

SPEEA TECH CONTRACT COMPARISON TO IAM 751 & W24 CONTRACT

IAM 751 & W24

SPEEA TECH

	IAM 751 & W24 GWI (Puget Sound)	SPEEA TECH Salary Adjustment Fund Pools (Puget Sound)
2014	2%	5%
2015	2%	5%
2016	1%	5%
2017	0%	2.3%
2018	1%	5%
2019	0%	1%
2020	1%	3%
2021	0%	3%
2022	0%	3%
2023	1%	2%
2024	13%	2%
2025	9%	2%
2026	9%	5% (2% + 3% retro*)
2027	7%	7%*
WAGE GROWTH (2014-2027)	46%	50.3%

* Proposed contract offer

For SPEEA, this does not include the lump sums that were part of the overall salary adjustment pools.
2026 and 2027 reflect final two years of IAM 751 & W24 contract.

Source: SPEEA and IAM 751 & W24 Collective Bargaining Agreements