

ARTICLE 29
Schedule of Standard Wage Rates*

Addition of the New Hire Rate classification will be added to the schedule of standard wages rate. Beginning 02/1/2017, the New Hire Rate is \$25.50. (excluding Maintenance)

Upon ratification date of this agreement all employees will receive **\$0.81 on 2/1/17, \$0.83 on 2/1/18, \$0.85 on 2/1/19 and \$0.78 on 2/1/20.** (See Article 29, Schedule of Standard Wage Rates below).

	Current	<u>2/1/2017</u>	<u>2/1/2018</u>	<u>2/1/2019</u>	<u>2/1/2020</u>
<u>General Increase</u>		\$0.81	\$0.83	\$0.85	\$0.78
<u>Department 245 P2S5</u>					
Production Coordinator	\$32.64	\$33.45	\$34.28	\$35.13	\$35.91
Swingman	\$32.64	\$33.45	\$34.28	\$35.13	\$35.91
Unit Controller	\$31.20	\$32.01	\$32.84	\$33.69	\$34.47
Designated Operator	\$31.20	\$32.01	\$32.84	\$33.69	\$34.47
<u>Department 252 ACL</u>					
Production Coordinator	\$33.04	\$33.85	\$34.68	\$35.53	\$36.31
Shift Leader	\$32.35	\$33.16	\$33.99	\$34.84	\$35.62
Swingman	\$32.65	\$33.46	\$34.29	\$35.14	\$35.92
Unit Controller	\$31.60	\$32.41	\$33.24	\$34.09	\$34.87
Designated Operator	\$32.35	\$33.16	\$33.99	\$34.84	\$35.62
<u>Department 240/277 Rubber</u>					
Production Coordinator	\$32.64	\$33.45	\$34.28	\$35.13	\$35.91
Swingman	\$32.64	\$33.45	\$34.28	\$35.13	\$35.91
Unit Controller	\$31.20	\$32.01	\$32.84	\$33.69	\$34.47
Designated Operator	\$31.20	\$32.01	\$32.84	\$33.69	\$34.47
<u>Distribution</u>					
Hourly Coordinator	\$32.51	\$33.32	\$34.15	\$35.00	\$35.78
Distribution Generalist	\$30.93	\$31.74	\$32.57	\$33.42	\$34.20
Designated Operator	\$32.51	\$33.32	\$34.15	\$35.00	\$35.78
<u>Fire Department</u>					
Hourly Coordinator	\$32.06	\$32.87	\$33.70	\$34.55	\$35.33
<u>Mechanical Department</u>					
Reliability Technician	\$33.98	\$34.79	\$35.62	\$36.47	\$37.25
Hourly Coordinator E&I	\$33.98	\$34.79	\$35.62	\$36.47	\$37.25
Master Mechanic E&I	\$32.58	\$33.39	\$34.22	\$35.07	\$35.85
Hourly Coordinator Mechanical	\$33.98	\$34.79	\$35.62	\$36.47	\$37.25
Master Mechanic Mechanical	\$32.48	\$33.29	\$34.12	\$34.97	\$35.75
Day Helper Rate	\$26.88	\$27.69	\$28.52	\$29.37	\$30.15
<u>New Hire Rate</u>		\$25.50	\$26.33	\$27.18	\$27.96

*Maximum rates subject to training rates listed in Section 7, Section 2.

Schedule of Standard Wage Rates*

Employees Hired Prior to February 1, 2008

	Current	<u>2/1/2017</u>	<u>2/1/2018</u>	<u>2/1/2019</u>	<u>2/1/2020</u>
<u>General Increase</u>		\$0.81	\$0.83	\$0.85	\$0.78
<u>Department 245 P2S5</u>					
Production Coordinator	\$33.62	\$34.43	\$35.26	\$36.11	\$36.89
Swingman	\$33.62	\$34.43	\$35.26	\$36.11	\$36.89
Unit Controller	\$31.92	\$32.73	\$33.56	\$34.41	\$35.19
Designated Operator	\$31.92	\$32.73	\$33.56	\$34.41	\$35.19
<u>Department 252 ACL</u>					
Production Coordinator	\$34.02	\$34.83	\$35.66	\$36.51	\$37.29
Shift Leader	\$33.07	\$33.88	\$34.71	\$35.56	\$36.34
Swingman	\$33.07	\$33.88	\$34.71	\$35.56	\$36.34
Unit Controller	\$32.32	\$33.13	\$33.96	\$34.81	\$35.59
Designated Operator	\$33.07	\$33.88	\$34.71	\$35.56	\$36.34
Material Handler	\$31.75	\$32.56	\$33.39	\$34.24	\$35.02
<u>Department 240/277 Rubber</u>					
Production Coordinator	\$33.62	\$34.43	\$35.26	\$36.11	\$36.89
Swingman	\$33.62	\$34.43	\$35.26	\$36.11	\$36.89
Unit Controller	\$31.92	\$32.73	\$33.56	\$34.41	\$35.19
Designated Operator	\$31.92	\$32.73	\$33.56	\$34.41	\$35.19
<u>Distribution</u>					
Hourly Coordinator	\$33.46	\$34.27	\$35.10	\$35.95	\$36.73
Distribution Generalist	\$31.61	\$32.42	\$33.25	\$34.10	\$34.88
Designated Operator	\$33.46	\$34.27	\$35.10	\$35.95	\$36.73
<u>Fire Department</u>					
Hourly Coordinator	\$32.94	\$33.75	\$34.58	\$35.43	\$36.21
<u>Mechanical Department</u>					
Reliability Technician	\$33.98	\$34.79	\$35.62	\$36.47	\$37.25
Hourly Coordinator E&I	\$33.98	\$34.79	\$35.62	\$36.47	\$37.25
Master Mechanic E&I	\$32.58	\$33.39	\$34.22	\$35.07	\$35.85
Hourly Coordinator Mechanical	\$33.98	\$34.79	\$35.62	\$36.47	\$37.25
Master Mechanic Mechanical	\$32.48	\$33.29	\$34.12	\$34.97	\$35.75
Day Helper Rate	\$26.88	\$27.69	\$28.52	\$29.37	\$30.15