33	\$33.83	\$34.34	\$34.86
		3	\$31.49	\$32.28	\$33.09	\$33.59	\$34.09	\$34.60	\$35.12
		4	\$31.68	\$32.47	\$33.28	\$33.78	\$34.29	\$34.80	\$35.32
		5	\$31.85	\$32.65	\$33.47	\$33.97	\$34.48	\$35.00	\$35.53
		6	\$32.02	\$32.82	\$33.64	\$34.14	\$34.65	\$35.17	\$35.70
		7	\$32.25	\$33.06	\$33.89	\$34.40	\$34.92	\$35.44	\$35.97
		8	\$32.46	\$33.27	\$34.10	\$34.61	\$35.13	\$35.66	\$36.19
		9	\$32.60	\$33.42	\$34.26	\$34.77	\$35.29	\$35.82	\$36.36
		10	\$32.78	\$33.60	\$34.44	\$34.96	\$35.48	\$36.01	\$36.55
		11	\$32.95	\$33.77	\$34.61	\$35.13	\$35.66	\$36.19	\$36.73
		12	\$33.17	\$34.00	\$34.85	\$35.37	\$35.90	\$36.44	\$36.99
81282523	Opr Hoist Cherry Pcker(Lic)	1	\$40.51	\$41.52	\$42.56	\$43.20	\$43.85	\$44.51	\$45.18
		2	\$40.51	\$41.52	\$42.56	\$43.20	\$43.85	\$44.51	\$45.18
		3	\$40.66	\$41.68	\$42.72	\$43.36	\$44.01	\$44.67	\$45.34
		4	\$40.89	\$41.91	\$42.96	\$43.60	\$44.25	\$44.91	\$45.58
		5	\$41.05	\$42.08	\$43.13	\$43.78	\$44.44	\$45.11	\$45.79
		6	\$41.24	\$42.27	\$43.33	\$43.98	\$44.64	\$45.31	\$45.99
		7	\$41.44	\$42.48	\$43.54	\$44.19	\$44.85	\$45.52	\$46.20
		8	\$41.59	\$42.63	\$43.70	\$44.36	\$45.03	\$45.71	\$46.40
		9	\$41.80	\$42.85	\$43.92	\$44.58	\$45.25	\$45.93	\$46.62
		10	\$42.00	\$43.05	\$44.13	\$44.79	\$45.46	\$46.14	\$46.83
		11	\$42.18	\$43.23	\$44.31	\$44.97	\$45.64	\$46.32	\$47.01
		12	\$42.38	\$43.44	\$44.53	\$45.20	\$45.88	\$46.57	\$47.27
81282416	Opr Lead Repro Mach 40	1	\$34.39772	\$35.25766	\$36.13910	\$36.68119	\$37.23141	\$37.78988	\$38.35673
		2	\$34.39772	\$35.25766	\$36.13910	\$36.68119	\$37.23141	\$37.78988	\$38.35673
		3	\$34.75954	\$35.62853	\$36.51924	\$37.06703	\$37.62304	\$38.18739	\$38.76020
		4	\$35.12111	\$35.99914	\$36.89912	\$37.45261	\$38.01440	\$38.58462	\$39.16339
		5	\$35.48345	\$36.37054	\$37.27980	\$37.83900	\$38.40659	\$38.98269	\$39.56743
		6	\$35.84604	\$36.74219	\$37.66074	\$38.22565	\$38.79903	\$39.38102	\$39.97174
		7	\$36.20608	\$37.11123	\$38.03901	\$38.60960	\$39.18874	\$39.77657	\$40.37322
		8	\$36.56790	\$37.48210	\$38.41915	\$38.99544	\$39.58037	\$40.17408	\$40.77669
		9	\$36.93101	\$37.85429	\$38.80065	\$39.38266	\$39.97340	\$40.57300	\$41.18160
		10	\$37.29104	\$38.22332	\$39.17890	\$39.76658	\$40.36308	\$40.96853	\$41.58360
		11	\$37.65312	\$38.59445	\$39.55931	\$40.15270	\$40.75499	\$41.36631	\$41.98680
		12	\$38.01546	\$38.96585	\$39.94000	\$40.53910	\$41.14719	\$41.76440	\$42.39087
81282434	Opr Lead Systems 40 Hr	1	\$39.06583	\$40.04248	\$41.04354	\$41.65919	\$42.28408	\$42.91834	\$43.56212
		2	\$39.06583	\$40.04248	\$41.04354	\$41.65919	\$42.28408	\$42.91834	\$43.56212
		3	\$39.42688	\$40.41255	\$41.42286	\$42.04420	\$42.67486	\$43.31498	\$43.96470
		4	\$39.78743	\$40.78212	\$41.80167	\$42.42870	\$43.06513	\$43.71111	\$44.36678
		5	\$40.14925	\$41.15298	\$42.18180	\$42.81453	\$43.45675	\$44.10860	\$44.77023
		6	\$40.51236	\$41.52517	\$42.56330	\$43.20175	\$43.84978	\$44.50753	\$45.17514
		7	\$40.87521	\$41.89709	\$42.94452	\$43.58869	\$44.24252	\$44.90616	\$45.57975
		8	\$41.23575	\$42.26664	\$43.32331	\$43.97316	\$44.63276	\$45.30225	\$45.98178
		9	\$41.59809	\$42.63804	\$43.70399	\$44.35955	\$45.02494	\$45.70031	\$46.38581
		10	\$41.96068	\$43.00970	\$44.08494	\$44.74621	\$45.41740	\$46.09866	\$46.79014
		11	\$42.32251	\$43.38057	\$44.46508	\$45.13206	\$45.80904	\$46.49618	\$47.19362
		12	\$42.68356	\$43.75065	\$44.84442	\$45.51709	\$46.19985	\$46.89285	\$47.59624
81282716	Opr Lng Asst	1	\$38.20175	\$39.15679	\$40.13571	\$40.73775	\$41.34882	\$41.96905	\$42.59859
		2	\$38.20175	\$39.15679	\$40.13571	\$40.73775	\$41.34882	\$41.96905	\$42.59859
		3	\$40.45675	\$41.46817	\$42.50487	\$43.14244	\$43.78958	\$44.44642	\$45.11312

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282530	Opr Lng	1	\$40.93	\$41.95	\$43.00	\$43.65	\$44.30	\$44.96	\$45.63
		2	\$40.93	\$41.95	\$43.00	\$43.65	\$44.30	\$44.96	\$45.63
		3	\$41.22	\$42.25	\$43.31	\$43.96	\$44.62	\$45.29	\$45.97
		4	\$41.45	\$42.49	\$43.55	\$44.20	\$44.86	\$45.53	\$46.21
		5	\$41.69	\$42.73	\$43.80	\$44.46	\$45.13	\$45.81	\$46.50
		6	\$41.91	\$42.96	\$44.03	\$44.69	\$45.36	\$46.04	\$46.73
		7	\$42.18	\$43.23	\$44.31	\$44.97	\$45.64	\$46.32	\$47.01
		8	\$42.46	\$43.52	\$44.61	\$45.28	\$45.96	\$46.65	\$47.35
		9	\$42.67	\$43.74	\$44.83	\$45.50	\$46.18	\$46.87	\$47.57
		10	\$42.92	\$43.99	\$45.09	\$45.77	\$46.46	\$47.16	\$47.87
		11	\$43.13	\$44.21	\$45.32	\$46.00	\$46.69	\$47.39	\$48.10
		12	\$43.41	\$44.50	\$45.61	\$46.29	\$46.98	\$47.68	\$48.40
81282532	Opr Mail Insert Mach37.5 Hr	1	\$31.42650	\$32.21216	\$33.01746	\$33.51272	\$34.01541	\$34.52564	\$35.04352
		2	\$31.42650	\$32.21216	\$33.01746	\$33.51272	\$34.01541	\$34.52564	\$35.04352
		3	\$32.06747	\$32.86916	\$33.69089	\$34.19625	\$34.70919	\$35.22983	\$35.75828
		4	\$32.81586	\$33.63626	\$34.47717	\$34.99433	\$35.51924	\$36.05203	\$36.59281
		5	\$33.44534	\$34.28147	\$35.13851	\$35.66559	\$36.20057	\$36.74358	\$37.29473
		6	\$34.07620	\$34.92811	\$35.80131	\$36.33833	\$36.88340	\$37.43665	\$37.99820
		7	\$34.07620	\$34.92811	\$35.80131	\$36.33833	\$36.88340	\$37.43665	\$37.99820
		8	\$35.05664	\$35.93306	\$36.83139	\$37.38386	\$37.94462	\$38.51379	\$39.09150
81282246	Opr MI Insrt Mac 40 Hr Post 97	1	\$19.48115	\$19.96818	\$20.46738	\$20.77439	\$21.08601	\$21.40230	\$21.72333
		2	\$19.48115	\$19.96818	\$20.46738	\$20.77439	\$21.08601	\$21.40230	\$21.72333
		3	\$20.13023	\$20.63349	\$21.14933	\$21.46657	\$21.78857	\$22.11540	\$22.44713
		4	\$20.78059	\$21.30010	\$21.83260	\$22.16009	\$22.49249	\$22.82988	\$23.17233
		5	\$21.42891	\$21.96463	\$22.51375	\$22.85146	\$23.19423	\$23.54214	\$23.89527
		6	\$22.07773	\$22.62967	\$23.19541	\$23.54334	\$23.89649	\$24.25494	\$24.61876
		7	\$22.72809	\$23.29629	\$23.87870	\$24.23688	\$24.60043	\$24.96944	\$25.34398
		8	\$23.37743	\$23.96187	\$24.56092	\$24.92933	\$25.30327	\$25.68282	\$26.06806
		9	\$24.02651	\$24.62717	\$25.24285	\$25.62149	\$26.00581	\$26.39590	\$26.79184
		10	\$24.67585	\$25.29275	\$25.92507	\$26.31395	\$26.70866	\$27.10929	\$27.51593
		11	\$25.32544	\$25.95858	\$26.60754	\$27.00665	\$27.41175	\$27.82293	\$28.24027
		12	\$25.97401	\$26.62336	\$27.28894	\$27.69827	\$28.11374	\$28.53545	\$28.96348
81282536	Opr Sng/Lng	1	\$45.22	\$46.35	\$47.51	\$48.22	\$48.94	\$49.67	\$50.42
		2	\$45.22	\$46.35	\$47.51	\$48.22	\$48.94	\$49.67	\$50.42
		3	\$45.50	\$46.64	\$47.81	\$48.53	\$49.26	\$50.00	\$50.75
		4	\$45.74	\$46.88	\$48.05	\$48.77	\$49.50	\$50.24	\$50.99
		5	\$46.05	\$47.20	\$48.38	\$49.11	\$49.85	\$50.60	\$51.36
		6	\$46.27	\$47.43	\$48.62	\$49.35	\$50.09	\$50.84	\$51.60
		7	\$46.56	\$47.72	\$48.91	\$49.64	\$50.38	\$51.14	\$51.91
		8	\$46.84	\$48.01	\$49.21	\$49.95	\$50.70	\$51.46	\$52.23
		9	\$47.10	\$48.28	\$49.49	\$50.23	\$50.98	\$51.74	\$52.52
		10	\$47.39	\$48.57	\$49.78	\$50.53	\$51.29	\$52.06	\$52.84
		11	\$47.68	\$48.87	\$50.09	\$50.84	\$51.60	\$52.37	\$53.16
		12	\$47.94	\$49.14	\$50.37	\$51.13	\$51.90	\$52.68	\$53.47

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282541	Opr Station A Lic	1	\$37.46	\$38.40	\$39.36	\$39.95	\$40.55	\$41.16	\$41.78
		2	\$37.46	\$38.40	\$39.36	\$39.95	\$40.55	\$41.16	\$41.78
		3	\$37.68	\$38.62	\$39.59	\$40.18	\$40.78	\$41.39	\$42.01
		4	\$37.90	\$38.85	\$39.82	\$40.42	\$41.03	\$41.65	\$42.27
		5	\$38.13	\$39.08	\$40.06	\$40.66	\$41.27	\$41.89	\$42.52
		6	\$38.36	\$39.32	\$40.30	\$40.90	\$41.51	\$42.13	\$42.76
		7	\$38.58	\$39.54	\$40.53	\$41.14	\$41.76	\$42.39	\$43.03
		8	\$38.79	\$39.76	\$40.75	\$41.36	\$41.98	\$42.61	\$43.25
		9	\$39.04	\$40.02	\$41.02	\$41.64	\$42.26	\$42.89	\$43.53
		10	\$39.24	\$40.22	\$41.23	\$41.85	\$42.48	\$43.12	\$43.77
		11	\$39.44	\$40.43	\$41.44	\$42.06	\$42.69	\$43.33	\$43.98
		12	\$39.73	\$40.72	\$41.74	\$42.37	\$43.01	\$43.66	\$44.31
81282543	Opr Station B	1	\$34.49	\$35.35	\$36.23	\$36.77	\$37.32	\$37.88	\$38.45
		2	\$34.49	\$35.35	\$36.23	\$36.77	\$37.32	\$37.88	\$38.45
		3	\$34.71	\$35.58	\$36.47	\$37.02	\$37.58	\$38.14	\$38.71
		4	\$34.92	\$35.79	\$36.68	\$37.23	\$37.79	\$38.36	\$38.94
		5	\$35.15	\$36.03	\$36.93	\$37.48	\$38.04	\$38.61	\$39.19
		6	\$35.32	\$36.20	\$37.11	\$37.67	\$38.24	\$38.81	\$39.39
		7	\$35.50	\$36.39	\$37.30	\$37.86	\$38.43	\$39.01	\$39.60
		8	\$35.74	\$36.63	\$37.55	\$38.11	\$38.68	\$39.26	\$39.85
		9	\$35.95	\$36.85	\$37.77	\$38.34	\$38.92	\$39.50	\$40.09
		10	\$36.19	\$37.09	\$38.02	\$38.59	\$39.17	\$39.76	\$40.36
		11	\$36.33	\$37.24	\$38.17	\$38.74	\$39.32	\$39.91	\$40.51
		12	\$36.53	\$37.44	\$38.38	\$38.96	\$39.54	\$40.13	\$40.73
81282565	Opr Systems 37.5 Hr	1	\$35.28378	\$36.16587	\$37.07002	\$37.62607	\$38.19046	\$38.76332	\$39.34477
		2	\$35.28378	\$36.16587	\$37.07002	\$37.62607	\$38.19046	\$38.76332	\$39.34477
		3	\$36.23088	\$37.13665	\$38.06507	\$38.63605	\$39.21559	\$39.80382	\$40.40088
		4	\$37.29934	\$38.23182	\$39.18762	\$39.77543	\$40.37206	\$40.97764	\$41.59230
		5	\$37.29934	\$38.23182	\$39.18762	\$39.77543	\$40.37206	\$40.97764	\$41.59230
		6	\$38.25136	\$39.20764	\$40.18783	\$40.79065	\$41.40251	\$42.02355	\$42.65390
		7	\$38.25136	\$39.20764	\$40.18783	\$40.79065	\$41.40251	\$42.02355	\$42.65390
		8	\$39.14680	\$40.12547	\$41.12861	\$41.74554	\$42.37172	\$43.00730	\$43.65241
81282435	Opr Systems 40 Hr	1	\$33.07854	\$33.90550	\$34.75314	\$35.27444	\$35.80356	\$36.34061	\$36.88572
		2	\$33.07854	\$33.90550	\$34.75314	\$35.27444	\$35.80356	\$36.34061	\$36.88572
		3	\$33.44088	\$34.27690	\$35.13382	\$35.66083	\$36.19574	\$36.73868	\$37.28976
		4	\$33.80245	\$34.64751	\$35.51370	\$36.04641	\$36.58711	\$37.13592	\$37.69296
		5	\$34.16453	\$35.01864	\$35.89411	\$36.43252	\$36.97901	\$37.53370	\$38.09671
		6	\$34.52738	\$35.39056	\$36.27532	\$36.81945	\$37.37174	\$37.93232	\$38.50130
		7	\$34.88793	\$35.76013	\$36.65413	\$37.20394	\$37.76200	\$38.32843	\$38.90336
		8	\$35.25052	\$36.13178	\$37.03507	\$37.59060	\$38.15446	\$38.72678	\$39.30768
		9	\$35.61286	\$36.50318	\$37.41576	\$37.97700	\$38.54666	\$39.12486	\$39.71173
		10	\$35.97571	\$36.87510	\$37.79698	\$38.36393	\$38.93939	\$39.52348	\$40.11633
		11	\$36.33625	\$37.24466	\$38.17578	\$38.74842	\$39.32965	\$39.91959	\$40.51838
		12	\$36.70013	\$37.61763	\$38.55807	\$39.13644	\$39.72349	\$40.31934	\$40.92413

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282436	Opr Systems A 40 Hr	1	\$34.39772	\$35.25766	\$36.13910	\$36.68119	\$37.23141	\$37.78988	\$38.35673
		2	\$34.39772	\$35.25766	\$36.13910	\$36.68119	\$37.23141	\$37.78988	\$38.35673
		3	\$34.75954	\$35.62853	\$36.51924	\$37.06703	\$37.62304	\$38.18739	\$38.76020
		4	\$35.12111	\$35.99914	\$36.89912	\$37.45261	\$38.01440	\$38.58462	\$39.16339
		5	\$35.48345	\$36.37054	\$37.27980	\$37.83900	\$38.40659	\$38.98269	\$39.56743
		6	\$35.84604	\$36.74219	\$37.66074	\$38.22565	\$38.79903	\$39.38102	\$39.97174
		7	\$36.20608	\$37.11123	\$38.03901	\$38.60960	\$39.18874	\$39.77657	\$40.37322
		8	\$36.56790	\$37.48210	\$38.41915	\$38.99544	\$39.58037	\$40.17408	\$40.77669
		9	\$36.93101	\$37.85429	\$38.80065	\$39.38266	\$39.97340	\$40.57300	\$41.18160
		10	\$37.29104	\$38.22332	\$39.17890	\$39.76658	\$40.36308	\$40.96853	\$41.58306
		11	\$37.65312	\$38.59445	\$39.55931	\$40.15270	\$40.75499	\$41.36631	\$41.98680
		12	\$38.01546	\$38.96585	\$39.94000	\$40.53910	\$41.14719	\$41.76440	\$42.39087
81282572	Parts Person Trans	1	\$33.66	\$34.50	\$35.36	\$35.89	\$36.43	\$36.98	\$37.53
		2	\$33.66	\$34.50	\$35.36	\$35.89	\$36.43	\$36.98	\$37.53
		3	\$33.79	\$34.63	\$35.50	\$36.03	\$36.57	\$37.12	\$37.68
		4	\$33.94	\$34.79	\$35.66	\$36.19	\$36.73	\$37.28	\$37.84
		5	\$34.08	\$34.93	\$35.80	\$36.34	\$36.89	\$37.44	\$38.00
		6	\$34.19	\$35.04	\$35.92	\$36.46	\$37.01	\$37.57	\$38.13
		7	\$34.34	\$35.20	\$36.08	\$36.62	\$37.17	\$37.73	\$38.30
		8	\$34.43	\$35.29	\$36.17	\$36.71	\$37.26	\$37.82	\$38.39
		9	\$34.54	\$35.40	\$36.29	\$36.83	\$37.38	\$37.94	\$38.51
		10	\$34.69	\$35.56	\$36.45	\$37.00	\$37.56	\$38.12	\$38.69
		11	\$34.82	\$35.69	\$36.58	\$37.13	\$37.69	\$38.26	\$38.83
		12	\$34.98	\$35.85	\$36.75	\$37.30	\$37.86	\$38.43	\$39.01
81282021	Plant Protection Apprentice	1	\$14.90	\$15.27	\$15.65	\$15.88	\$16.12	\$16.36	\$16.61
		2	\$14.99	\$15.36	\$15.74	\$15.98	\$16.22	\$16.46	\$16.71
		3	\$15.07	\$15.45	\$15.84	\$16.08	\$16.32	\$16.56	\$16.81
		4	\$15.14	\$15.52	\$15.91	\$16.15	\$16.39	\$16.64	\$16.89
		5	\$15.24	\$15.62	\$16.01	\$16.25	\$16.49	\$16.74	\$16.99
		6	\$15.34	\$15.72	\$16.11	\$16.35	\$16.60	\$16.85	\$17.10
		7	\$15.43	\$15.82	\$16.22	\$16.46	\$16.71	\$16.96	\$17.21
		8	\$15.49	\$15.88	\$16.28	\$16.52	\$16.77	\$17.02	\$17.28
		9	\$15.57	\$15.96	\$16.36	\$16.61	\$16.86	\$17.11	\$17.37
		10	\$15.65	\$16.04	\$16.44	\$16.69	\$16.94	\$17.19	\$17.45
		11	\$15.77	\$16.16	\$16.56	\$16.81	\$17.06	\$17.32	\$17.58
81282573	Plant Protection Person	1	\$29.81	\$30.56	\$31.32	\$31.79	\$32.27	\$32.75	\$33.24
		2	\$29.81	\$30.56	\$31.32	\$31.79	\$32.27	\$32.75	\$33.24
		3	\$29.91	\$30.66	\$31.43	\$31.90	\$32.38	\$32.87	\$33.36
		4	\$30.10	\$30.85	\$31.62	\$32.09	\$32.57	\$33.06	\$33.56
		5	\$30.23	\$30.99	\$31.76	\$32.24	\$32.72	\$33.21	\$33.71
		6	\$30.38	\$31.14	\$31.92	\$32.40	\$32.89	\$33.38	\$33.88
		7	\$30.60	\$31.37	\$32.15	\$32.63	\$33.12	\$33.62	\$34.12
		8	\$30.72	\$31.49	\$32.28	\$32.76	\$33.25	\$33.75	\$34.26
		9	\$30.86	\$31.63	\$32.42	\$32.91	\$33.40	\$33.90	\$34.41
		10	\$31.03	\$31.81	\$32.61	\$33.10	\$33.60	\$34.10	\$34.61
		11	\$31.14	\$31.92	\$32.72	\$33.21	\$33.71	\$34.22	\$34.73
		12	\$31.49	\$32.28	\$33.09	\$33.59	\$34.09	\$34.60	\$35.12

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282574	Plant Protection Person Sr	1	\$32.10	\$32.90	\$33.72	\$34.23	\$34.74	\$35.26	\$35.79
		2	\$32.10	\$32.90	\$33.72	\$34.23	\$34.74	\$35.26	\$35.79
		3	\$32.32	\$33.13	\$33.96	\$34.47	\$34.99	\$35.51	\$36.04
		4	\$32.47	\$33.28	\$34.11	\$34.62	\$35.14	\$35.67	\$36.21
		5	\$32.60	\$33.42	\$34.26	\$34.77	\$35.29	\$35.82	\$36.36
		6	\$32.75	\$33.57	\$34.41	\$34.93	\$35.45	\$35.98	\$36.52
		7	\$32.86	\$33.68	\$34.52	\$35.04	\$35.57	\$36.10	\$36.64
		8	\$33.07	\$33.90	\$34.75	\$35.27	\$35.80	\$36.34	\$36.89
		9	\$33.22	\$34.05	\$34.90	\$35.42	\$35.95	\$36.49	\$37.04
		10	\$33.36	\$34.19	\$35.04	\$35.57	\$36.10	\$36.64	\$37.19
		11	\$33.54	\$34.38	\$35.24	\$35.77	\$36.31	\$36.85	\$37.40
		12	\$33.85	\$34.70	\$35.57	\$36.10	\$36.64	\$37.19	\$37.75
81282273	Rep Cust Inq 40 Hr	1	\$32.94786	\$33.77156	\$34.61585	\$35.13509	\$35.66212	\$36.19705	\$36.74001
		2	\$32.94786	\$33.77156	\$34.61585	\$35.13509	\$35.66212	\$36.19705	\$36.74001
		3	\$33.41910	\$34.25458	\$35.11094	\$35.63760	\$36.17216	\$36.71474	\$37.26546
		4	\$33.89188	\$34.73918	\$35.60766	\$36.14177	\$36.68390	\$37.23416	\$37.79267
		5	\$34.36441	\$35.22352	\$36.10411	\$36.64567	\$37.19536	\$37.75329	\$38.31959
		6	\$34.83770	\$35.70864	\$36.60136	\$37.15038	\$37.70764	\$38.27325	\$38.84735
		7	\$35.30997	\$36.19272	\$37.09754	\$37.65400	\$38.21881	\$38.79209	\$39.37397
		8	\$35.78326	\$36.67784	\$37.59479	\$38.15871	\$38.73109	\$39.31206	\$39.90174
		9	\$36.25707	\$37.16350	\$38.09259	\$38.66398	\$39.24394	\$39.83260	\$40.43009
		10	\$36.73011	\$37.64836	\$38.58957	\$39.16841	\$39.75594	\$40.35228	\$40.95756
		11	\$37.20263	\$38.13270	\$39.08602	\$39.67231	\$40.26739	\$40.87140	\$41.48447
		12	\$37.67464	\$38.61651	\$39.58192	\$40.17565	\$40.77828	\$41.38995	\$42.01080
81282156	Rep Cust Inq Sr 37.5 Hr	1	\$37.63445	\$38.57531	\$39.53969	\$40.13279	\$40.73478	\$41.34580	\$41.96599
		2	\$37.63445	\$38.57531	\$39.53969	\$40.13279	\$40.73478	\$41.34580	\$41.96599
		3	\$38.40798	\$39.36818	\$40.35238	\$40.95767	\$41.57204	\$42.19562	\$42.82855
		4	\$39.17824	\$40.15770	\$41.16164	\$41.77906	\$42.40575	\$43.04184	\$43.68747
		5	\$39.94904	\$40.94777	\$41.97146	\$42.60103	\$43.24005	\$43.88865	\$44.54698
		6	\$40.71765	\$41.73559	\$42.77898	\$43.42066	\$44.07197	\$44.73305	\$45.40405
		7	\$41.49036	\$42.52762	\$43.59081	\$44.24467	\$44.90834	\$45.58197	\$46.26570
		8	\$42.25870	\$43.31517	\$44.39805	\$45.06402	\$45.73998	\$46.42608	\$47.12247
81282271	Rep Cust Inq Sr 40 Hr	1	\$35.28229	\$36.16435	\$37.06846	\$37.62449	\$38.18886	\$38.76169	\$39.34312
		2	\$35.28229	\$36.16435	\$37.06846	\$37.62449	\$38.18886	\$38.76169	\$39.34312
		3	\$35.71638	\$36.60929	\$37.52452	\$38.08739	\$38.65870	\$39.23858	\$39.82716
		4	\$36.14996	\$37.05371	\$37.98005	\$38.54975	\$39.12800	\$39.71492	\$40.31064
		5	\$36.58302	\$37.49760	\$38.43504	\$39.01157	\$39.59674	\$40.19069	\$40.79355
		6	\$37.01583	\$37.94123	\$38.88976	\$39.47311	\$40.06521	\$40.66619	\$41.27618
		7	\$37.45119	\$38.38747	\$39.34716	\$39.93737	\$40.53643	\$41.14448	\$41.76165
		8	\$37.88477	\$38.83189	\$39.80269	\$40.39973	\$41.00573	\$41.62082	\$42.24513
		9	\$38.31809	\$39.27604	\$40.25794	\$40.86181	\$41.47474	\$42.09686	\$42.72831
		10	\$38.75038	\$39.71914	\$40.71212	\$41.32280	\$41.94264	\$42.57178	\$43.21036
		11	\$39.18473	\$40.16435	\$41.16846	\$41.78599	\$42.41278	\$43.04897	\$43.69470
		12	\$39.61753	\$40.60797	\$41.62317	\$42.24752	\$42.88123	\$43.52445	\$44.17732

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282224	Rep Dist Off 40.0 Hr	1	\$32.94786	\$33.77156	\$34.61585	\$35.13509	\$35.66212	\$36.19705	\$36.74001
		2	\$32.94786	\$33.77156	\$34.61585	\$35.13509	\$35.66212	\$36.19705	\$36.74001
		3	\$33.41910	\$34.25458	\$35.11094	\$35.63760	\$36.17216	\$36.71474	\$37.26546
		4	\$33.89188	\$34.73918	\$35.60766	\$36.14177	\$36.68390	\$37.23416	\$37.79267
		5	\$34.36441	\$35.22352	\$36.10411	\$36.64567	\$37.19536	\$37.75329	\$38.31959
		6	\$34.83770	\$35.70864	\$36.60136	\$37.15038	\$37.70764	\$38.27325	\$38.84735
		7	\$35.30997	\$36.19272	\$37.09754	\$37.65400	\$38.21881	\$38.79209	\$39.37397
		8	\$35.78326	\$36.67784	\$37.59479	\$38.15871	\$38.73109	\$39.31206	\$39.90174
		9	\$36.25707	\$37.16350	\$38.09259	\$38.66398	\$39.24394	\$39.83260	\$40.43009
		10	\$36.73011	\$37.64836	\$38.58957	\$39.16841	\$39.75594	\$40.35228	\$40.95756
		11	\$37.20263	\$38.13270	\$39.08602	\$39.67231	\$40.26739	\$40.87140	\$41.48447
		12	\$37.67464	\$38.61651	\$39.58192	\$40.17565	\$40.77828	\$41.38995	\$42.01080
81282227	Rep Dist Office Sr	1	\$35.24155	\$36.12259	\$37.02565	\$37.58103	\$38.14475	\$38.71692	\$39.29767
		2	\$35.24155	\$36.12259	\$37.02565	\$37.58103	\$38.14475	\$38.71692	\$39.29767
		3	\$35.59466	\$36.48453	\$37.39664	\$37.95759	\$38.52695	\$39.10485	\$39.69142
		4	\$35.94675	\$36.84542	\$37.76656	\$38.33306	\$38.90806	\$39.49168	\$40.08406
		5	\$36.29961	\$37.20710	\$38.13728	\$38.70934	\$39.28998	\$39.87933	\$40.47752
		6	\$36.65144	\$37.56773	\$38.50692	\$39.08452	\$39.67079	\$40.26585	\$40.86984
		7	\$37.00301	\$37.92809	\$38.87629	\$39.45943	\$40.05132	\$40.65209	\$41.26187
		8	\$37.35510	\$38.28898	\$39.24620	\$39.83489	\$40.43241	\$41.03890	\$41.65448
		9	\$37.70693	\$38.64960	\$39.61584	\$40.21008	\$40.81323	\$41.42543	\$42.04681
		10	\$38.05902	\$39.01050	\$39.98576	\$40.58555	\$41.19433	\$41.81224	\$42.43942
		11	\$38.41034	\$39.37060	\$40.35487	\$40.96019	\$41.57459	\$42.19821	\$42.83118
		12	\$38.76678	\$39.73595	\$40.72935	\$41.34029	\$41.96039	\$42.58980	\$43.22865
81282005	Rep Dist Office Sr 40 Hr	1	\$35.24155	\$36.12259	\$37.02565	\$37.58103	\$38.14475	\$38.71692	\$39.29767
		2	\$35.24155	\$36.12259	\$37.02565	\$37.58103	\$38.14475	\$38.71692	\$39.29767
		3	\$35.83016	\$36.72591	\$37.64406	\$38.20872	\$38.78185	\$39.36358	\$39.95403
		4	\$36.41748	\$37.32792	\$38.26112	\$38.83504	\$39.41757	\$40.00883	\$40.60896
		5	\$37.00404	\$37.92914	\$38.87737	\$39.46053	\$40.05244	\$40.65323	\$41.26303
		6	\$37.59188	\$38.53168	\$39.49497	\$40.08739	\$40.68870	\$41.29903	\$41.91852
		7	\$38.17946	\$39.13395	\$40.11230	\$40.71398	\$41.32469	\$41.94456	\$42.57373
		8	\$38.76678	\$39.73595	\$40.72935	\$41.34029	\$41.96039	\$42.58980	\$43.22865
81282132	Rep Dist Off Pt 40.0 Hr	1	\$30.80740	\$31.57759	\$32.36703	\$32.85254	\$33.34533	\$33.84551	\$34.35319
81282601	Rep Regulatory Inqy 40 Hr	1	\$35.28229	\$36.16435	\$37.06846	\$37.62449	\$38.18886	\$38.76169	\$39.34312
		2	\$35.28229	\$36.16435	\$37.06846	\$37.62449	\$38.18886	\$38.76169	\$39.34312
		3	\$35.71638	\$36.60929	\$37.52452	\$38.08739	\$38.65870	\$39.23858	\$39.82716
		4	\$36.14996	\$37.05371	\$37.98005	\$38.54975	\$39.12800	\$39.71492	\$40.31064
		5	\$36.58302	\$37.49760	\$38.43504	\$39.01157	\$39.59674	\$40.19069	\$40.79355
		6	\$37.01583	\$37.94123	\$38.88976	\$39.47311	\$40.06521	\$40.66619	\$41.27618
		7	\$37.45119	\$38.38747	\$39.34716	\$39.93737	\$40.53643	\$41.14448	\$41.76165
		8	\$37.88477	\$38.83189	\$39.80269	\$40.39973	\$41.00573	\$41.62082	\$42.24513
		9	\$38.31809	\$39.27604	\$40.25794	\$40.86181	\$41.47474	\$42.09686	\$42.72831
		10	\$38.75038	\$39.71914	\$40.71212	\$41.32280	\$41.94264	\$42.57178	\$43.21036
		11	\$39.18473	\$40.16435	\$41.16846	\$41.78599	\$42.41278	\$43.04897	\$43.69470
		12	\$39.61753	\$40.60797	\$41.62317	\$42.24752	\$42.88123	\$43.52445	\$44.17732



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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282668	Rep Regulatory Inqy Sr Post 98	1	\$35.28229	\$36.16435	\$37.06846	\$37.62449	\$38.18886	\$38.76169	\$39.34312
		2	\$35.28229	\$36.16435	\$37.06846	\$37.62449	\$38.18886	\$38.76169	\$39.34312
		3	\$35.71664	\$36.60956	\$37.52480	\$38.08767	\$38.65899	\$39.23887	\$39.82745
		4	\$36.14970	\$37.05344	\$37.97978	\$38.54948	\$39.12772	\$39.71464	\$40.31036
		5	\$36.58302	\$37.49760	\$38.43504	\$39.01157	\$39.59674	\$40.19069	\$40.79355
		6	\$37.01659	\$37.94200	\$38.89055	\$39.47391	\$40.06602	\$40.66701	\$41.27702
		7	\$37.45043	\$38.38669	\$39.34636	\$39.93656	\$40.53561	\$41.14364	\$41.76079
		8	\$37.88374	\$38.83083	\$39.80160	\$40.39862	\$41.00460	\$41.61967	\$42.24397
		9	\$38.31732	\$39.27525	\$40.25713	\$40.86099	\$41.47390	\$42.09601	\$42.72745
		10	\$38.75064	\$39.71941	\$40.71240	\$41.32309	\$41.94294	\$42.57208	\$43.21066
		11	\$39.18447	\$40.16408	\$41.16818	\$41.78570	\$42.41249	\$43.04868	\$43.69441
		12	\$39.61804	\$40.60849	\$41.62370	\$42.24806	\$42.88178	\$43.52501	\$44.17789
81282274	Rep Sr Spec Ledger 40 Hr	1	\$33.84243	\$34.68849	\$35.55570	\$36.08904	\$36.63038	\$37.17984	\$37.73754
		2	\$33.84243	\$34.68849	\$35.55570	\$36.08904	\$36.63038	\$37.17984	\$37.73754
		3	\$34.27395	\$35.13080	\$36.00907	\$36.54921	\$37.09745	\$37.65391	\$38.21872
		4	\$34.70753	\$35.57522	\$36.46460	\$37.01157	\$37.56674	\$38.13024	\$38.70219
		5	\$35.14110	\$36.01963	\$36.92012	\$37.47392	\$38.03603	\$38.60657	\$39.18567
		6	\$35.57391	\$36.46326	\$37.37484	\$37.93546	\$38.50449	\$39.08206	\$39.66829
		7	\$36.00543	\$36.90557	\$37.82821	\$38.39563	\$38.97156	\$39.55613	\$40.14947
		8	\$36.43747	\$37.34841	\$38.28212	\$38.85635	\$39.43920	\$40.03079	\$40.63125
		9	\$36.87181	\$37.79361	\$38.73845	\$39.31953	\$39.90932	\$40.50796	\$41.11558
		10	\$37.30359	\$38.23618	\$39.19208	\$39.77996	\$40.37666	\$40.98231	\$41.59704
		11	\$37.73589	\$38.67929	\$39.64627	\$40.24096	\$40.84457	\$41.45724	\$42.07910
		12	\$38.17638	\$39.13079	\$40.10906	\$40.71070	\$41.32136	\$41.94118	\$42.57030
81282581	Security Officer I	1	\$34.36	\$35.22	\$36.10	\$36.64	\$37.19	\$37.75	\$38.32
		2	\$34.36	\$35.22	\$36.10	\$36.64	\$37.19	\$37.75	\$38.32
		3	\$34.48	\$35.34	\$36.22	\$36.76	\$37.31	\$37.87	\$38.44
		4	\$34.57	\$35.43	\$36.32	\$36.86	\$37.41	\$37.97	\$38.54
		5	\$34.73	\$35.60	\$36.49	\$37.04	\$37.60	\$38.16	\$38.73
		6	\$34.97	\$35.84	\$36.74	\$37.29	\$37.85	\$38.42	\$39.00
		7	\$35.26	\$36.14	\$37.04	\$37.60	\$38.16	\$38.73	\$39.31
		8	\$35.50	\$36.39	\$37.30	\$37.86	\$38.43	\$39.01	\$39.60
81282580	Security Officer II	1	\$29.37	\$30.10	\$30.85	\$31.31	\$31.78	\$32.26	\$32.74
		2	\$29.37	\$30.10	\$30.85	\$31.31	\$31.78	\$32.26	\$32.74
		3	\$29.70	\$30.44	\$31.20	\$31.67	\$32.15	\$32.63	\$33.12
		4	\$30.05	\$30.80	\$31.57	\$32.04	\$32.52	\$33.01	\$33.51
		5	\$30.39	\$31.15	\$31.93	\$32.41	\$32.90	\$33.39	\$33.89
		6	\$30.74	\$31.51	\$32.30	\$32.78	\$33.27	\$33.77	\$34.28
		7	\$31.09	\$31.87	\$32.67	\$33.16	\$33.66	\$34.16	\$34.67
		8	\$31.44	\$32.23	\$33.04	\$33.54	\$34.04	\$34.55	\$35.07
		9	\$32.04	\$32.84	\$33.66	\$34.16	\$34.67	\$35.19	\$35.72
		10	\$32.47	\$33.28	\$34.11	\$34.62	\$35.14	\$35.67	\$36.21
		11	\$33.22	\$34.05	\$34.90	\$35.42	\$35.95	\$36.49	\$37.04
		12	\$33.85	\$34.70	\$35.57	\$36.10	\$36.64	\$37.19	\$37.75

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282577	Security Officer III	1	\$26.67	\$27.34	\$28.02	\$28.44	\$28.87	\$29.30	\$29.74
		2	\$26.67	\$27.34	\$28.02	\$28.44	\$28.87	\$29.30	\$29.74
		3	\$27.03	\$27.71	\$28.40	\$28.83	\$29.26	\$29.70	\$30.15
		4	\$27.39	\$28.07	\$28.77	\$29.20	\$29.64	\$30.08	\$30.53
		5	\$27.73	\$28.42	\$29.13	\$29.57	\$30.01	\$30.46	\$30.92
		6	\$28.07	\$28.77	\$29.49	\$29.93	\$30.38	\$30.84	\$31.30
		7	\$28.41	\$29.12	\$29.85	\$30.30	\$30.75	\$31.21	\$31.68
		8	\$28.76	\$29.48	\$30.22	\$30.67	\$31.13	\$31.60	\$32.07
		9	\$29.44	\$30.18	\$30.93	\$31.39	\$31.86	\$32.34	\$32.83
		10	\$30.12	\$30.87	\$31.64	\$32.11	\$32.59	\$33.08	\$33.58
		11	\$30.80	\$31.57	\$32.36	\$32.85	\$33.34	\$33.84	\$34.35
		12	\$31.50	\$32.29	\$33.10	\$33.60	\$34.10	\$34.61	\$35.13
81282462	Senior Contact Rep	1	\$19.95419	\$20.45304	\$20.96437	\$21.27884	\$21.59802	\$21.92199	\$22.25082
		2	\$19.95419	\$20.45304	\$20.96437	\$21.27884	\$21.59802	\$21.92199	\$22.25082
		3	\$20.33856	\$20.84702	\$21.36820	\$21.68872	\$22.01405	\$22.34426	\$22.67942
		4	\$20.72166	\$21.23970	\$21.77069	\$22.09725	\$22.42871	\$22.76514	\$23.10662
		5	\$21.10552	\$21.63316	\$22.17399	\$22.50660	\$22.84420	\$23.18686	\$23.53466
		6	\$21.48938	\$22.02661	\$22.57728	\$22.91594	\$23.25968	\$23.60858	\$23.96271
		7	\$21.87350	\$22.42034	\$22.98085	\$23.32556	\$23.67544	\$24.03057	\$24.39103
		8	\$22.25659	\$22.81300	\$23.38333	\$23.73408	\$24.09009	\$24.45144	\$24.81821
		9	\$22.64071	\$23.20673	\$23.78690	\$24.14370	\$24.50586	\$24.87345	\$25.24655
		10	\$23.02458	\$23.60019	\$24.19019	\$24.55304	\$24.92134	\$25.29516	\$25.67459
		11	\$23.40818	\$23.99338	\$24.59321	\$24.96211	\$25.33654	\$25.71659	\$26.10234
		12	\$23.79179	\$24.38658	\$24.99624	\$25.37118	\$25.75175	\$26.13803	\$26.53010
81282737	Senior Dispatcher	1	\$39.11067	\$40.08844	\$41.09065	\$41.70701	\$42.33262	\$42.96761	\$43.61212
		2	\$39.11067	\$40.08844	\$41.09065	\$41.70701	\$42.33262	\$42.96761	\$43.61212
		3	\$39.27621	\$40.25812	\$41.26457	\$41.88354	\$42.51179	\$43.14947	\$43.79671
		4	\$39.44303	\$40.42911	\$41.43984	\$42.06144	\$42.69236	\$43.33275	\$43.98274
		5	\$39.60831	\$40.59852	\$41.61348	\$42.23768	\$42.87125	\$43.51432	\$44.16703
		6	\$39.77461	\$40.76898	\$41.78820	\$42.41502	\$43.05125	\$43.69702	\$44.35248
		7	\$39.94092	\$40.93944	\$41.96293	\$42.59237	\$43.23126	\$43.87973	\$44.53793
		8	\$40.10620	\$41.10886	\$42.13658	\$42.76863	\$43.41016	\$44.06131	\$44.72223
		9	\$40.27328	\$41.28011	\$42.31211	\$42.94679	\$43.59099	\$44.24485	\$44.90852
		10	\$40.43907	\$41.45005	\$42.48630	\$43.12359	\$43.77044	\$44.42700	\$45.09341
		11	\$40.60512	\$41.62025	\$42.66076	\$43.30067	\$43.95018	\$44.60943	\$45.27857
		12	\$40.77117	\$41.79045	\$42.83521	\$43.47774	\$44.12991	\$44.79186	\$45.46374
81282906	Senior Operator Lead Repro	1	\$43.32880	\$44.41202	\$45.52232	\$46.20515	\$46.89823	\$47.60170	\$48.31573
		2	\$43.32880	\$44.41202	\$45.52232	\$46.20515	\$46.89823	\$47.60170	\$48.31573
		3	\$43.58300	\$44.67258	\$45.78939	\$46.47623	\$47.17337	\$47.88097	\$48.59918
		4	\$43.83823	\$44.93419	\$46.05754	\$46.74840	\$47.44963	\$48.16137	\$48.88379
		5	\$44.05578	\$45.15717	\$46.28610	\$46.98039	\$47.68510	\$48.40038	\$49.12639
		6	\$44.35893	\$45.46790	\$46.60460	\$47.30367	\$48.01323	\$48.73343	\$49.46443
		7	\$44.64977	\$45.76601	\$46.91016	\$47.61381	\$48.32802	\$49.05294	\$49.78873
		8	\$44.86809	\$45.98979	\$47.13953	\$47.84662	\$48.56432	\$49.29278	\$50.03217
		9	\$45.15843	\$46.28739	\$47.44457	\$48.15624	\$48.87858	\$49.61176	\$50.35594
		10	\$45.38931	\$46.52404	\$47.68714	\$48.40245	\$49.12849	\$49.86542	\$50.61340
		11	\$45.64325	\$46.78433	\$47.95394	\$48.67325	\$49.40335	\$50.14440	\$50.89657
		12	\$45.93435	\$47.08271	\$48.25978	\$48.98368	\$49.71844	\$50.46422	\$51.22118

LOCAL 101 WAGE PROGRESSION SCHEDULE EFFECTIVE OCTOBER 16, 2014 TO OCTOBER 15, 2019  
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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282472	Stock Person 40 Hr	1	\$12.34382	\$12.65242	\$12.96873	\$13.16326	\$13.36071	\$13.56112	\$13.76454
		2	\$12.34382	\$12.65242	\$12.96873	\$13.16326	\$13.36071	\$13.56112	\$13.76454
		3	\$13.50771	\$13.84540	\$14.19154	\$14.40441	\$14.62048	\$14.83979	\$15.06239
		4	\$14.67236	\$15.03917	\$15.41515	\$15.64638	\$15.88108	\$16.11930	\$16.36109
		5	\$15.83651	\$16.23242	\$16.63823	\$16.88780	\$17.14112	\$17.39824	\$17.65921
		6	\$17.00091	\$17.42593	\$17.86158	\$18.12950	\$18.40144	\$18.67746	\$18.95762
		7	\$18.16505	\$18.61918	\$19.08466	\$19.37093	\$19.66149	\$19.95641	\$20.25576
		8	\$19.32868	\$19.81190	\$20.30720	\$20.61181	\$20.92099	\$21.23480	\$21.55332
		9	\$20.49334	\$21.00567	\$21.53081	\$21.85377	\$22.18158	\$22.51430	\$22.85201
		10	\$21.65646	\$22.19787	\$22.75282	\$23.09411	\$23.44052	\$23.79213	\$24.14901
		11	\$22.82137	\$23.39190	\$23.97670	\$24.33635	\$24.70140	\$25.07192	\$25.44800
		12	\$23.98526	\$24.58489	\$25.19951	\$25.57750	\$25.96116	\$26.35058	\$26.74584
81282475	Strkpr Asst Matmgt 40 Hr	1	\$34.92585	\$35.79900	\$36.69398	\$37.24439	\$37.80306	\$38.37011	\$38.94566
		2	\$34.92585	\$35.79900	\$36.69398	\$37.24439	\$37.80306	\$38.37011	\$38.94566
		3	\$35.27640	\$36.15831	\$37.06227	\$37.61820	\$38.18247	\$38.75521	\$39.33654
		4	\$35.62746	\$36.51815	\$37.43110	\$37.99257	\$38.56246	\$39.14090	\$39.72801
		5	\$35.98006	\$36.87956	\$37.80155	\$38.36857	\$38.94410	\$39.52826	\$40.12118
		6	\$36.33266	\$37.24098	\$38.17200	\$38.74458	\$39.32575	\$39.91564	\$40.51437
		7	\$36.68552	\$37.60266	\$38.54273	\$39.12087	\$39.70768	\$40.30330	\$40.90785
		8	\$37.03479	\$37.96066	\$38.90968	\$39.49333	\$40.08573	\$40.68702	\$41.29733
		9	\$37.38713	\$38.32181	\$39.27986	\$39.86906	\$40.46710	\$41.07411	\$41.69022
		10	\$37.74024	\$38.68375	\$39.65084	\$40.24560	\$40.84928	\$41.46202	\$42.08395
		11	\$38.09079	\$39.04306	\$40.01914	\$40.61943	\$41.22872	\$41.84715	\$42.47486
		12	\$38.44878	\$39.41000	\$40.39525	\$41.00118	\$41.61620	\$42.24044	\$42.87405
81282703	Strkpr Asst Sr Matmgt 37.5Hr	1	\$39.89738	\$40.89481	\$41.91718	\$42.54594	\$43.18413	\$43.83189	\$44.48937
		2	\$39.89738	\$40.89481	\$41.91718	\$42.54594	\$43.18413	\$43.83189	\$44.48937
		3	\$40.84721	\$41.86839	\$42.91510	\$43.55883	\$44.21221	\$44.87539	\$45.54852
		4	\$41.91649	\$42.96440	\$44.03851	\$44.69909	\$45.36958	\$46.05012	\$46.74087
		5	\$42.86359	\$43.93518	\$45.03356	\$45.70906	\$46.39470	\$47.09062	\$47.79698
		6	\$42.86359	\$43.93518	\$45.03356	\$45.70906	\$46.39470	\$47.09062	\$47.79698
		7	\$42.86359	\$43.93518	\$45.03356	\$45.70906	\$46.39470	\$47.09062	\$47.79698
		8	\$43.65872	\$44.75019	\$45.86894	\$46.55697	\$47.25532	\$47.96415	\$48.68361
81282492	Strkpr Asst Sr Matmgt 40 Hr	1	\$37.40379	\$38.33888	\$39.29735	\$39.88681	\$40.48511	\$41.09239	\$41.70878
		2	\$37.40379	\$38.33888	\$39.29735	\$39.88681	\$40.48511	\$41.09239	\$41.70878
		3	\$37.75690	\$38.70082	\$39.66834	\$40.26337	\$40.86732	\$41.48033	\$42.10253
		4	\$38.10822	\$39.06093	\$40.03745	\$40.63801	\$41.24758	\$41.86629	\$42.49428
		5	\$38.46082	\$39.42234	\$40.40790	\$41.01402	\$41.62923	\$42.25367	\$42.88748
		6	\$38.81163	\$39.78192	\$40.77647	\$41.38812	\$42.00894	\$42.63907	\$43.27866
		7	\$39.16397	\$40.14307	\$41.14665	\$41.76385	\$42.39031	\$43.02616	\$43.67155
		8	\$39.51606	\$40.50396	\$41.51656	\$42.13931	\$42.77140	\$43.41297	\$44.06416
		9	\$39.86789	\$40.86459	\$41.88620	\$42.51449	\$43.15221	\$43.79949	\$44.45648
		10	\$40.21921	\$41.22469	\$42.25531	\$42.88914	\$43.53248	\$44.18547	\$44.84825
		11	\$40.57206	\$41.58636	\$42.62602	\$43.26541	\$43.91439	\$44.57311	\$45.24171
		12	\$40.93004	\$41.95329	\$43.00212	\$43.64715	\$44.30186	\$44.96639	\$45.64089
81282620	Summer, Clerical 40 Hr	1	\$11.13560	\$11.41399	\$11.69934	\$11.87483	\$12.05295	\$12.23374	\$12.41725
		2	\$11.13560	\$11.41399	\$11.69934	\$11.87483	\$12.05295	\$12.23374	\$12.41725
		3	\$11.13560	\$11.41399	\$11.69934	\$11.87483	\$12.05295	\$12.23374	\$12.41725
81282621	Summer, Physical 40 Hr	1	\$12.11	\$12.41	\$12.72	\$12.91	\$13.10	\$13.30	\$13.50

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282819	Tool Repair Person	1	\$36.12	\$37.02	\$37.95	\$38.52	\$39.10	\$39.69	\$40.29
		2	\$36.12	\$37.02	\$37.95	\$38.52	\$39.10	\$39.69	\$40.29
		3	\$36.30	\$37.21	\$38.14	\$38.71	\$39.29	\$39.88	\$40.48
		4	\$36.52	\$37.43	\$38.37	\$38.95	\$39.53	\$40.12	\$40.72
		5	\$36.75	\$37.67	\$38.61	\$39.19	\$39.78	\$40.38	\$40.99
		6	\$36.99	\$37.91	\$38.86	\$39.44	\$40.03	\$40.63	\$41.24
		7	\$37.14	\$38.07	\$39.02	\$39.61	\$40.20	\$40.80	\$41.41
		8	\$37.41	\$38.35	\$39.31	\$39.90	\$40.50	\$41.11	\$41.73
		9	\$37.60	\$38.54	\$39.50	\$40.09	\$40.69	\$41.30	\$41.92
		10	\$37.86	\$38.81	\$39.78	\$40.38	\$40.99	\$41.60	\$42.22
		11	\$38.05	\$39.00	\$39.98	\$40.58	\$41.19	\$41.81	\$42.44
		12	\$38.49	\$39.45	\$40.44	\$41.05	\$41.67	\$42.30	\$42.93
81282820	Tool Repair Person A	1	\$37.24	\$38.17	\$39.12	\$39.71	\$40.31	\$40.91	\$41.52
		2	\$37.24	\$38.17	\$39.12	\$39.71	\$40.31	\$40.91	\$41.52
		3	\$37.46	\$38.40	\$39.36	\$39.95	\$40.55	\$41.16	\$41.78
		4	\$37.68	\$38.62	\$39.59	\$40.18	\$40.78	\$41.39	\$42.01
		5	\$37.90	\$38.85	\$39.82	\$40.42	\$41.03	\$41.65	\$42.27
		6	\$38.11	\$39.06	\$40.04	\$40.64	\$41.25	\$41.87	\$42.50
		7	\$38.30	\$39.26	\$40.24	\$40.84	\$41.45	\$42.07	\$42.70
		8	\$38.53	\$39.49	\$40.48	\$41.09	\$41.71	\$42.34	\$42.98
		9	\$38.78	\$39.75	\$40.74	\$41.35	\$41.97	\$42.60	\$43.24
		10	\$39.00	\$39.98	\$40.98	\$41.59	\$42.21	\$42.84	\$43.48
		11	\$39.20	\$40.18	\$41.18	\$41.80	\$42.43	\$43.07	\$43.72
		12	\$39.74	\$40.73	\$41.75	\$42.38	\$43.02	\$43.67	\$44.33
81282860	Welder Apprentice	1	\$32.32	\$33.13	\$33.96	\$34.47	\$34.99	\$35.51	\$36.04
		2	\$32.32	\$33.13	\$33.96	\$34.47	\$34.99	\$35.51	\$36.04
		3	\$32.42	\$33.23	\$34.06	\$34.57	\$35.09	\$35.62	\$36.15
		4	\$32.78	\$33.60	\$34.44	\$34.96	\$35.48	\$36.01	\$36.55
		5	\$33.01	\$33.84	\$34.69	\$35.21	\$35.74	\$36.28	\$36.82
		6	\$33.22	\$34.05	\$34.90	\$35.42	\$35.95	\$36.49	\$37.04
		7	\$33.48	\$34.32	\$35.18	\$35.71	\$36.25	\$36.79	\$37.34
		8	\$33.67	\$34.51	\$35.37	\$35.90	\$36.44	\$36.99	\$37.54
		9	\$33.92	\$34.77	\$35.64	\$36.17	\$36.71	\$37.26	\$37.82
		10	\$34.12	\$34.97	\$35.84	\$36.38	\$36.93	\$37.48	\$38.04
		11	\$34.36	\$35.22	\$36.10	\$36.64	\$37.19	\$37.75	\$38.32
		12	\$34.57	\$35.43	\$36.32	\$36.86	\$37.41	\$37.97	\$38.54
81282857	Welder A	1	\$38.46	\$39.42	\$40.41	\$41.02	\$41.64	\$42.26	\$42.89
		2	\$38.46	\$39.42	\$40.41	\$41.02	\$41.64	\$42.26	\$42.89
		3	\$38.67	\$39.64	\$40.63	\$41.24	\$41.86	\$42.49	\$43.13
		4	\$38.89	\$39.86	\$40.86	\$41.47	\$42.09	\$42.72	\$43.36
		5	\$39.13	\$40.11	\$41.11	\$41.73	\$42.36	\$43.00	\$43.65
		6	\$39.37	\$40.35	\$41.36	\$41.98	\$42.61	\$43.25	\$43.90
		7	\$39.64	\$40.63	\$41.65	\$42.27	\$42.90	\$43.54	\$44.19
		8	\$39.81	\$40.81	\$41.83	\$42.46	\$43.10	\$43.75	\$44.41
		9	\$40.08	\$41.08	\$42.11	\$42.74	\$43.38	\$44.03	\$44.69
		10	\$40.28	\$41.29	\$42.32	\$42.95	\$43.59	\$44.24	\$44.90
		11	\$40.52	\$41.53	\$42.57	\$43.21	\$43.86	\$44.52	\$45.19
		12	\$40.76	\$41.78	\$42.82	\$43.46	\$44.11	\$44.77	\$45.44

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Job	Job Title	Sep	10/16/2014	10/16/2015	10/16/2016	10/16/2017	4/16/2018	10/16/2018	4/16/2019
81282858	Welder A Qualified	1	\$41.08	\$42.11	\$43.16	\$43.81	\$44.47	\$45.14	\$45.82
		2	\$41.08	\$42.11	\$43.16	\$43.81	\$44.47	\$45.14	\$45.82
		3	\$41.30	\$42.33	\$43.39	\$44.04	\$44.70	\$45.37	\$46.05
		4	\$41.53	\$42.57	\$43.63	\$44.28	\$44.94	\$45.61	\$46.29
		5	\$41.80	\$42.85	\$43.92	\$44.58	\$45.25	\$45.93	\$46.62
		6	\$42.05	\$43.10	\$44.18	\$44.84	\$45.51	\$46.19	\$46.88
		7	\$42.25	\$43.31	\$44.39	\$45.06	\$45.74	\$46.43	\$47.13
		8	\$42.55	\$43.61	\$44.70	\$45.37	\$46.05	\$46.74	\$47.44
		9	\$42.78	\$43.85	\$44.95	\$45.62	\$46.30	\$46.99	\$47.69
		10	\$43.01	\$44.09	\$45.19	\$45.87	\$46.56	\$47.26	\$47.97
		11	\$43.22	\$44.30	\$45.41	\$46.09	\$46.78	\$47.48	\$48.19
		12	\$43.51	\$44.60	\$45.72	\$46.41	\$47.11	\$47.82	\$48.54
81282707	Work Measurement Analyst	1	\$39.99678	\$40.99670	\$42.02162	\$42.65194	\$43.29172	\$43.94110	\$44.60022
		2	\$39.99678	\$40.99670	\$42.02162	\$42.65194	\$43.29172	\$43.94110	\$44.60022
		3	\$40.11056	\$41.11332	\$42.14115	\$42.77327	\$43.41487	\$44.06609	\$44.72708
		4	\$40.20460	\$41.20972	\$42.23996	\$42.87356	\$43.51666	\$44.16941	\$44.83195
		5	\$40.33734	\$41.34577	\$42.37941	\$43.01510	\$43.66033	\$44.31523	\$44.97996
		6	\$40.44983	\$41.46108	\$42.49761	\$43.13507	\$43.78210	\$44.43883	\$45.10541
		7	\$40.56463	\$41.57875	\$42.61822	\$43.25749	\$43.90635	\$44.56495	\$45.23342
		8	\$40.73529	\$41.75367	\$42.79751	\$43.43947	\$44.09106	\$44.75243	\$45.42372
		9	\$40.90493	\$41.92755	\$42.97574	\$43.62038	\$44.27469	\$44.93881	\$45.61289
		10	\$41.07688	\$42.10380	\$43.15640	\$43.80375	\$44.46081	\$45.12772	\$45.80464
		11	\$41.24703	\$42.27821	\$43.33517	\$43.98520	\$44.64498	\$45.31465	\$45.99437
		12	\$41.45382	\$42.49017	\$43.55242	\$44.20571	\$44.86880	\$45.54183	\$46.22496
81282028	Working Leader	1	\$42.22	\$43.28	\$44.36	\$45.03	\$45.71	\$46.40	\$47.10
		2	\$42.22	\$43.28	\$44.36	\$45.03	\$45.71	\$46.40	\$47.10
		3	\$42.55	\$43.61	\$44.70	\$45.37	\$46.05	\$46.74	\$47.44
		4	\$42.88	\$43.95	\$45.05	\$45.73	\$46.42	\$47.12	\$47.83
		5	\$43.19	\$44.27	\$45.38	\$46.06	\$46.75	\$47.45	\$48.16
		6	\$43.52	\$44.61	\$45.73	\$46.42	\$47.12	\$47.83	\$48.55
		7	\$43.84	\$44.94	\$46.06	\$46.75	\$47.45	\$48.16	\$48.88
		8	\$44.17	\$45.27	\$46.40	\$47.10	\$47.81	\$48.53	\$49.26
		9	\$44.49	\$45.60	\$46.74	\$47.44	\$48.15	\$48.87	\$49.60
		10	\$44.80	\$45.92	\$47.07	\$47.78	\$48.50	\$49.23	\$49.97
		11	\$45.13	\$46.26	\$47.42	\$48.13	\$48.85	\$49.58	\$50.32
		12	\$45.45	\$46.59	\$47.75	\$48.47	\$49.20	\$49.94	\$50.69

