

APPENDIX A – TABLE I (D)
(Effective August 31, 2009 through August 31, 2010)

The following wage rates and rate progression schedules are effective in accordance with the provisions of the collective bargaining agreement.

<u>Group</u>	<u>Start</u>	<u>3 MOS.</u>	<u>6 MOS.</u>	<u>9 MOS.</u>	<u>12 MOS.</u>
1	\$17.38	\$18.29	\$19.15		
3	\$18.03	\$18.89	\$19.71		
5	\$18.82	\$19.65	\$20.65		
10	\$19.35	\$20.29	\$21.26		
11	\$19.73	\$20.73	\$21.74		
12	\$19.76	\$20.75	\$21.74		
13	\$20.18	\$21.17	\$22.15		
14	\$20.57	\$21.54	\$22.51		
15	\$20.62	\$21.62	\$22.59		
16	\$21.01	\$21.99	\$22.97		
17	\$21.84	\$22.93	\$23.99		
18	\$22.07	\$23.14	\$24.20		
19	\$22.64	\$23.71	\$24.86		
20	\$22.68	\$23.77	\$24.87		
21	\$24.04	\$25.17	\$26.29		
22	\$24.16	\$25.27	\$26.39		
23	\$24.20	\$25.33	\$26.42		
25	\$24.61	\$25.71	\$26.88		
28	\$25.39	\$26.64	\$27.86		
29	\$26.03	\$27.27	\$28.49		
24	\$22.34	\$24.51	\$26.65		
26	\$23.15	\$25.39	\$27.63		
27	\$23.35	\$25.63	\$27.86		
33	\$25.46	\$27.87	\$30.29		
34	\$26.58	\$29.06	\$31.49		
30*	\$26.03	\$27.27	\$28.56	\$28.81	\$29.08
					24 Mos
					(FQ)*
					\$29.82
60	\$17.42	\$18.28	\$19.13		

*Progression from the 12 Mos. Step to the 24 Mos. Step is based on achieving full TSCA Incinerator Operator qualification, including testing, and is not a time-in-grade progression.