

## ARTICLE 21: WAGES

The basic wage and progression schedule for employees is indicated below:

### Wages Increases Year 1

**Year 1:** All job classifications receive a base-building increase in their base rate of **5%** effective the first day of the employees' workweek immediately following the date of ratification

Job Code	Job Classification	Sal Plan	Sal Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
801.1	Trades Helper	NFR	01	27.95	29.37	30.84	32.37		
805.1	Laborer I	NFR	1B	30.22	31.74	33.34	34.99		
805.2	Laborer II	NFR	2B	35.37	37.14	39.00	40.94		
805.4	Laborer, Lead	NFR	3L	40.94	43.00				
821.1	Locksmith I	NFR	02	30.84	32.37	34.02	35.70		
821.2	Locksmith II	NFR	05	37.91	39.77	41.80	43.87		
822.1	Air Conditioning Mech. I	NFR	04	37.91	39.77	41.80	43.87		
822.2	Air Conditioning Mech. II	NFR	08	43.87	46.06	48.37	50.77		
822.4	Air Conditioning Mech., Lead	NFR	8L	50.77	53.33				
823.1	Carpenter	NFR	04	37.91	39.77	41.80	43.87		
823.4	Carpenter, Lead	NFR	4L	43.87	46.06				
824.1	Electrician I	NFR	06	39.77	41.80	43.87	46.06		
824.2	Electrician II	NFR	07	41.80	43.87	46.06	48.37		
824.4	Electrician, Lead	NFR	7L	48.37	50.77				
825.1	Painter	NFR	04	37.91	39.77	41.80	43.87		
825.4	Painter, Lead	NFR	4L	43.87	46.06				
826.1	Plumber/Fitter	NFR	06	39.77	41.80	43.87	46.06		
826.4	Plumber/Fitter, Lead	NFR	6L	46.06	48.37				
827.1	High Voltage Electrician	NFR	08	43.87	46.06	48.37	50.77		
827.4	High Voltage Electrician, Lead	NFR	8L	50.77	53.33				
842.1	Heavy Equipment Mechanic	NFR	04	37.91	39.77	41.80	43.87		
842.4	Heavy Equipment Mechanic, Lead	NFR	4L	43.87	46.06				
851.1	Welder I	NFR	04	37.91	39.77	41.80	43.87		
851.2	Welder II	NFR	07	41.80	43.87	46.06	48.37		
851.4	Welder, Lead	NFR	7L	48.37	50.77				
852.1	Sheetmetal Worker	NFR	07	41.80	43.87	46.06	48.37		
852.4	Sheetmetal Worker, Lead	NFR	7L	48.37	50.77				
861.1	Rigger I	NFR	03	36.08	37.91	39.77	41.80		
861.2	Rigger II	NFR	04	37.91	39.77	41.80	43.87		
861.4	Rigger, Lead	NFR	4L	43.87	46.06				
862.1	Maintenance Mechanic	NFR	04	37.91	39.77	41.80	43.87		
862.4	Maintenance Mechanic, Lead	NFR	4L	43.87	46.06				
863.2	Boiler & Pressure Sys Mech II	NFR	08	43.87	46.06	48.37	50.77		
863.4	Boiler&Pressure Sys Mech Lead	NFR	8L	50.77	53.33				
894.8	Crafts Multi-Skill Assist	NFR	04	37.91	39.77	41.80	43.87		
895.8	Crafts Multi-Skill Assist.	NFR	06	39.77	41.80	43.87	46.06		
896.8	Crafts Multi-Skill Assist.	NFR	07	41.80	43.87	46.06	48.37		
897.8	Crafts Multi-Skill Assist.	NFR	08	43.87	46.06	48.37	50.77		
898.8	Crafts Multi-Skill Assist.	NFR	09	46.06	48.37	50.77	53.33		
899.9	Crafts Multi-Skill Assist	NFR	10	43.87	46.06	48.37	50.77	53.33	56.02

## Wages Increases Year 2

**Year 2:** All classifications to receive a base-building increase in their base rate of **3%** effective the first day of the employees' workweek immediately following the 1<sup>st</sup> anniversary of the date of ratification.

Job Code	Job Classification	Sal Plan	Sal Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
801.1	Trades Helper	NFR	01	28.79	30.25	31.77	33.34		
805.1	Laborer I	NFR	1B	31.13	32.69	34.34	36.04		
805.2	Laborer II	NFR	2B	36.43	38.25	40.17	42.17		
805.4	Laborer, Lead	NFR	3L	42.17	44.29				
821.1	Locksmith I	NFR	02	31.77	33.34	35.04	36.77		
821.2	Locksmith II	NFR	05	39.05	40.96	43.05	45.19		
822.1	Air Conditioning Mech. I	NFR	04	39.05	40.96	43.05	45.19		
822.2	Air Conditioning Mech. II	NFR	08	45.19	47.44	49.82	52.29		
822.4	Air Conditioning Mech., Lead	NFR	8L	52.29	54.93				
823.1	Carpenter	NFR	04	39.05	40.96	43.05	45.19		
823.4	Carpenter, Lead	NFR	4L	45.19	47.44				
824.1	Electrician I	NFR	06	40.96	43.05	45.19	47.44		
824.2	Electrician II	NFR	07	43.05	45.19	47.44	49.82		
824.4	Electrician, Lead	NFR	7L	49.82	52.29				
825.1	Painter	NFR	04	39.05	40.96	43.05	45.19		
825.4	Painter, Lead	NFR	4L	45.19	47.44				
826.1	Plumber/Fitter	NFR	06	40.96	43.05	45.19	47.44		
826.4	Plumber/Fitter, Lead	NFR	6L	47.44	49.82				
827.1	High Voltage Electrician	NFR	08	45.19	47.44	49.82	52.29		
827.4	High Voltage Electrician, Lead	NFR	8L	52.29	54.93				
842.1	Heavy Equipment Mechanic	NFR	04	39.05	40.96	43.05	45.19		
842.4	Heavy Equipment Mechanic, Lead	NFR	4L	45.19	47.44				
851.1	Welder I	NFR	04	39.05	40.96	43.05	45.19		
851.2	Welder II	NFR	07	43.05	45.19	47.44	49.82		
851.4	Welder, Lead	NFR	7L	49.82	52.29				
852.1	Sheetmetal Worker	NFR	07	43.05	45.19	47.44	49.82		
852.4	Sheetmetal Worker, Lead	NFR	7L	49.82	52.29				
861.1	Rigger I	NFR	03	37.16	39.05	40.96	43.05		
861.2	Rigger II	NFR	04	39.05	40.96	43.05	45.19		
861.4	Rigger, Lead	NFR	4L	45.19	47.44				
862.1	Maintenance Mechanic	NFR	04	39.05	40.96	43.05	45.19		
862.4	Maintenance Mechanic, Lead	NFR	4L	45.19	47.44				
863.2	Boiler & Pressure Sys Mech II	NFR	08	45.19	47.44	49.82	52.29		
863.4	Boiler&Pressure Sys Mech Lead	NFR	8L	52.29	54.93				
894.8	Crafts Multi-Skill Assist	NFR	04	39.05	40.96	43.05	45.19		
895.8	Crafts Multi-Skill Assist.	NFR	06	40.96	43.05	45.19	47.44		
896.8	Crafts Multi-Skill Assist.	NFR	07	43.05	45.19	47.44	49.82		
897.8	Crafts Multi-Skill Assist.	NFR	08	45.19	47.44	49.82	52.29		
898.8	Crafts Multi-Skill Assist.	NFR	09	47.44	49.82	52.29	54.93		
899.9	Crafts Multi-Skill Assist	NFR	10	45.19	47.44	49.82	52.29	54.93	57.70

### Wages Increases Year 3

- Year 3:** All classifications to receive a base-building increase in their base rate of **3.25%** effective the first day of the employees' workweek immediately following the 2<sup>nd</sup> anniversary of the date of ratification.

Job Code	Job Classification	Sal Plan	Sal Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
801.1	Trades Helper	NFR	01	29.73	31.23	32.80	34.42		
805.1	Laborer I	NFR	1B	32.14	33.75	35.46	37.21		
805.2	Laborer II	NFR	2B	37.61	39.49	41.48	43.54		
805.4	Laborer, Lead	NFR	3L	43.54	45.73				
821.1	Locksmith I	NFR	02	32.80	34.42	36.18	37.97		
821.2	Locksmith II	NFR	05	40.32	42.29	44.45	46.66		
822.1	Air Conditioning Mech. I	NFR	04	40.32	42.29	44.45	46.66		
822.2	Air Conditioning Mech. II	NFR	08	46.66	48.98	51.44	53.99		
822.4	Air Conditioning Mech., Lead	NFR	8L	53.99	56.72				
823.1	Carpenter	NFR	04	40.32	42.29	44.45	46.66		
823.4	Carpenter, Lead	NFR	4L	46.66	48.98				
824.1	Electrician I	NFR	06	42.29	44.45	46.66	48.98		
824.2	Electrician II	NFR	07	44.45	46.66	48.98	51.44		
824.4	Electrician, Lead	NFR	7L	51.44	53.99				
825.1	Painter	NFR	04	40.32	42.29	44.45	46.66		
825.4	Painter, Lead	NFR	4L	46.66	48.98				
826.1	Plumber/Fitter	NFR	06	42.29	44.45	46.66	48.98		
826.4	Plumber/Fitter, Lead	NFR	6L	48.98	51.44				
827.1	High Voltage Electrician	NFR	08	46.66	48.98	51.44	53.99		
827.4	High Voltage Electrician, Lead	NFR	8L	53.99	56.72				
842.1	Heavy Equipment Mechanic	NFR	04	40.32	42.29	44.45	46.66		
842.4	Heavy Equipment Mechanic, Lead	NFR	4L	46.66	48.98				
851.1	Welder I	NFR	04	40.32	42.29	44.45	46.66		
851.2	Welder II	NFR	07	44.45	46.66	48.98	51.44		
851.4	Welder, Lead	NFR	7L	51.44	53.99				
852.1	Sheetmetal Worker	NFR	07	44.45	46.66	48.98	51.44		
852.4	Sheetmetal Worker, Lead	NFR	7L	51.44	53.99				
861.1	Rigger I	NFR	03	38.37	40.32	42.29	44.45		
861.2	Rigger II	NFR	04	40.32	42.29	44.45	46.66		
861.4	Rigger, Lead	NFR	4L	46.66	48.98				
862.1	Maintenance Mechanic	NFR	04	40.32	42.29	44.45	46.66		
862.4	Maintenance Mechanic, Lead	NFR	4L	46.66	48.98				
863.2	Boiler & Pressure Sys Mech II	NFR	08	46.66	48.98	51.44	53.99		
863.4	Boiler&Pressure Sys Mech Lead	NFR	8L	53.99	56.72				
894.8	Crafts Multi-Skill Assist	NFR	04	40.32	42.29	44.45	46.66		
895.8	Crafts Multi-Skill Assist.	NFR	06	42.29	44.45	46.66	48.98		
896.8	Crafts Multi-Skill Assist.	NFR	07	44.45	46.66	48.98	51.44		
897.8	Crafts Multi-Skill Assist.	NFR	08	46.66	48.98	51.44	53.99		
898.8	Crafts Multi-Skill Assist.	NFR	09	48.98	51.44	53.99	56.72		
899.9	Crafts Multi-Skill Assist	NFR	10	46.66	48.98	51.44	53.99	56.72	59.58

If, in the judgment of the Employer, an employee is not entitled to an increase under this Article due to his/her performance on the job, or his/her conduct including excessive absenteeism or tardiness, the Employer may withhold such increase. Increases withheld under this Article of the Agreement are subject to review under the Grievance and Arbitration Articles of the Agreement.

The Employer may, at its initiative and in accordance with its judgment, start an employee above the starting rate.

If, during the progression period, an employee has been continuously absent from work for any reason (excluding vacation and periods protected by state or federal laws) for a period of one (1) week or longer, his/her scheduled progression step will be deferred one (1) week for each week of such continuous absence.