

**Skilled Trade Job Structure & Wage Rates**  
**Skilled Trade Classifications**

Schedule D

		Wage Rate Effective Date				
Code	Classification	10% Increase 11/15/2023	3% Increase 9/1/2024	3% Increase 9/1/2025	3% Increase 9/1/2026	2% Increase 9/1/2027
153J	Auto, Truck & Trailer Repair Mechanic	\$ 44.12	\$ 45.44	\$ 46.81	\$ 48.21	\$ 49.18
180J	Carpenter	\$ 44.12	\$ 45.44	\$ 46.81	\$ 48.21	\$ 49.18
223J	Electrician	\$ 44.53	\$ 45.86	\$ 47.24	\$ 48.66	\$ 49.63
226J	Exp. Transmission Mechanic	\$ 44.36	\$ 45.69	\$ 47.06	\$ 48.48	\$ 49.45
387J	Machine Repair	\$ 44.53	\$ 45.86	\$ 47.24	\$ 48.66	\$ 49.63
429J	Pipefitter	\$ 44.12	\$ 45.44	\$ 46.81	\$ 48.21	\$ 49.18
447J	Refrigeration & AC Maintenance	\$ 44.53	\$ 45.86	\$ 47.24	\$ 48.66	\$ 49.63
493J	Stationary Engineer PHSE	\$ 44.53	\$ 45.86	\$ 47.24	\$ 48.66	\$ 49.63
512J	Tool & Die Maker	\$ 44.68	\$ 46.02	\$ 47.40	\$ 48.83	\$ 49.80
581J	Millwright Welder	\$ 44.12	\$ 45.44	\$ 46.81	\$ 48.21	\$ 49.18

See MOU Journeyman Hiring Standards regarding Journeyman in Training (JIT) wage rates.

**Production Classification Job Structure & Progression**

Schedule D

Code	Classification	Progression				Top Pay Effective Date				
		0-1 Year	1-2 Years	2-3 Years	3-4 Years	11/15/2023	9/1/2024	9/1/2025	9/1/2026	9/1/2027
137B	Assembler, Skilled	\$ 20.50	\$ 22.21	\$ 25.42	\$ 28.63	\$ 31.92	\$ 32.88	\$ 33.86	\$ 34.88	\$ 35.93
195B	Coordinator/Heat Treat Control	\$ 22.50	\$ 24.28	\$ 27.57	\$ 30.80	\$ 34.04	\$ 35.06	\$ 36.11	\$ 37.20	\$ 38.31
200B	Jobsetter / Coordinator	\$ 23.00	\$ 26.01	\$ 29.02	\$ 32.03	\$ 35.04	\$ 36.09	\$ 37.17	\$ 38.29	\$ 39.44
230B	Fabrication Machining Special	\$ 21.00	\$ 22.63	\$ 25.84	\$ 29.05	\$ 32.36	\$ 33.33	\$ 34.33	\$ 35.36	\$ 36.42
275B	Heat Treat *	\$ 22.50	\$ 24.28	\$ 27.57	\$ 30.80	\$ 34.04	\$ 35.06	\$ 36.11	\$ 37.20	\$ 38.31
280B	Manufacturing Support	\$ 20.00	\$ 20.45	\$ 20.90	\$ 21.34	\$ 21.79	\$ 22.44	\$ 23.12	\$ 23.81	\$ 24.52
290B	Inspector, Process Audit	\$ 20.50	\$ 23.61	\$ 26.71	\$ 29.31	\$ 31.91	\$ 32.86	\$ 33.85	\$ 34.87	\$ 35.91
392B	Material Services	\$ 20.00	\$ 21.40	\$ 22.81	\$ 24.21	\$ 25.61	\$ 26.38	\$ 27.17	\$ 27.98	\$ 29.70
393B	Warehouse Services	\$ 20.00	\$ 20.45	\$ 20.90	\$ 21.34	\$ 21.79	\$ 22.44	\$ 23.12	\$ 23.81	\$ 24.52
415B	Oiler	\$ 20.00	\$ 21.40	\$ 22.81	\$ 24.21	\$ 25.61	\$ 26.38	\$ 27.17	\$ 27.98	\$ 29.46
515B	Transmission Repair, Salvage, Rework & Weld	\$ 22.50	\$ 26.11	\$ 30.00	\$ 32.25	\$ 34.50	\$ 35.54	\$ 36.60	\$ 37.70	\$ 38.83
520B	Transmission Rework Mechanic	\$ 22.00	\$ 24.56	\$ 26.81	\$ 29.44	\$ 32.07	\$ 33.03	\$ 34.02	\$ 35.04	\$ 36.09
524B	Transmission Test Mechanic	\$ 22.00	\$ 23.28	\$ 26.06	\$ 28.83	\$ 31.98	\$ 32.94	\$ 33.93	\$ 34.95	\$ 35.99

\*As of ratification of this 2024 - 2027 Agreement, all employees in the 275B Heat Treat classification will move to 195B Coordinator/Heat Treat Control classification.

**NOTE REGARDING LEGACY OILER AND MATERIAL SERVICE**

All 415B Oiler and 392B Material Service bargaining unit members hired before February 1, 2008 currently on Schedule D (Legacy) will receive, in lieu of wage increases, lump sum payments as follows:

- Upon Ratification – 14% of Qualified Earnings
- September 2, 2024 – 6% of Qualified Earnings
- September 1, 2025 – 6% of Qualified Earnings
- September 7, 2026 – 6% of Qualified Earnings
- September 6, 2027 – 6% of Qualified Earnings

Qualified Earnings are the total paid during the 52 consecutive pay periods immediately preceding the date include hourly base wages, overtime, Saturday, Sunday and holiday premium payments, COLA, shift premium, vacation entitlement, holiday pay, seven day operator premium, bereavement pay, jury duty pay, apprentice pay call-in pay, short term military duty pay, back pay awards related to the designated eligibility year.

**NOTE REGARDING THIRD YEAR EMPLOYEES FORMERLY ON SCHEDULE E**

The employees in classifications formerly on Schedule E, who are in year 2-3 at the time of ratification will go to Top Rate upon completion of their third year in progression.