WAGE INCREASES: THE BASICS

- The proposed 5-year agreement includes **guaranteed base pay increases every year.**
- You will see **base pay go up** every year with **clear, predictable increases** that compound to a **total increase of approximately 18.2%** over the course of the agreement.

HOW IT WORKS

The proposed annual wage increases are applied in the following schedule:

YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
+4% Wage Increase	+3% Wage Increase	+3% Wage Increase	+3% Wage Increase	+4% Wage Increase

THE RESULT

By the end of the 5-year agreement, base wages will be approximately

18.2%* more than today.

*Compounded average over 5 years

WAGE INCREASES: EXAMPLE

How It Looks In Dollars*

YEAR	INCREASE	WAGE	INCREASE AMOUNT
Today	---	**$80,000**	---
1	**+4%**	**$83,200**	**+$3,200**
2	**+3%**	**$85,696**	**+$2,496**
3	**+3%**	**$88,267**	**+$2,571**
4	**+3%**	**$90,915**	**+$2,648**
5	**+4%**	**$94,552**	**+$3,637**

If your **current annual wage is $80,000**, **by 2031** you would see:

- **Final wage:** $94,552
- **Total increase amount**: $14,552
- **Total growth**: 18.2%**

**Dollar amounts are illustrative only and assume the stated percentage increases are applied to the prior year's base salary. Actual earnings may vary.*

***Compounded average over 5 years*