

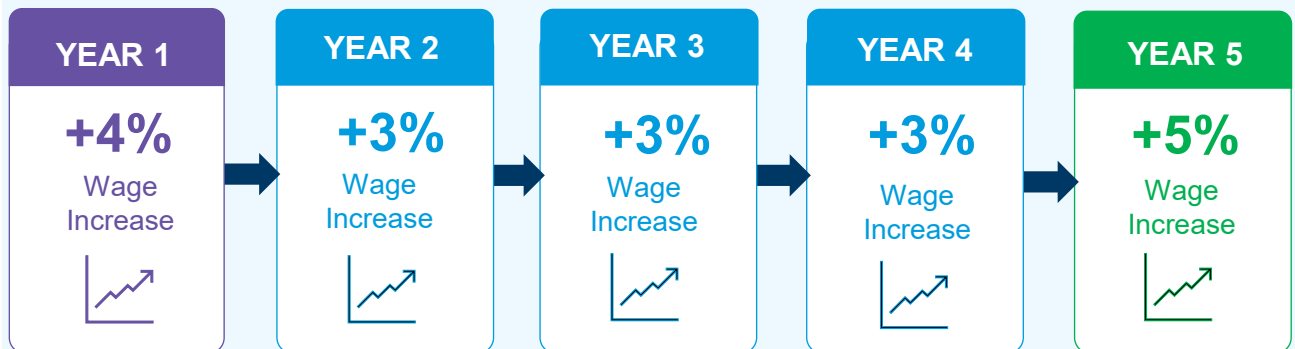


WAGE INCREASES: THE BASICS

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- 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 19.3%** 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

19.3%* more than today.

**Compounded average over 5 years*



WAGE INCREASES: EXAMPLE

How It Looks In Dollars*

YEAR	INCREASE	WAGE	INCREASE AMOUNT
Today	---	\$113,000	---
1	+4%	\$117,520	+\$4,520
2	+3%	\$121,046	+\$3,526
3	+3%	\$124,677	+\$3,631
4	+3%	\$128,417	+\$3,740
5	+5%	\$134,838	+\$6,421



If your **current annual wage is \$113,000**, by 2031 you would see:

- **Final wage:** \$134,838
- **Total increase amount:** \$21,838
- **Total growth:** 19.3%**

**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*