

SCHEDULE A

PRODUCTION WORKER

WAGE AND BENEFITS SCHEDULE

October 1, 2025 through September 30, 2026

Production Worker Trainee	Wage*	PAT*	Health & Welfare**	IUPAT Pension	401K	Total Package	^A IUPAT Admin Dues
Probation (New Hire)	\$16.70	\$0.05	**	\$0.00	\$0.50	\$17.25	\$0.10
Production Worker 1 (90 day - 15 months)	\$17.67	\$0.05	**	\$0.72	\$0.50	\$18.94	\$0.10
Production Worker 2 (16 months - 28 months)	\$18.93	\$0.05	**	\$0.72	\$0.50	\$20.20	\$0.10
Production Worker 3 (29 months - 36 months)	\$19.73	\$0.05	**	\$0.72	\$0.50	\$21.00	\$0.10

Production Worker	Wage*	PAT*	Health & Welfare**	IUPAT Pension	401K	Total Package	^A IUPAT Admin Dues
Production Worker 4 (37 months +)	\$25.32	\$0.05	**	\$0.96	\$0.50	\$26.83	\$0.10

Revised 20230907

*\$0.05 for PAT is taxable and must be forwarded to the trust via monthly reporting.

** Health and Welfare is a monthly contribution in accordance with Article 17 of this Agreement.

Foreman Pay: \$2.00 above the highest paid Production Worker.

Shift Premium is 10% of Wage (refer to Article 8, Section 3(b)).

Working dues is 2.5% refer to Article 3, Section 2

^AIUPAT Administrative Dues - deducted from members wages