

Exhibit A 5/3/2022

effective date 1/31/2022 1/30/2023 1/29/2024 1/27/2025 6/1/2022 1/30/2023 1/29/2024 1/27/2025

PL	Wage step	2021	2022	2023	2024	2025	2022	2023	2024	2025
Non-Progression Jobs	Labor Pool	\$17.58	\$17.94	\$18.30	\$18.66	\$19.03	\$20.00	\$20.40	\$20.81	\$21.22
	EHS Attendant	\$17.58	\$17.94	\$18.30	\$18.66	\$19.03	\$20.00	\$20.40	\$20.81	\$21.22
	Painter/Storerroom Attendant	\$18.59	\$18.97	\$19.35	\$19.73	\$20.13	\$21.15	\$21.57	\$22.00	\$22.44
	Receiver Data Analyst	\$18.59	\$18.97	\$19.35	\$19.73	\$20.13	\$21.15	\$21.57	\$22.00	\$22.44
	Cycle Counter	\$19.68	\$20.07	\$20.47	\$20.88	\$21.30	\$23.30	\$23.77	\$24.24	\$24.73
	WTC Attendant	\$19.68	\$20.07	\$20.47	\$20.88	\$21.30	\$23.30	\$23.77	\$24.24	\$24.73
	Lye Room	\$19.68	\$20.07	\$20.47	\$20.88	\$21.30	\$23.30	\$23.77	\$24.24	\$24.73
	Truck Driver-Heavy	\$20.82	\$21.23	\$21.66	\$22.09	\$22.53	\$24.80	\$25.30	\$25.74	\$26.19
	Bulk Unloader	\$23.33	\$23.79	\$24.27	\$24.76	\$25.25	\$24.72	\$25.22	\$25.72	\$26.24
Training Coordinator*	\$25.61	\$26.12	\$26.64	\$27.18	\$27.72	\$27.00	\$27.51	\$27.97	\$28.43	

* includes TL

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PL	Wage step	2021	2022	2023	2024	2025	2022	2023	2024	2025
Material Handler	MH-1	\$19.53	\$19.87	\$20.22	\$20.57	\$20.93	\$22.60	\$23.05	\$23.46	\$23.87
	MH-2	\$20.12	\$20.47	\$20.83	\$21.19	\$21.56	\$23.30	\$23.77	\$24.18	\$24.61
	MH-3	\$21.00	\$21.36	\$21.74	\$22.12	\$22.50	\$24.32	\$24.80	\$25.24	\$25.68
	MH-4	\$21.42	\$21.79	\$22.17	\$22.56	\$22.96	\$24.80	\$25.30	\$25.74	\$26.19
Non-Progression Northside	Mixer Processor UV/EB	\$21.87	\$22.25	\$22.64	\$23.04	\$23.44				
	Mixer Processor Packaging	\$23.16	\$23.56	\$23.97	\$24.39	\$24.82				
	Paint Processor II (North)	\$23.16	\$23.56	\$23.97	\$24.39	\$24.82				
	Paint Processor I Small Order	\$21.87	\$22.25	\$22.64	\$23.04	\$23.44				
	Filler - Paint	\$19.53	\$19.87	\$20.22	\$20.57	\$20.93				
Paint Processor	PP-1	\$19.53	\$19.87	\$20.22	\$20.57	\$20.93	\$22.78	\$23.24	\$23.65	\$24.06
	PP-2	\$21.29	\$21.66	\$22.04	\$22.43	\$22.82	\$23.73	\$24.21	\$24.63	\$25.06
	PP-3	\$23.40	\$23.81	\$24.22	\$24.65	\$25.08	\$24.72	\$25.22	\$25.66	\$26.11
	PP-4	\$24.11	\$24.53	\$24.96	\$25.40	\$25.84	\$25.50	\$26.01	\$26.47	\$26.93
Resin Process or	RP-1	\$21.87	\$22.25	\$22.64	\$23.04	\$23.44	\$22.78	\$23.24	\$23.65	\$24.06
	RP-2	\$23.18	\$23.59	\$24.00	\$24.42	\$24.85	\$24.65	\$25.14	\$25.58	\$26.03
	RP-3	\$24.11	\$24.53	\$24.96	\$25.40	\$25.84	\$25.50	\$26.01	\$26.47	\$26.93
Reactor Operator	RO-1	\$22.53	\$22.92	\$23.32	\$23.73	\$24.15	\$24.75	\$25.25	\$25.69	\$26.14
	RO-2	\$24.05	\$24.47	\$24.90	\$25.33	\$25.77	\$25.33	\$25.84	\$26.29	\$26.75
	RO-3	\$25.57	\$26.01	\$26.47	\$26.93	\$27.40	\$26.93	\$27.47	\$27.95	\$28.44
	RO-4	\$26.91	\$27.38	\$27.86	\$28.35	\$28.85	\$28.35	\$28.92	\$29.42	\$29.94
	RO-5	\$27.86	\$28.35	\$28.84	\$29.35	\$29.86	\$29.20	\$29.78	\$30.31	\$30.84
	RO-6	\$28.85	\$29.35	\$29.87	\$30.39	\$30.92	\$30.08	\$30.68	\$31.21	\$31.76
Mechanic	M-1	\$23.29	\$23.70	\$24.11	\$24.53	\$24.96	\$24.75	\$25.18	\$25.62	\$26.07
	M-2	\$24.81	\$25.24	\$25.68	\$26.13	\$26.59	\$26.00	\$26.46	\$26.92	\$27.39
	M-3	\$26.37	\$26.83	\$27.30	\$27.77	\$28.26	\$27.26	\$27.74	\$28.22	\$28.72
	M-4	\$27.08	\$27.56	\$28.04	\$28.53	\$29.03	\$28.90	\$29.40	\$29.92	\$30.44
	M-5	\$28.15	\$28.64	\$29.14	\$29.65	\$30.17	\$30.34	\$30.87	\$31.41	\$31.96
	M-6	\$29.56	\$30.08	\$30.60	\$31.14	\$31.68	\$31.25	\$31.80	\$32.35	\$32.92
	M-7	\$30.56	\$31.09	\$31.64	\$32.19	\$32.76	\$32.19	\$32.75	\$33.32	\$33.91
	M-8	\$31.78	\$32.34	\$32.90	\$33.48	\$34.06	\$33.15	\$33.73	\$34.32	\$34.92
Specialty Shipping	\$25.53	\$25.73	\$25.93	\$25.93	\$25.93	\$26.00	\$26.46	\$26.92	\$27.39	

Exhibit A 5/3/2022

lump sum \$1,200 \$0 \$0 \$1,200 \$1,200 \$1,200 \$1,200 \$1,200 \$1,200
 effective date 1/31/2022 1/30/2023 1/29/2024 1/27/2025 6/1/2022 1/30/2023 1/29/2024 1/27/2025

PL	Wage step	2021	2022	2023	2024	2025	2022	2023	2024	2025
Hired before 10-22-07	Labor Pool JC-2	\$24.51	\$24.71	\$24.91	\$24.91	\$24.91	\$24.71	\$24.91	\$24.91	\$24.91
	EHS Attendant JC-5	\$25.02	\$25.22	\$25.42	\$25.42	\$25.42	\$25.22	\$25.42	\$25.42	\$25.42
	Painter/Storeroom Attendant JC-8	\$25.53	\$25.73	\$25.93	\$25.93	\$25.93	\$25.73	\$25.93	\$25.93	\$25.93
	Receiver Data Analyst JC-7	\$25.36	\$25.56	\$25.76	\$25.76	\$25.76	\$25.56	\$25.76	\$25.76	\$25.76
	Cycle Counter JC-7	\$25.36	\$25.56	\$25.76	\$25.76	\$25.76	\$25.56	\$25.76	\$25.76	\$25.76
	WTC Attendant JC-9	\$25.70	\$25.90	\$26.10	\$26.10	\$26.10	\$25.90	\$26.10	\$26.10	\$26.10
	Lye Room JC-7	\$25.36	\$25.56	\$25.76	\$25.76	\$25.76	\$25.56	\$25.76	\$25.76	\$25.76
	Truck Driver-Heavy JC-10	\$25.87	\$26.07	\$26.27	\$26.27	\$26.27	\$26.07	\$26.27	\$26.27	\$26.27
	Bulk Unloader JC-8	\$25.53	\$25.73	\$25.93	\$25.93	\$25.93	\$25.73	\$25.93	\$25.93	\$26.24
	MH JC-8	\$25.53	\$25.73	\$25.93	\$25.93	\$25.93	\$25.73	\$25.93	\$25.93	\$26.19
	MH JC-9	\$25.70	\$25.90	\$26.10	\$26.10	\$26.10	\$25.90	\$26.10	\$26.10	\$26.19
	PP JC-7	\$25.36	\$25.56	\$25.76	\$25.76	\$25.76	\$25.56	\$26.01	\$26.47	\$26.93
	PP JC-9	\$25.70	\$25.90	\$26.10	\$26.10	\$26.10	\$25.90	\$26.10	\$26.47	\$26.93
	PP JC-10	\$25.87	\$26.07	\$26.27	\$26.27	\$26.27	\$26.07	\$26.27	\$26.47	\$26.93
	RP JC-9	\$25.70	\$25.90	\$26.10	\$26.10	\$26.10	\$25.90	\$26.10	\$26.47	\$26.93
Training Coordinator*	\$27.57	\$27.77	\$27.97	\$27.97	\$27.97	\$27.77	\$27.97	\$27.97	\$28.43	

* includes TL