

SCHEDULE A **PRODUCTION WORKER** **WAGE AND BENEFITS SCHEDULE**

January 1, 2025 through September 30, 2025

| Production Worker Trainee | Wage* | Health & Welfare** | IUPAT Pension | 401K | Total Package | ^A IUPAT Admin Dues |
|---|---------|--------------------|---------------|--------|---------------|-------------------------------|
| Probation (New Hire) | \$16.75 | ** | \$0.00 | \$0.50 | \$17.25 | \$0.25 |
| Production Worker 1 (90 day - 15 months) | \$17.72 | ** | \$0.72 | \$0.50 | \$18.94 | \$0.25 |
| Production Worker 2 (16 months - 28 months) | \$18.98 | ** | \$0.72 | \$0.50 | \$20.20 | \$0.25 |
| Production Worker 3 (29 months - 36 months) | \$19.78 | ** | \$0.72 | \$0.50 | \$21.00 | \$0.25 |

| Production Worker | Wage* | Health & Welfare** | IUPAT Pension | 401K | Total Package | ^A IUPAT Admin Dues |
|-----------------------------------|---------|--------------------|---------------|--------|---------------|-------------------------------|
| Production Worker 4 (37 months +) | \$24.37 | ** | \$0.90 | \$0.50 | \$25.77 | \$0.25 |

Revised 20250606

** 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