

Union Wage Counterproposal #3

Union Wage Proposal #3 Overview

- New wage rates take effect first payroll period in January 2026
- \$7,500 Ratification Bonus paid to all Members in first full payroll period after ratification
- January 2027: 6% general wage increase to each step
- January 2028: 6% general wage increase to each step
 - Wage scale steps apply to years in role or years experience at time of hire
 - Company has right to credit new hires for years prior experience
- Union will respond to Company's counters on 401(k), COLA, Variable Pay, Insurance after the Company responds to Union's wage scale proposal
- Union maintains proposals on paid parental leave, training premiums and pandemic pay
- Severance pay – Union counters with maximum of twenty (20) weeks severance.