

2024 UNION PAY RATES

Employees will be paid at the rates below:

<u>Group</u>	<u>New Hire</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Foreman</u>
I	16.01	16.01	16.79	19.31	21.74	25.00
II	16.01	16.81	19.61	22.42	25.24	29.03
III	16.01	18.17	21.17	24.21	27.23	31.32
IV	16.74	19.98	23.23	26.48	29.73	34.20

NOTES:

- a. In addition to the wage rates above, GRF provides 100% of the contributions to employee pensions, currently at \$9.96 per hour paid.
- b. In addition to the wage rates above, GRF provides 100% of the contributions to the employee annuity benefit, which increases by five (\$0.05) cents to \$1.05 per hour paid in 2024.
- c. For 2024, a deduction of ten (\$0.10) cents per hour paid will be deducted for Union membership dues and referenced as "324 Work Dues" on your paycheck stub.
- d. The night shift differential for 2024 increases to fifty-five (\$0.55) cents per hour worked. Night Shift pay differential applies to employees whose shift begins between 3:00 p.m. and 4:59 a.m.
- e. The local union dues will increase to \$48 dollars per month and are deducted and remitted to the Union by GRF.