

## 2025 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	16.68	16.68	17.49	20.11	22.63	26.03
II	16.68	17.51	20.42	23.34	26.26	30.20
III	16.68	18.93	22.04	25.19	28.33	32.58
IV	17.44	20.80	24.18	27.55	30.92	35.56

**NOTES:**

- a. In addition to the wage rates above, GRF provides 100% of the contributions to employee pensions, currently at \$10.46 per hour paid.
- b. In addition to the wage rates above, GRF provides 100% of the contributions to the employee annuity benefit, which remains the same at \$1.05 per hour paid in 2025.
- c. For 2025, 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 2025 increases to fifty-seven (\$0.57) 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 \$49 dollars per month and are deducted and remitted to the Union by GRF.