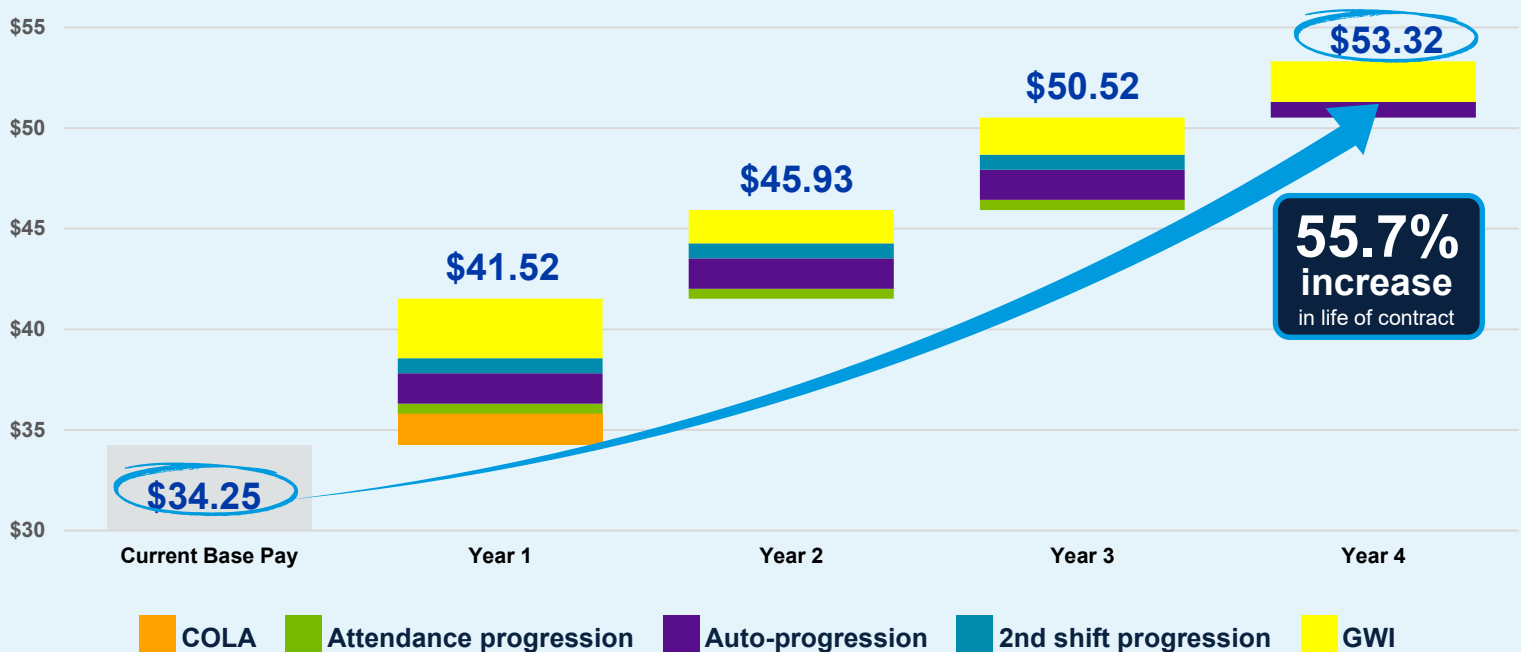




## EXAMPLE: 2<sup>nd</sup> shift employee in progression

A 2<sup>nd</sup> shift Assembly employee in progression currently making \$34.25 per hour (or \$71,240 annually) with less than two attendance points and 12 months of continuous service on 2<sup>nd</sup> shift could earn almost **56%** more and can **reach max rate** during this four-year contract. That means this employee would be making **\$110,905** per year at the end of the contract. This does not include any overtime or additional pay additives.



### Year 1

- **\$1.56** COLA fold
- **\$0.75** 2<sup>nd</sup> shift progression
- **\$0.50** Attendance progression
- **8%** GWI
- **\$0.75** January auto-progression
- **\$0.75** July auto-progression

### Year 2

- **4%** GWI
- **\$0.75** January auto-progression
- **\$0.75** 2<sup>nd</sup> shift progression
- **\$0.50** Attendance progression
- **\$0.75** July auto-progression

### Year 3

- **4%** GWI
- **\$0.75** January auto-progression
- **\$0.75** 2<sup>nd</sup> shift progression
- **\$0.50** Attendance progression
- **\$0.75** July auto-progression

### Year 4

- **4%** GWI
- **\$0.75** January auto-progression

