

Article 24

Add:

- (a) For the purpose of the Agreement, Maintenance Specialists and Generalists are compensated at a straight time hourly rate as indicated below. Compensation will be rendered on a bi-weekly basis.

July 1, 2020, the following hourly rates of pay will be in effect for all

Maintenance Specialists, subject to the provisions of Section 24.1(b):

<u>October 1, 2022</u>	<u>July 1, 2023</u>	<u>July 1, 2024</u>
\$34.14	\$34.57	\$35.00

- (b) Maintenance Specialists, employed as of July 1, 2020, will be paid in accordance with the below wage chart. **Employees will advance to the next step after twelve months of service at that step** (excluding time where employee was on a leave of absence). **Employees at Step 7 as of JULY 1, 2020, will advance to Step 8, and move up a step on each July 1st, thereafter, such that Employees at Step 7 as of JULY 1, 2020, will be at 100% on July 1, 2024 (excluding time where employee was on a leave of absence).**
 - **The Hire Rate, Step 1, Step 2, and Step 3 are eliminated effective October 1, 2022, and all Maintenance Specialists at or below Step 3 will move to Step 4 80%, and will advance to the next step on July 1, 2023, and advance to the next step after twelve months of service at that step (excluding time where the employee was on a leave of absence).**
 - **Maintenance Specialists already in Step 4 80% will advance on their anniversary date. However, Maintenance Specialists who are at the Step 4 80% rate and have an anniversary date between July 1, and October 1, will move to 82% on July 1, 2023, and advance to the next step after twelve months of service at that step (excluding time where the employee was on a leave of absence).**

Hire Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
60% of Maint. Spec. Rate	67% of Maint. Spec. Rate	72% of Maint. Spec. Rate	77% of Maint. Spec. Rate	80% of Maint. Spec. Rate	82% of Maint. Spec. Rate	84% of Maint. Spec. Rate	86% of Maint. Spec. Rate
Step 8	Step 9	Step 10	Step 11	Step 12			
88% of Maint. Spec. Rate	91% of Maint. Spec. Rate	94% of Maint. Spec. Rate	97% of Maint. Spec. Rate	100% of Maint. Spec. Rate			

- o (c) Maintenance Specialists, hired on or after ~~October 1, 2022~~ July 1, 2020, will be hired in at Step 1 (80%) and proceed as described below. ~~Newly hired, fully qualified Maintenance Specialists (Journeyman Carmen) will be brought in at 88% of the Maintenance Specialist Rate applicable at the time of hire and will progress to the next pay level after each additional twelve months of service (excluding time where an employee was on a leave of absence).~~ Fully qualified Maintenance Specialists (Journeyman Carmen) hired on or after October 1, 2022, will be brought in at Step 1 80%, and advance to the next step after twelve months of service at that step (excluding time where the employee was on a leave of absence). Carmen hired on or after July 1, 2023, will be brought in at Step 2 82%, and advance to the next step after twelve months of service at that step (excluding time where the employee was on a leave of absence). Journeyman Carmen hired on or after July 1, 2024, will be brought in at Step 3 84%, and advance to the next step after twelve months of service at that step (excluding time where the employee was on a leave of absence).

Hourly Rates	2022	2023	2024
Tier I Step 9 - 100%	\$34.14	\$34.57	\$35.00
Tier II Step 8 - 97%		\$33.53	\$33.95
Tier II Step 7 - 94%	\$32.09	\$32.49	\$32.90
Tier II Step 6 - 91%	\$31.07	\$31.45	\$31.85
Tier II Step 5 - 88%	\$30.04	\$30.42	\$30.89
Tier II Step 4 - 86%	\$29.36	\$29.73	\$30.10
Tier II Step 3 - 84%	\$28.68	\$29.03	\$29.40
Tier II Step 2 - 82%	\$27.99	\$28.34	\$28.70
Tier II Step 1 - 80%	\$27.31	\$27.66	\$28.00

- (d) Skill Matrix Wage Ladder: Maintenance Specialists will have the opportunity to advance up the wage scale outside of the parameters outlined in subsections (b) and (c) by demonstrating proficiency in certain skill sets identified by TTX and the Union or the Union's designee. Maintenance Specialists will be offered the opportunity to demonstrate a skill set on the basis of hire date. The Company will announce, and post, at each point the opportunity for a Maintenance Specialist to participate in the Skill Matrix Wage Ladder. Interested Maintenance Specialists in signing up to demonstrate a specific skillset, must submit his intention via email. Maintenance Specialists will be deemed as adequately demonstrating the required Skill Matrix Step as approved by individuals identified by TTX's Quality/Training department and the Union or the Union's designee.
 - The skills matrix wage ladder will automatically expire on June 30th, 2025, unless mutually agreed by both parties to continue.

The Parties agree to meet and jointly build the Skill Matrix Wage Ladder. Jointly, the parties will determine which such issues and what skills will qualify for the program and what pay increase will result for each skill.

Renumber steps accordingly.

- *Not entered into the current Agreement between TTX Company and BRC/TCU Local 6011, however:* TTX can elect to offer a sign-on bonuses when it feels such an offering is necessary to help recruit in a particular geographic area.