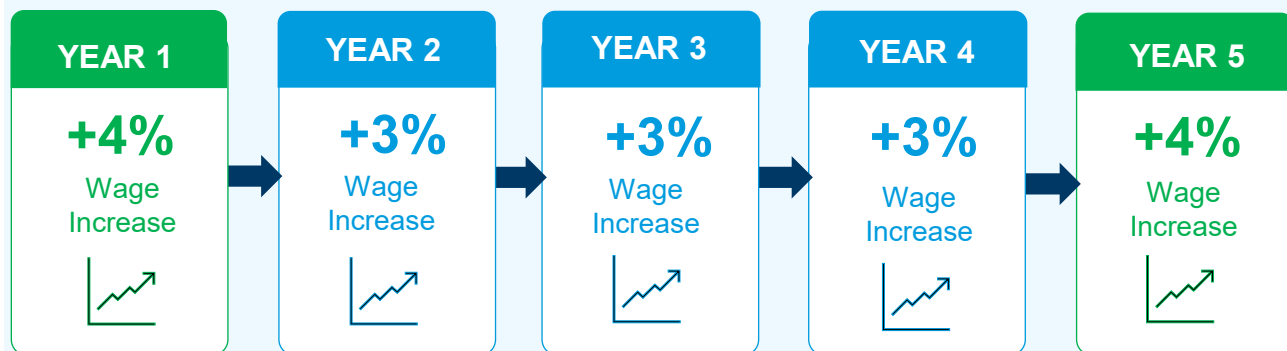


WAGE INCREASES: THE BASICS

- 
- 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:



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*