New Hire - (New Hire/6 Month Combined)

				Ramp/F	Provo Rates	s of Pay	
Current Pay Step	Current Rates		2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00	New Fille	φ19.43	φ20.03	φ20.03	φ21.20	φ21.09
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06	oteh 10	φ30.00	φυθ. 14	φ40.31	φ41.32	φ42.77

			Ops/Cargo Rates of Pay						
Current Pay Step	Current Rates		2024	2025	2026	2027	2028		
				3.0%	3.0%	3.0%	3.0%		
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29		
6 Month	\$17.41	New nire	ф19.00	φ20.40	φ21.01	Φ 21.04	φ ΖΖ. Ζ9		
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03		
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11		
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09		
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42		
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36		
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69		
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02		
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75		
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03		
Step 10	\$26.37	Stop 10	¢20.2E	¢20 E0	\$40.69	\$41.91	\$43.17		
Step 11*	\$32.41	Step 10	\$38.35	\$39.50	φ40.09	φ 4 1.91	φ 4 3.17		

Step 1

			Ramp/Provo Rates of Pay					
Current Current Pay Step Rates		New Pay Step	2024	2025	2026	2027	2028	
			3.0%	3.0%	3.0%	3.0%		
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89	
6 Month	\$17.00	INGW TILLE	ψ15.40	Ψ20.03	Ψ20.03	Ψ21.23	Ψ21.09	
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64	
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72	
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70	
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02	
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96	
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29	
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63	
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36	
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64	
Step 10	\$26.02	Stop 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77	
Step 11*	\$32.06	Step 10	φ30.00	და ა . 14	φ40.31	φ41.32	Φ4∠.//	

			Ops/Cargo Rates of Pay						
Current Pay Step	Current Rates		2024	2025	2026	2027	2028		
				3.0%	3.0%	3.0%	3.0%		
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29		
6 Month	\$17.41	New Hile	\$19.00	\$20.40	φ21.01	φ21.04	φ22.29		
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03		
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11		
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09		
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42		
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36		
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69		
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02		
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75		
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03		
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17		
Step 11*	\$32.41	oteh 10	φ30.33	დაყ.50	φ40.09	φ41.91	φ 4 3.17		

Step 2

				Ramp/F	Provo Rates	of Pay	
Current Current Pay Step Rates	Current Rates	New Pay Step	2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00	New IIIIe	φ15.40	φ20.03	φ20.03	φ21.20	φ21.09
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06	Step 10	φυσ.00	φυσ. 14	ψ 1 0.31	ψ41.32	ψ 1 ∠.//

				Ops/Ca	argo Rates	of Pay	
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41	New Tille	φ19.00	φ20.40	Ψ21.01	Ψ21.0 4	φ22.29
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Stop 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41	Step 10	φυσ.υυ	φυσ.50	ψ40.09	ψ 4 1.91	φ 4 0.17

Step 3

				Ramp/F	Provo Rates	s of Pay	
	Current Rates	New Pay Step	2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00	New Fille	φ19.40	φ20.03	φ20.03	φ21.20	φ21.09
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06	oteh 10	φ30.00	φυθ. 14	φ40.31	φ41.32	φ42.77

			Ops/Cargo Rates of Pay					
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028	
				3.0%	3.0%	3.0%	3.0%	
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29	
6 Month	\$17.41	New Fille	φ19.00	φ20.40	φ21.01	φ21.04	φ22.29	
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03	
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11	
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09	
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42	
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36	
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69	
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02	
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75	
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03	
Step 10	\$26.37	Stop 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17	
Step 11*	\$32.41	Step 10	φ30.33	 დაყ.50	φ40.09	φ 4 1.91	φ43.17	

Step 4

				Ramp/Provo Rates of Pay					
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028		
				3.0%	3.0%	3.0%	3.0%		
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89		
6 Month	\$17.00	New Fille	\$19.40	φ20.03	φ20.03	φ21.25	\$21.09		
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64		
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72		
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70		
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02		
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96		
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29		
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63		
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36		
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64		
Step 10	\$26.02	Stop 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77		
Step 11*	\$32.06	Step 10	φ30.00	 დაყ. 14	φ40.31	φ41.32	φ42.11		

				Ops/C	argo Rates	of Pay	
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41	New Hile	φ19.00	φ20.40	φ21.01	φ21.04	φ 22.2 9
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Stop 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$32.41	Step 10	φაο.ან	ტაყ.50	φ40.09	φ41.91	φ 4 3.17

Step 5

			Ramp/Provo Rates of Pay						
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028		
				3.0%	3.0%	3.0%	3.0%		
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89		
6 Month	\$17.00	New Fille	φ15.40	φ20.03	φ20.03	φ21.20	φ21.09		
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64		
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72		
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70		
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02		
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96		
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29		
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63		
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36		
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64		
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77		
Step 11*	\$32.06	oteh 10	ψ50.00	ψυσ. 14	ψ+υ.31	ψ+1.32	ψ 1 ∠.11		

			Ops/Cargo Rates of Pay						
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028		
				3.0%	3.0%	3.0%	3.0%		
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29		
6 Month	\$17.41	New Fille	φ19.00	φ20.40	φ21.01	φ21.04	φ22.29		
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03		
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11		
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09		
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42		
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36		
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69		
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02		
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75		
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03		
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17		
Step 11*	\$32.41	oteh 10	φυυ.υυ	φυσ.50	φ40.09	φ41.91	φ43.17		

Step 6

		New Pay Step	Ramp/Provo Rates of Pay					
Current Pay Step	Current Rates		2024	2025	2026	2027	2028	
				3.0%	3.0%	3.0%	3.0%	
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89	
6 Month	\$17.00	New Tille	φ15.40	φ20.03	φ20.03	φ21.20	φ21.09	
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64	
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72	
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70	
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02	
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96	
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29	
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63	
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36	
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64	
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77	
Step 11*	\$32.06	Step 10	φ30.00	და ა . 14	φ40.31	φ41.32	φ 4 2.77	

		New Pay Step	Ops/Cargo Rates of Pay					
Current Pay Step	Current Rates		2024	2025	2026	2027	2028	
				3.0%	3.0%	3.0%	3.0%	
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29	
6 Month	\$17.41	New Hile	φ19.00	φ20.40	φ21.01	φ21.04	φ22.23	
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03	
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11	
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09	
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42	
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36	
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69	
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02	
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75	
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03	
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17	
Step 11*	\$32.41	oteh 10	φυυ.υυ	φυσ.50	φ40.09	φ41.91	φ40.17	

Step 7

				Ramp/F	Provo Rates	s of Pay	
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00	INGW TILLE	ψ19.43	Ψ20.03	\$20.03	Ψ21.23	ΨZ 1.03
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06	oteh 10	ψ50.00	ψυσ. 14	ψ 1 0.51	ψ41.32	ψ42.11

		Current New Pay Rates Step	Ops/Cargo Rates of Pay						
Current Pay Step			2024	2025	2026	2027	2028		
				3.0%	3.0%	3.0%	3.0%		
New Hire	\$17.41	New Hire	\$19.80	\$20.40	CO4 O4	\$21.64	\$22.29		
6 Month	\$17.41	New nile	\$19.60	φ20.40	\$21.01	φ21.0 4	ΦΖΖ.Ζ9		
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03		
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11		
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09		
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42		
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36		
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69		
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02		
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75		
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03		
Step 10	\$26.37	Cton 40	#20.25	#20 F0	#40.00	644.04	040.47		
Step 11*	\$32.41	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17		

Step 8

			Ramp/Provo Rates of Pay						
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028		
				3.0%	3.0%	3.0%	3.0%		
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89		
6 Month	\$17.00	INGW IIIIG	ψ15.45	Ψ20.03	Ψ20.03	Ψ21.20	Ψ21.03		
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64		
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72		
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70		
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02		
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96		
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29		
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63		
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36		
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64		
Step 10	\$26.02	Step 10	\$38.00	\$39.14	640.04	Ф44 FO	\$42.77		
Step 11*	\$32.06	oteh 10	φ30.00	φυσ. 14	\$40.31	\$41.52	φ42.77		

		Current New Pay Rates Step	Ops/Cargo Rates of Pay						
Current Pay Step	_		2024	2025	2026	2027	2028		
				3.0%	3.0%	3.0%	3.0%		
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29		
6 Month	\$17.41	New Fille	φ19.00	φ20.40	φ21.01	φ21.04	φ22.29		
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03		
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11		
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09		
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42		
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36		
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69		
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02		
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75		
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03		
Step 10	\$26.37	Stop 10	\$38.35	\$39.50	\$40.69	\$41.91	640.47		
Step 11*	\$32.41	Step 10	φυσ.υυ	φυθ.50	φ40.09	φ41.91	\$43.17		

Step 9

				Ramp/F	Provo Rates	s of Pay	
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$17.00	New Hile	φ19.43	φ20.03	φ20.03	φ21.20	φ21.09
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$26.02	Stop 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$32.06	Step 10	φ30.00	φο υ . 14	φ 4 0.31	φ41.32	φ 4 Ζ.//

				Ops/C	argo Rates	of Pay	
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$17.41	New Fille	φ19.00	\$20.40	φ21.01	φ21.04	\$22.29
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$26.37	Stop 10	\$38.35	\$39.50	¢40.00	#44.04	#40.47
Step 11*	\$32.41	Step 10	φ30.33	φυθ.50	\$40.69	\$41.91	\$43.17

Steps 10 &11 (Compressed as New Top of Scale)

				Ramp/F	Provo Rate	s of Pay				
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028	Current Pay Step	Current Rates	
				3.0%	3.0%	3.0%	3.0%			
New Hire	\$17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89	New Hire	\$17.41	L
6 Month	\$17.00	New nire	\$19.45	\$20.03	\$20.03	\$21.25	Φ21.09	6 Month	\$17.41	ľ
Step 1	\$17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64	Step 1	\$17.41	S
Step 2	\$17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72	Step 2	\$18.21	S
Step 3	\$18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70	Step 3	\$19.01	5
Step 4	\$19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02	Step 4	\$19.76	5
Step 5	\$20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96	Step 5	\$20.54	S
Step 6	\$21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29	Step 6	\$22.08	S
Step 7	\$22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63	Step 7	\$23.16	5
Step 8	\$23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36	Step 8	\$24.22	S
Step 9	\$24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64	Step 9	\$25.30	S
Step 10	\$26.02	Cton 40	\$38.00	\$39.14	¢40.24	\$41.52	\$42.77	Step 10	\$26.37	Ī,
Step 11*	\$32.06	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77	Step 11*	\$32.41	2
						40	DC/	AL 5	550)

			Ops/Cargo Rates of Pay					
Current Pay Step	Current Rates	New Pay Step	2024	2025	2026	2027	2028	
				3.0%	3.0%	3.0%	3.0%	
New Hire	\$17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29	
6 Month	\$17.41	New Fille	φ19.00	\$20.40	φ21.01	\$21.04	\$22.29	
Step 1	\$17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03	
Step 2	\$18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11	
Step 3	\$19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09	
Step 4	\$19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42	
Step 5	\$20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36	
Step 6	\$22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69	
Step 7	\$23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02	
Step 8	\$24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75	
Step 9	\$25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03	
Step 10	\$26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17	
Step 11*	\$32.41	oteh 10	φυσ.υυ	φυθ.50	φ40.09	φ 4 1.91	φ 4 3.17	