

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 **2%** effective the first day of the employees' workweek immediately following the date of ratification

(Tables to be configured pursuant to final wage increases)

2% additional Market adjustment to Step I in the following classifications: HVE, HVE – Lead, Heavy Equipment Mechanic, and Locksmith I.

Wages Increases Year 2

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

(Tables to be configured pursuant to final wage increases)

Wages Increases Year 3

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

(Tables to be configured pursuant to final wage increases)

Wages Increases Year 4

Year 4: All classifications to receive a base-building increase in their base rate of **2%** effective the first day of the employees' workweek immediately following the 3rd anniversary of the date of ratification.

(Tables to be configured pursuant to final wage increases)

Wages Increases Year 5

The Employer reserves the right to amend, add to, or delete terms of this proposal until a final agreement on a complete contract is reached by the parties.

Year 5: 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 4th anniversary of the date of ratification.

(Tables to be configured pursuant to final wage increases)

If, in the judgment of the Employer, an employee is not entitled to an increase under this Article due to their performance on the job, or their 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, their scheduled progression step will be deferred one (1) week for each week of such continuous absence.

The Employer reserves the right to amend, add to, or delete terms of this proposal until a final agreement on a complete contract is reached by the parties.