



CORNELL UNIVERSITY TENTATIVE AGREEMENT

LOCAL 2300 • AUGUST 2024



**CORNELL
UNIVERSITY**
**LOCAL 2300 MEMBERS
CONTRACT SUMMARY**
AUGUST 2024

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A Message from Christine Johnson UAW Local 2300 President

Greetings UAW Cornell Family,

It is with great honor that I present this proposed tentative agreement to all our UAW-Cornell siblings. This landmark victory was only possible because you were willing to Stand Up for your fair share of the university's wealth and our commitment to a living wage and ending tiers.

You were ready and willing to do whatever it took to win a great deal, and that gave us immense power at the bargaining table.

If ratified, this agreement accomplishes nearly all our members' goals:

- This Agreement contains historic wage increases.
- This Agreement contains a first-ever cost of living allowance (COLA) increase in addition to general wage increase.
- This Agreement ends tiers. By the end of the Agreement, everyone now in the unit will be making the top rate and every employee hired will be able to get to the top rate. Those already at the top rate will see biweekly bonuses to ensure they are fairly compensated while coworkers catch up.
- This Agreement introduces longevity bonuses at 5 year increments.
- This Agreement contains not a single concession. Because of the strength you showed, we were able to reject every single demand Cornell made to take away your hard-fought rights and privileges.
- This Agreement contains significant improvements in health and safety, time off accruals and increased flexibility to use accruals, inclement weather policies, clothing and shoe allowances.
- And there's more, as outlined in this booklet.

Again, there are absolutely no concessions in this agreement.

You – the members – are the highest authority in our union, and you will have the final say.

In the coming days we'll be holding local roll-out meetings so that you can hear everything we won in this deal and vote on whether this agreement properly addresses your demands.

On behalf of the entire bargaining committee, we thank you, the members, for STANDING UP and STAYING STRONG through this intense bargaining period. What we've learned is that if we are united, we can stand up to the university's arrogance and turn the tide to secure what we deserve.

In solidarity,

Christine Johnson
UAW Local 2300 President



Highlights

- ▶ **RECORD WAGE INCREASES FRONT LOADED AT THE BEGINNING OF THE CONTRACT**
- ▶ **INTRODUCTION OF COLA**
- ▶ **THE END OF TIERS**
- ▶ **NO CONCESSIONS**
- ▶ **UNIFORM ALLOWANCE INCREASES**
- ▶ **MORE TIME OFF**
- ▶ **INCLEMENT WEATHER AND SAFETY IMPROVEMENTS**

A Message from UAW Region 9 Director Daniel Vicente

I want to congratulate the Local 2300 membership for your unity and determination in this contract fight with Cornell University. The solidarity you showed in the lead up to and during the strike gave your bargaining team the power to make enormous gains in this contract. They channeled your energy and your demands, and extracted everything they could from the university. You stood together and showed Cornell that you were willing to do what needed to be done to win what you deserve. That's the power of union solidarity.

In solidarity,

Daniel Vicente
Director, UAW Region 9

OVERVIEW

Over the past year, we watched UAW members across the country Stand Up and win big. They won at the Big 3, at Daimler Truck, at BMW. That's why we chose to do things differently this time.

- **We pushed back** when the university insisted on gag orders that would prevent us from telling our members what was happening in bargaining.
- **We shared our stories** and we let the community know about the challenges we face as Cornell employees.
- **We refused to let HR box us in** on their timeline and ran a campaign on our schedule.
- **We stood together** like never before because we know that is the only way to defeat a powerful employer like Cornell to win our fair share.

We did things differently – and we won!

We publicly built power and pushed the administration to meet our demands. Prior to our powerful strike, Cornell was offering \$37 million in new wages and benefits over the life of our contract. We knew that wasn't enough to uplift employees or recognize the essential work we do on campus. So, we Stood Up to show Cornell and the world that enough was enough.

We were rock solid on our picket lines and caused major disruptions to operations.

As a result, we forced the administration to admit they can't run the university without us – and they needed to meet our demands. We were joined by students, faculty, elected officials and community allies – and it paid off. The agreement our team has unanimously endorsed includes an **additional \$6 million** in investments to eliminate tiers, pay living wages, and create COLA to protect wages from inflation. **That's the power of our strike!**

All told, our new agreement includes **\$43 million** dollars in new wage and benefits costs. Compare that to the \$10 million in our last 2-year contract or the \$1 million in the 1-year contract prior to that.

And it wasn't just economics where we made significant progress. Our strength meant we beat back every management concession and made major improvements to non-economics too.

We did things differently and we won!

HISTORIC WAGE INCREASES

Over the life of the agreement, members will see an average increase of 21% to 25.4% in hourly wages and/or tier elimination transition payments over the four years, depending on grade and hire/job rate. **See wage tables for more detailed information about increases.**

COST OF LIVING ALLOWANCE (COLA)

For the first time ever, UAW Local 2300 members have secured a cost of living allowance (COLA) increase. COLA will begin to apply in July 2025.

The UAW first won COLA at General Motors in 1948 to protect against inflation. Raises don't matter if the cost of living spirals out of control. COLA is protection against inflation, directly into your paycheck, on top of your hourly rate. The COLA included in the Tentative Agreement will be triggered if inflation is more than the general wage increase percentages – in which case a cost of living allowance will be calculated and added to your hourly wage rate for the following year. The cost of living allowance will be included in not just your hourly rate but also in computing overtime premiums, vacation and holiday payments, and other payments based on your wage rate.

Here is an example of how COLA will work if higher inflation returns.

If inflation – as measured by the Department of Labor – is six percent (6%) each year of the contract, then the general wage increases will be sufficient to cover inflation the first two years of the contract, however, in 2027 your wages will be adjusted to make up for lost purchasing power. In this example of six percent (6%) inflation, this calculates to an hourly rate increase of \$0.25 per hour in 2027 and would increase to \$0.98 per hour in 2028.

The Tentative Agreement ensures that under no circumstances will low inflation mean a cut in pay – the COLA provision ensures that your pay will only increase to correct any lost purchasing power as a result of higher inflation.



NO CONCESSIONS

For the first time in a long time, this proposed Agreement contains not a single concession of any kind – only improvements. The Bargaining Committee refused to even consider the university’s concessionary proposals.

LONGEVITY PAY

Current employees reaching the following years of service (as reflected in Workday under “Years of Service”) will receive a one-time longevity pay. Such longevity payment will be paid at the beginning of the pay period following their anniversary date.

Years of Service	Amount
Five (5) years of service	\$250
Ten (10) Years of Service	\$500
Fifteen (15) Years of Service	\$750
Twenty (20) Years of Service	\$1000
Twenty-five (25) Years of Service and successive five (5) year anniversary (30 years, 35 years, etc.)	\$1250



ADDITIONAL GAINS

Article 5: Dues Check-off

The university will ensure that the UAW has access to new employees in the bargaining unit prior to the end of the probationary period and will provide the union with the membership information and any reports the union needs in a timely manner. The university and the UAW will meet on a regular basis to ensure that new employees are meeting with the UAW designee(s) to sign their dues authorization card during the union onboarding process.

Article 8: Union Representation

Changes that define university paid and unpaid union business, reflecting current and past practices. Bargaining team members will have increased capacity to flex their schedules under Article 19 for bargaining purposes.

Article 9: Seniority

The university will provide the union with a master list of all bargaining unit employees quarterly, showing the name, seniority, date of employment, classification, wage grade and department of each employee (clean up of existing language).

Article 10: Job Vacancies

Added - The university recognized the value of including current employees in the hiring process for professional development and to develop a constructive, mutually respectful working environment. The university may include an employee in its hiring process.

Article 12: Discipline and Discharge (Notification to Union)

Language was added to ensure the university will contact the UAW local president or designee by email or phone no less than one (1) business day prior to issuing discipline for suspension or termination.

Article 12: Discipline and Discharge (Life of Discipline)

In imposing discipline on a current charge, the window for taking into account prior infractions was modified from 24 months to 18 months prior to the date of the current infraction.

Article 13: Health and Safety: Local Union President Appointment Authority

This agreement enhances safety protections by ensuring that all employees will receive paid health and safety training and orientations for all aspects of their job to perform their jobs safely. This training will include instruction in proper work methods, the use of protective equipment, safe maintenance and the handling of materials and proper orientation of equipment in addition to accident reporting means and protocols. Employees will not be assigned or required to operate equipment until they have received the required training on paid time.

Article 13: Health and Safety: Tick Borne Disease Prevention Training

The university will offer employees who frequently work in areas where there is an increased exposure to ticks, e.g., Grounds, Botanic Gardens, AES, SCL (Athletics, Facilities) an annual one hour at minimum paid training on the prevention of tick borne illnesses, including information about appropriate PPE and the tick bite reporting process. These departments will have tick removal kits available.

Article 13: Health and Safety Training and Orientation

Up to three bargaining unit employees selected by the local union president will participate in the Joint Health & Safety Committee.

Training pay for training same labor grade/job description - 1 grade higher for hours training after one (1) day of training.

Article 14: Layoff: Use of HAP time for Statler and Dining layoffs

Employees laid off during the winter intersession period in the Student and Campus Life and Statler Hotel may use accrued health and personal leave during this period as leave without pay. (Increased availability of accruals.)

Article 17: Required Apparel

The university will provide current replacement value reimbursement for clothing rendered useless through unusual or accidental events on the job.

If the department does not provide the required shoes or clothing and if the relevant sub-council references the allowances provided in Article 17, the following annual allowances apply:

Clothing or Shoes	Annual Amount
Slip Resistant Shoes	\$95
Safety (Steel Toe) Shoes	\$180
Clothing	\$230
Dining Pants	\$100

This allowance is payable in the employee's paycheck and is subject to applicable taxes and will be paid on an annual basis as established by the college or unit. Clothing allowances in Facilities and Campus Services (except Building Care) and the College of Agriculture and Life Sciences will be prorated for the employees hired in mid-year of the contract period. This pro-rated amount will be retroactive to the date of hire and will be paid as soon as practicable at the end of the employee's probationary period.

Prescription Safety glasses: A reimbursement of up to five-hundred dollars (\$500) for a period of four (4) years for prescription safety glasses is available for those employees whose position requires safety glasses. The employee must submit appropriate documentation for the purchase of such glasses for reimbursement.

Article 20: Meal Breaks and Rest Periods

Employees working 6 hours or more receive 30 minutes paid rest time during the shift. (1 - 30 minute or 2 - 15 minutes).

Article 23: Volunteer Firefighter Cell Phone Use

After notice to their supervisor, employees who participate in the volunteer firefighter or EMT program may keep a notification device / phone on their person during the employee's scheduled hours for the purpose of receiving emergency notifications.

Article 24: Inclement Weather

During inclement weather, an employee may arrive up to 30 minutes late for their regularly scheduled shift and/or request to leave a work assignment early due to severe weather and travel conditions. Such requests shall be honored unless it would cause unreasonable hardship for the university and shall not be charged as an unscheduled absence.

Article 24: Inclement Weather: Optional Lodging

In the event the university offers an employee the opportunity to stay in or near Ithaca when inclement weather is expected, the university shall provide lodging for the employee. If the university does not provide meals, employees will receive a reimbursement using the rates set by the Division of Financial Services for meal reimbursement in Ithaca, NY.

Article 24: Inclement Weather: road closures will not be an unscheduled absence

If a municipality or county announces that motorists are prohibited from driving on all or some of the roads that would be within the employee's normal commute, employees are not expected to violate those requirements in order to come to work. Employees unable to report to work for these reasons will not be charged an unscheduled absence.

Article 31: Sick, Healthcare and Personal Leave change to Health and Personal Leave

Health and Personal Leave permits the employee income continuation when they are not able to work due to their illness, need to care for a member of their family for illness or matters relating to absences related to domestic violence, family offenses, sexual offenses, stalking, and human trafficking. Family is defined as an employee's child, spouse, domestic partner, parent, sibling, grandparent, or grandchild and the child or parent of an employee's spouse or domestic partner.

Upon return to work from Health and Personal Leave greater than five (5) days, the university reserves the right to require the employee to submit proof of the reason for the absence or fitness to return to work. Employees may choose to provide verification to their

supervisor, a higher level of departmental supervision, Human Resources or Medical Leave.

Article 32: Vacations

Vacation shall accrue for each straight time hour worked, including paid personal leave, sick leave, holidays, and vacation, according to the following rates:

Years of Service Completed*	Vacation Factor	Vacation Earned per Year based on 40 hours a week
Less than 10 years	.05769	3 weeks
10 but less than 11 years	.06153	3 weeks plus 1 day
11 but less than 12 years	.06538	3 weeks plus 2 days
12 but less than 13 years	.06923	3 weeks plus 3 days
13 but less than 14 years	.07307	3 weeks plus 4 days
14 years or more	.07692	4 weeks

Article 33: Holidays - Floating Holidays

The university will observe the holidays listed below:

- **Martin Luther King, Jr.**
- **Memorial Day**
- **Juneteenth**
- **Independence Day**
- **Labor Day**
- **Thanksgiving Day**
- **Friday After Thanksgiving Day**
- **Winter Holiday Period**

In the event the university implements floating holidays, employees covered by this agreement will be eligible for floating holidays in accordance with the University Policy or Program consistent with Article 34 Other Benefits.

In the event the university does not implement floating holidays as anticipated by Article 34 on or before July 1, 2025, the following shall apply to all bargaining unit members effective beginning July 1, 2025.

In addition, there are two floating paid holidays which the employee shall select in January of each year. The floating holidays will be chosen among the following days: Employee’s Birthday, Indigenous People’s (Columbus) Day, Good Friday, Veteran’s Day, President’s Day, Election Day, Yom Kippur, Rosh Hashanah, Eid al-Fitr, Eid al-Adha or a corresponding religious holiday. Effective January 2025, employees will choose their floating holidays for the calendar year by January 31 and will be chosen by unit seniority. Changes to the requested floating holiday will only be made after January 31 with the approval of the unit director or assistant director. Employees hired after January 1 will have their floating holidays pro-rated for the calendar year.

Article 33: Holiday pay for employees with non-standard work week

Employees who regularly work less than five (5) days a week will receive holiday pay based on their standard workweek and workday, e.g., an employee who regularly works 4 days a week, their standard workday is defined as one-fourth (1/4) of the employee’s regular weekly hours.

Article 34: Other Benefits

Union employees will not be excluded from benefits extended to other University employees including improvements to NY State Paid Family leave, Cornell voting leave, Cornell SPOT recognition programs, and inclement weather provisions.

Article 35: Hours of Work

This agreement reduces the capacity for arbitrary schedule changes due to business needs by changing the language in this section to: Except in unforeseen emergency situations.

Shift Differential - All employees who work four or more hours between 6:00 p.m. and 6:00 a.m. get the \$1.25 Shift Differential, not just regularly scheduled employees.

Article 37: Work out of Grade

Temporary Assignments: Any employee who is assigned by their supervisor to fill in a higher level position on a temporary basis for more than one (1) working day, will be temporarily paid at the corresponding pay rate for that grade. Any employee reassigned to the same position within twelve (12) months of the previous assignment to the upgraded job will not be subject to the one (1) day waiting period.

Acting Appointments: Except when an

employee is placed in an acting appointment as a backfill for another employee who is on an approved leave, an employee may be assigned an acting appointment up to six (6) months. The university will notify the union if an extension is required, up to twelve (12) months (total). The effective day of any pay increases shall be the beginning of the acting appointment. At the end of the acting appointment employees shall return to the grade and salary previously held, plus any adjustments to salary that may have occurred in the meantime. Employees who have filled the acting appointment and apply for the posted position will be given preferential consideration consistent with the requirements of Article 10, Filling Vacancies.

Article 40: Reclassifications

Employee's input shall be sought.

LOU B: Job Descriptions MOU

Access to every job description in our unit through the union, provided and updated by the university. For career development and for other informational purposes.

LOU B: Department Policies

The university will provide the union with copies of department specific disciplinary policies, work rules and attendance policies as soon as practicable prior to implementation and / or if any change is anticipated.

LOU C: Agricultural Experiment Station/Farm Services/Horticulture/Poultry Science

- Management will continue to work with employees to maintain their scheduling flexibility. When feasible, management will assign schedules that will give employees two (2) consecutive days off and not require employees to work more than seven (7) consecutive days.
- Employees who work seven (7) consecutive days or more, which may, fall outside of the regular pay week of 12:00 a.m., Thursday to 11:59 p.m., Wednesday, shall be paid one dollar and twenty-five cents (\$1.25) per hour in addition to their base pay for each hour worked on the seventh (7th) consecutive day thereafter, exclusive of overtime.
- Clothing and shoe allowance enhancements under Article 17.

LOU C: Cornell Botanic Gardens

- To this end, management will provide each regular employee with five (5) shirts and two (2) hats with the Cornell Botanic Gardens logo or equivalent credit towards Botanic Gardens logo wear, so that they are identifiable to Cornell students, faculty, staff, and visitors while at work as well as the clothing and safety shoe allowance provided in Article 17, Required Apparel, each year for the live of the agreement.
- University mobile devices, i.e., smartphones, will be provided to employees whose positions regularly require them to work in remote locations, such as the natural areas team, arborist and construction team who want a university smartphone in addition to any personal device. In the event an employee who is not assigned a university smartphone has to work in a remote location, arrangements will be made to provide an appropriate device for the duration of the assignment.
- Safety shoe and clothing allowances provided in Article 17, Required Apparel will not be pro-rated for staff hired mid-year.

LOU C: Laboratory of Ornithology

- The university will provide full-time regular custodial employees with five (5) shirts, one (1) sweatshirt, a winter jacket and the slip resistant shoe allowance provided in Article 17, Required Apparel, each year for the life of the Agreement.
- The university will provide full-time regular maintenance mechanics with the clothing and safety shoe allowances provided in Article 17, Required Apparel, each year for the life of the Agreement.
- Employees whose positions require prescription safety glasses may, with supervisor approval, submit a request for reimbursement as provided in Article 17, Required Apparel.

LOU C: CALS Dairy Plant

To this end, if the required shoes are not provided by the university, regular employees shall receive the safety and slip resistant shoe allowance provided in Article 17, Required Apparel.

LOU C: CU Hospital for Animals

- The university will provide full-time regular employees in the Companion Animal Hospital, Janet L. Swanson Wildlife Hospital, and Small Animal Community Practice with the slip resistant shoe allowance provided in Article 17, Required Apparel, each year for the life of the Agreement.
- The university will provide full-time regular employees in the Equine Nemo Farm Animal Hospital with the safety shoe allowance provided in Article 17, Required Apparel, each year for the life of the Agreement.

LOU C: CVM: Waste Management / Dairy Barn

- If the university does not provide the required clothing, the university will provide full-time regular employees in the waste management facility with the safety shoe and clothing allowance provided in Article 17, Required Apparel, each year for the life of the Agreement.
- If the university does not provide the required clothing, the university will provide full-time regular employees in the teaching dairy barn with the safety shoe and clothing allowance provided in Article 17, Required Apparel, each year for the life of the Agreement.

LOU C: Building Care

- Managers, at their discretion, may authorize individuals to start their shifts at 4:00 a.m., or at other times, as business needs arise on a temporary or seasonal basis.
- We also eliminated outdated language in this section by removing bullet points: 4, 5, and 7 within the MOU.
- Employees will receive the slip resistant shoe allowance provided in Article 17, Required Apparel.

LOU C: Emergency Light Testers

Full-time employees will receive the safety shoe and clothing allowances provided in Article 17, Required Apparel, each year for the life of the Agreement.

LOU C: Grounds

Full-time employees will receive the safety shoe and clothing allowances provided in Article 17, Required Apparel, each year for the life of the Agreement.

LOU C: R5

Full-time employees will receive the safety shoe and clothing allowances provided in Article 17, Required Apparel, each year for the life of the Agreement.

LOU C: Transportation and Delivery Services

For the employees in Transportation and Delivery Services, including Fleet Services (Vehicle, Mechanics, Detailers), Red Runner, and the sign mechanics: if the department chooses not to provide required footwear, employees will receive the safety shoe allowance provided in Article 17, Required Apparel. Any required particularized apparel, including suitable outerwear will be provided by the department.

LOU C: Zone and Shift Maintenance Mechanics

- Full-time employees will receive the safety shoe and clothing allowances provided in Article 17, Required Apparel, each year for the life of the Agreement.
- Increase of weekend Shift Differential 6 p.m. to 6 a.m. now \$2.00/hr from \$1.72.

LOU C: Statler Meals

- Employees who work six or more hours on a scheduled shift are eligible to receive an employee meal. The location and the value of the employee meal is subject to change based on business needs and requirements. Employee meals should be consumed in the Employee Break Room, the Terrace Restaurant or Mac's Cafe, if space is available. Employees are required to present their staff ID to the cashier. Beverages will be provided in the Employee Break Room free of charge to on-duty employees. This benefit is only available for on-duty employees.
- Increases in slip resistant and safety shoe allowance for all Statler employees provided under Article 17, Required Apparel.
- Tipped wage employees receive an annual lump sum payment equal to the difference between tipped wage and regular wage CURP (retirement) contributions based on hours paid.

WAGE CHARTS BY GRADE

As a union, we made it a priority to increase Job Rates above the MIT living wage, eliminate tiers, and raise all pay grades. The following charts show how this agreement achieves those goals.

Each Pay Grade (S02-S12) includes 3 detailed charts. Those charts are:

Hire Rate/Job Rate Wage Increase - This table shows how negotiated raises will impact the rate for new hires and members who have not yet reached the Job Rate. Employees reach Job Rate on their 3rd Anniversary. If you are not yet at a Job Rate, the chart will show that your Hire Rate wage increases until you reach your 3rd Anniversary and move to the Job Rate wage. It also shows top pay for those not on the 1997 Quad Rate tier. Every UAW member hired since 1997 will reach the job rate after 3 years.

Hire Rate/Job Rate Economic Gains - This table shows how hourly wage increases translate into annual economic gains.

Quad Rate - This is the table showing how members hired prior to 1997 will be compensated in this agreement. In order to eliminate the tier, Quad Rates are frozen until Job Rates catch up. All Job Rates will Catch Quad Rates by year 3 of this agreement. Once the Job Rate catches up to the Quad Rate, the Quad Rate and the Job Rate will both increase in the same manner. Any year the Job Rate receives any increase, Quad Rate employees will receive base rate increases and/or bi-weekly bonuses equivalent to the Job Rate increases so Quad Rate employees aren't left behind.



GRADE S02 - WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$20.03	\$21.81		\$22.68		\$23.47	\$25.39	\$26.22	\$6.19	31%
1-2 yrs	\$20.03	\$21.81		\$22.68	\$24.41	\$25.39		\$26.22	\$6.19	31%
2-3 yrs	\$20.03	\$21.81	\$22.71	\$24.41		\$25.39		\$26.22	\$6.19	31%
> 3 years, already at Job Rate	\$20.85	\$22.71		\$24.41		\$25.39		\$26.22	\$5.37	26%

* Compounded

GRADE S02 - WAITPERSON WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$12.82	\$13.96		\$14.52		\$15.03	\$15.93	\$16.45	\$3.63	28%
1-2 yrs	\$12.82	\$13.96		\$14.52	\$15.39	\$15.93		\$16.45	\$3.63	28%
2-3 yrs	\$12.82	\$13.96	\$14.80	\$15.39		\$15.93		\$16.45	\$3.63	28%
> 3 years, already at Job Rate	\$13.59	\$14.80		\$15.39		\$15.93		\$16.45	\$2.86	21%

* Compounded

GRADE S02 - ESTIMATED ECONOMIC GAINS

Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$3,702		\$5,512		\$3,578	\$5,574	\$12,875	\$31,242
1-2 yrs	\$3,702		\$2,756	\$4,555	\$11,149		\$12,875	\$35,038
2-3 yrs	\$1,851	\$2,787	\$9,110		\$11,149		\$12,875	\$37,773
> 3 years, already at Job Rate	\$3,869		\$7,405		\$9,443		\$11,170	\$31,886


* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

GRADE S02 WAITPERSON - ESTIMATED ECONOMIC GAINS

Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$2,371		\$3,536		\$2,298	\$3,234	\$7,550	\$18,990
1-2 yrs	\$2,371		\$1,768	\$2,673	\$6,469		\$7,550	\$20,831
2-3 yrs	\$1,186	\$2,059	\$5,346		\$6,469		\$7,550	\$22,610
> 3 years, already at Job Rate	\$2,517		\$3,744		\$4,867		\$5,949	\$17,077

* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

GRADE S02 - QUAD RATE WAGE INCREASES AND TRANSITION PAYMENTS

	YEAR 1 (7/1/24 - 6/30/25)		YEAR 2 (7/1/25 - 6/30/26)		YEAR 3 (7/1/26 - 6/30/27)		YEAR 4 (7/1/27 - 6/30/28)		Total Economic Gains
	Wage Rate	Bi-Weekly Transition Payments	Wage Rate	Bi-Weekly Transition Payments	Wage Increase	New Wage Rate	3.25% Wage Increase	New Wage Rate	
Quad Rate	\$24.41	\$173.80	\$24.41	\$146.46	\$0.98	\$25.39	\$0.83	\$26.22	
Economic Gain Summary:									
Transition Payment*		\$4,519		\$3,808					\$8,327
Wage Increase Year 3**						\$2,038		\$2,038	\$4,077
Wage Increase Year 4**								\$1,726	\$1,726
Total Economic Gains									\$14,130

* Based on 26 annual payments

** Based on 2,080 hours

GRADE S03 - WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$20.39	\$22.20		\$23.09		\$23.90	\$25.85	\$26.69	\$6.30	31%
1-2 yrs	\$20.39	\$22.20		\$23.09	\$24.86	\$25.85		\$26.69	\$6.30	31%
2-3 yrs	\$20.39	\$22.20	\$23.13	\$24.86		\$25.85		\$26.69	\$6.30	31%
> 3 years, already at Job Rate	\$21.24	\$23.13		\$24.86		\$25.85		\$26.69	\$5.45	26%

* Compounded

GRADE S03 - ESTIMATED ECONOMIC GAINS


Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$3,765		\$5,616		\$3,650	\$5,678	\$13,104	\$31,814
1-2 yrs	\$3,765		\$2,808	\$4,649	\$11,357		\$13,104	\$35,682
2-3 yrs	\$1,882	\$2,850	\$9,298		\$11,357		\$13,104	\$38,490
> 3 years, already at Job Rate	\$3,931		\$7,530		\$9,589		\$11,336	\$32,386

* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

GRADE S03 - QUAD RATE WAGE INCREASES AND TRANSITION PAYMENTS

	YEAR 1 (7/1/24 - 6/30/25)		YEAR 2 (7/1/25 - 6/30/26)		YEAR 3 (7/1/26 - 6/30/27)			YEAR 4 (7/1/27 - 6/30/28)		Total Economic Gains
	Wage Rate	Bi-Weekly Transition Payments	Wage Rate	Bi-Weekly Transition Payments	Wage Increase	New Wage Rate	Bi-Weekly Transition Payments	3.25% Wage Increase	New Wage Rate	
Quad Rate	\$25.24	\$179.71	\$25.24	\$151.44	\$0.61	\$25.85	\$80.77	\$0.84	\$26.69	

Economic Gain Summary:

Transition Payment*		\$4,672		\$3,937			\$2,100			\$10,710
Wage Increase Year 3**						\$1,269			\$1,269	\$2,538
Wage Increase Year 4**									\$1,747	\$1,747
Total Economic Gains										\$14,995

* Based on 26 annual payments

** Based on 2,080 hours

GRADE S04 - WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$20.95	\$22.81		\$23.72		\$24.55	\$26.78	\$27.65	\$6.70	32%
1-2 yrs	\$20.95	\$22.81		\$23.72	\$25.75	\$26.78		\$27.65	\$6.70	32%
2-3 yrs	\$20.95	\$22.81	\$23.95	\$25.75		\$26.78		\$27.65	\$6.70	32%
> 3 years, already at Job Rate	\$21.99	\$23.95		\$25.75		\$26.78		\$27.65	\$5.66	26%
* Compounded										

GRADE S04 - BARTENDER WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$12.82	\$13.96		\$14.52		\$15.03	\$15.93	\$16.45	\$3.63	28%
1-2 yrs	\$12.82	\$13.96		\$14.52	\$15.39	\$15.93		\$16.45	\$3.63	28%
2-3 yrs	\$12.82	\$13.96	\$14.80	\$15.39		\$15.93		\$16.45	\$3.63	28%
> 3 years, already at Job Rate	\$13.59	\$14.80		\$15.39		\$15.93		\$16.45	\$2.86	21%
* Compounded										

S04 - ESTIMATED ECONOMIC GAINS


Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$3,869		\$5,762		\$3,744	\$6,063	\$13,936	\$33,374
1-2 yrs	\$3,869		\$2,881	\$4,992	\$12,126		\$13,936	\$37,804
2-3 yrs	\$1,934	\$3,120	\$9,984		\$12,126		\$13,936	\$41,101
> 3 years, already at Job Rate	\$4,077		\$7,821		\$9,963		\$11,773	\$33,634
* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date								

GRADE S04 BARTENDERS - ESTIMATED ECONOMIC GAINS

Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$2,371		\$3,536		\$2,298	\$3,234	\$7,550	\$18,990
1-2 yrs	\$2,371		\$1,768	\$2,673	\$6,469		\$7,550	\$20,831
2-3 yrs	\$1,186	\$2,059	\$5,346		\$6,469		\$7,550	\$22,610
> 3 years, already at Job Rate	\$2,517		\$3,744		\$4,867		\$5,949	\$17,077

* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

GRADE S04 - QUAD RATE WAGE INCREASES AND TRANSITION PAYMENTS

	YEAR 1 (7/1/24 - 6/30/25)		YEAR 2 (7/1/25 - 6/30/26)		YEAR 3 (7/1/26 - 6/30/27)			YEAR 4 (7/1/27 - 6/30/28)		Total Economic Gains
	Wage Rate	Bi-Weekly Transition Payments	Wage Rate	Bi-Weekly Transition Payments	Wage Increase	New Wage Rate	Bi-Weekly Transition Payments	3.25% Wage Increase	New Wage Rate	
Quad Rate	\$26.12	185.97	\$26.12	\$156.72	\$0.66	\$26.78	\$83.58	\$0.87	\$27.65	
Economic Gain Summary:										
Transition Payment*		\$4,835		\$4,075			\$2,173			\$11,083
Wage Increase Year 3**						\$1,373			\$1,373	\$2,746
Wage Increase Year 4**									\$1,810	\$1,810
Total Economic Gains										\$15,638

* Based on 26 annual payments

** Based on 2,080 hours

GRADE S05 - WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$21.52	\$23.44		\$24.38		\$25.23	\$27.05	\$27.93	\$6.41	30%
1-2 yrs	\$21.52	\$23.44		\$24.38	\$26.01	\$27.05		\$27.93	\$6.41	30%
2-3 yrs	\$21.52	\$23.44	\$25.01	\$26.01		\$27.05		\$27.93	\$6.41	30%
> 3 years, already at Job Rate	\$22.97	\$25.01		\$26.01		\$27.05		\$27.93	\$4.96	22%


* Compounded

GRADE S05 - ESTIMATED ECONOMIC GAINS

Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$3,994		\$5,949		\$3,858	\$5,751	\$13,333	\$32,885
1-2 yrs	\$3,994		\$2,974	\$4,670	\$11,502		\$13,333	\$36,473
2-3 yrs	\$1,997	\$3,630	\$9,339		\$11,502		\$13,333	\$39,801
> 3 years, already at Job Rate	\$4,243		\$6,323		\$8,486		\$10,317	\$29,370

* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

GRADE S05 - QUAD RATE WAGE INCREASES AND TRANSITION PAYMENTS

	YEAR 1 (7/1/24 - 6/30/25)		YEAR 2 (7/1/25 - 6/30/26)		YEAR 3 (7/1/26 - 6/30/27)			YEAR 4 (7/1/27 - 6/30/28)		Total Economic Gains
	Wage Rate	Bi-Weekly Transition Payments	Wage Rate	Bi-Weekly Transition Payments	Wage Increase	New Wage Rate	Bi-Weekly Transition Payments	3.25% Wage Increase	New Wage Rate	
Quad Rate	\$26.94	\$191.81	\$26.94	\$86.21	\$0.11	\$27.05	\$86.40	\$0.88	\$27.93	
Economic Gain Summary:										
Transition Payment*		\$4,987		\$2,241			\$2,246			\$9,475
Wage Increase Year 3**						\$229			\$229	\$458
Wage Increase Year 4**									\$1,830	\$1,830
Total Economic Gains										\$11,763

* Based on 26 annual payments
** Based on 2,080 hours

GRADE S06 - WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$22.73	\$24.75		\$25.74		\$26.64	\$28.05	\$28.96	\$6.23	27%
1-2 yrs	\$22.73	\$24.75		\$25.74	\$26.97	\$28.05		\$28.96	\$6.23	27%
2-3 yrs	\$22.73	\$24.75	\$25.93	\$26.97		\$28.05		\$28.96	\$6.23	27%
> 3 years, already at Job Rate	\$23.81	\$25.93		\$26.97		\$28.05		\$28.96	\$5.15	22%


* Compounded

GRADE S06 - ESTIMATED ECONOMIC GAINS

Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$4,202		\$6,261		\$4,066	\$5,533	\$12,958	\$33,020
1-2 yrs	\$4,202		\$3,130	\$4,410	\$11,066		\$12,958	\$35,766
2-3 yrs	\$2,101	\$3,328	\$8,819		\$11,066		\$12,958	\$38,272
> 3 years, already at Job Rate	\$4,410		\$6,573		\$8,819		\$10,712	\$30,514

* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

GRADE S06 - QUAD RATE WAGE INCREASES AND TRANSITION PAYMENTS

	YEAR 1 (7/1/24 - 6/30/25)		YEAR 2 (7/1/25 - 6/30/26)		YEAR 3 (7/1/26 - 6/30/27)			YEAR 4 (7/1/27 - 6/30/28)		Total Economic Gains
	Wage Rate	Bi-Weekly Transition Payments	Wage Rate	Bi-Weekly Transition Payments	Wage Increase	New Wage Rate	Bi-Weekly Transition Payments	3.25% Wage Increase	New Wage Rate	
Quad Rate	\$28.04	\$199.64	\$28.04	\$89.73	\$0.01	\$28.05	\$89.60	\$0.91	\$28.96	
Economic Gain Summary:										
Transition Payment*		\$5,191		\$2,333			\$2,330			\$9,853
Wage Increase Year 3**						\$21			\$21	\$42
Wage Increase Year 4**									\$1,893	\$1,893
Total Economic Gains										\$11,788

* Based on 26 annual payments
** Based on 2,080 hours

GRADE S07 - WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$23.96	\$26.09		\$27.13		\$28.08	\$29.18	\$30.13	\$6.17	26%
1-2 yrs	\$23.96	\$26.09		\$27.13	\$28.19	\$29.18		\$30.13	\$6.17	26%
2-3 yrs	\$23.96	\$26.09	\$27.11	\$28.19		\$29.18		\$30.13	\$6.17	26%
> 3 years, already at Job Rate	\$24.89	\$27.11		\$28.19		\$29.18		\$30.13	\$5.24	21%


* Compounded

GRADE S07 - ESTIMATED ECONOMIC GAINS

Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$4,430		\$6,594		\$4,285	\$5,429	\$12,834	\$33,571
1-2 yrs	\$4,430		\$3,297	\$4,399	\$10,858		\$12,834	\$35,818
2-3 yrs	\$2,215	\$3,276	\$8,798		\$10,858		\$12,834	\$37,981
> 3 years, already at Job Rate	\$4,618		\$6,864		\$8,923		\$10,899	\$31,304

* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

GRADE S07 - QUAD RATE WAGE INCREASES AND TRANSITION PAYMENTS

	YEAR 1 (7/1/24 - 6/30/25)		YEAR 2 (7/1/25 - 6/30/26)		YEAR 3 (7/1/26 - 6/30/27)			YEAR 4 (7/1/27 - 6/30/28)		Total Economic Gains
	Wage Rate	Bi-Weekly Transition Payments	Wage Rate	Bi-Weekly Transition Payments	Wage Increase	New Wage Rate	Bi-Weekly Transition Payments	3.25% Wage Increase	New Wage Rate	
Quad Rate	\$29.10	\$207.19	\$29.10	\$93.12	\$0.08	\$29.18	\$81.60	\$0.95	\$30.13	
Economic Gain Summary:										
Transition Payment*		\$5,387		\$2,421			\$2,122			\$9,930
Wage Increase Year 3**						\$166			\$166	\$333
Wage Increase Year 4**									\$1,976	\$1,976
Total Economic Gains										\$12,238

* Based on 26 annual payments
** Based on 2,080 hours

GRADE S08 - WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$24.79	\$27.00		\$28.08		\$29.06	\$30.37	\$31.36	\$6.57	27%
1-2 yrs	\$24.79	\$27.00		\$28.08	\$29.34	\$30.37		\$31.36	\$6.57	27%
2-3 yrs	\$24.79	\$27.00	\$28.21	\$29.34		\$30.37		\$31.36	\$6.57	27%
> 3 years, already at Job Rate	\$25.90	\$28.21		\$29.34		\$30.37		\$31.36	\$5.46	21%


* Compounded

GRADE S08 - ESTIMATED ECONOMIC GAINS

Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$4,597		\$6,843		\$4,441	\$5,803	\$13,666	\$35,350
1-2 yrs	\$4,597		\$3,422	\$4,732	\$11,606		\$13,666	\$38,022
2-3 yrs	\$2,298	\$3,557	\$9,464		\$11,606		\$13,666	\$40,591
> 3 years, already at Job Rate	\$4,805		\$7,155		\$9,298		\$11,357	\$32,614

* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

GRADE S08 - QUAD RATE WAGE INCREASES AND TRANSITION PAYMENTS

	YEAR 1 (7/1/24 - 6/30/25)		YEAR 2 (7/1/25 - 6/30/26)		YEAR 3 (7/1/26 - 6/30/27)			YEAR 4 (7/1/27 - 6/30/28)		Total Economic Gains
	Wage Rate	Bi-Weekly Transition Payments	Wage Rate	Bi-Weekly Transition Payments	Wage Increase	New Wage Rate	Bi-Weekly Transition Payments	3.25% Wage Increase	New Wage Rate	
Quad Rate	\$30.31	\$215.81	\$30.31	\$96.99	\$0.06	\$30.37	\$84.80	\$0.99	\$31.36	
Economic Gain Summary:										
Transition Payment*		\$5,611		\$2,522			\$2,205			\$10,338
Wage Increase Year 3**						\$125			\$125	\$250
Wage Increase Year 4**									\$2,059	\$2,059
Total Economic Gains										\$12,646

* Based on 26 annual payments
** Based on 2,080 hours

GRADE S09 - WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$26.02	\$28.34		\$29.47		\$30.50	\$31.74	\$32.77	\$6.75	26%
1-2 yrs	\$26.02	\$28.34		\$29.47	\$30.67	\$31.74		\$32.77	\$6.75	26%
2-3 yrs	\$26.02	\$28.34	\$29.49	\$30.67		\$31.74		\$32.77	\$6.75	26%
> 3 years, already at Job Rate	\$27.08	\$29.49		\$30.67		\$31.74		\$32.77	\$5.69	21%


* Compounded

GRADE S09 - ESTIMATED ECONOMIC GAINS

Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$4,826		\$7,176		\$4,659	\$5,949	\$14,040	\$36,650
1-2 yrs	\$4,826		\$3,588	\$4,836	\$11,898		\$14,040	\$39,187
2-3 yrs	\$2,413	\$3,609	\$9,672		\$11,898		\$14,040	\$41,631
> 3 years, already at Job Rate	\$5,013		\$7,467		\$9,693		\$11,835	\$34,008

* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

GRADE S09 - QUAD RATE WAGE INCREASES AND TRANSITION PAYMENTS

	YEAR 1 (7/1/24 - 6/30/25)		YEAR 2 (7/1/25 - 6/30/26)		YEAR 3 (7/1/26 - 6/30/27)			YEAR 4 (7/1/27 - 6/30/28)		Total Economic Gains
	Wage Rate	Bi-Weekly Transition Payments	Wage Rate	Bi-Weekly Transition Payments	Wage Increase	New Wage Rate	Bi-Weekly Transition Payments	3.25% Wage Increase	New Wage Rate	
Quad Rate	\$31.50	\$224.28	\$31.50	\$100.80	\$0.24	\$31.74	\$88.00	\$1.03	\$32.77	
Economic Gain Summary:										
Transition Payment*		\$5,831		\$2,621			\$2,288			\$10,740
Wage Increase Year 3**						\$499			\$499	\$998
Wage Increase Year 4**									\$2,142	\$2,142
Total Economic Gains										\$13,881

* Based on 26 annual payments
** Based on 2,080 hours

GRADE S10 - WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$27.25	\$29.68		\$30.87		\$31.95	\$33.03	\$34.10	\$6.85	25%
1-2 yrs	\$27.25	\$29.68		\$30.87	\$31.91	\$33.03		\$34.10	\$6.85	25%
2-3 yrs	\$27.25	\$29.68	\$30.68	\$31.91		\$33.03		\$34.10	\$6.85	25%
> 3 years, already at Job Rate	\$28.17	\$30.68		\$31.91		\$33.03		\$34.10	\$5.93	21%


* Compounded

GRADE S10 - ESTIMATED ECONOMIC GAINS

Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$5,054		\$7,530		\$4,888	\$6,011	\$14,248	\$37,731
1-2 yrs	\$5,054		\$3,765	\$4,846	\$12,022		\$14,248	\$39,936
2-3 yrs	\$2,527	\$3,567	\$9,693		\$12,022		\$14,248	\$42,058
> 3 years, already at Job Rate	\$5,221		\$7,779		\$10,109		\$12,334	\$35,443

* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

S10 - QUAD RATE WAGE INCREASES AND TRANSITION PAYMENTS

	YEAR 1 (7/1/24 - 6/30/25)		YEAR 2 (7/1/25 - 6/30/26)		YEAR 3 (7/1/26 - 6/30/27)			YEAR 4 (7/1/27 - 6/30/28)		Total Economic Gains
	Wage Rate	Bi-Weekly Transition Payments	Wage Rate	Bi-Weekly Transition Payments	Wage Increase	New Wage Rate	Bi-Weekly Transition Payments	3.25% Wage Increase	New Wage Rate	
Quad Rate	\$32.78	\$233.39	\$32.78	\$104.90	\$0.25	\$33.03	\$92.00	\$1.07	\$34.10	
Economic Gain Summary:										
Transition Payment*		\$6,068		\$2,727			\$2,392			\$11,188
Wage Increase Year 3**						\$520			\$520	\$1,040
Wage Increase Year 4**									\$2,226	\$2,226
Total Economic Gains										\$14,453

* Based on 26 annual payments
** Based on 2,080 hours

GRADE S11 - WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$28.32	\$30.84		\$32.07		\$33.19	\$34.26	\$35.37	\$7.05	25%
1-2 yrs	\$28.32	\$30.84		\$32.07	\$33.10	\$34.26		\$35.37	\$7.05	25%
2-3 yrs	\$28.32	\$30.84	\$31.83	\$33.10		\$34.26		\$35.37	\$7.05	25%
> 3 years, already at Job Rate	\$29.23	\$31.83		\$33.10		\$34.26		\$35.37	\$6.14	21%


* Compounded

GRADE S11 - ESTIMATED ECONOMIC GAINS

Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$5,242		\$7,800		\$5,065	\$6,178	\$14,664	\$38,948
1-2 yrs	\$5,242		\$3,900	\$4,971	\$12,355		\$14,664	\$41,132
2-3 yrs	\$2,621	\$3,650	\$9,942		\$12,355		\$14,664	\$43,233
> 3 years, already at Job Rate	\$5,408		\$8,050		\$10,462		\$12,771	\$36,691

* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

GRADE S11 - QUAD RATE WAGE INCREASES AND TRANSITION PAYMENTS

	YEAR 1 (7/1/24 - 6/30/25)		YEAR 2 (7/1/25 - 6/30/26)		YEAR 3 (7/1/26 - 6/30/27)			YEAR 4 (7/1/27 - 6/30/28)		Total Economic Gains
	Wage Rate	Bi-Weekly Transition Payments	Wage Rate	Bi-Weekly Transition Payments	Wage Increase	New Wage Rate	Bi-Weekly Transition Payments	3.25% Wage Increase	New Wage Rate	
Quad Rate	\$34.15	\$243.15	\$34.15	\$109.28	\$0.11	\$34.26	\$96.00	\$1.11	\$35.37	
Economic Gain Summary:										
Transition Payment*		\$6,322		\$2,841			\$2,496			\$11,659
Wage Increase Year 3**						\$229			\$229	\$458
Wage Increase Year 4**									\$2,309	\$2,309
Total Economic Gains										\$14,426

* Based on 26 annual payments
** Based on 2,080 hours

GRADE S12 - WAGE INCREASES

Seniority	Current	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Wage Increase (\$)	Total Wage Increase (%)
Less than 1 yr	\$29.41	\$32.03		\$33.31		\$34.48	\$35.60	\$36.76	\$7.35	25%
1-2 yrs	\$29.41	\$32.03		\$33.31	\$34.40	\$35.60		\$36.76	\$7.35	25%
2-3 yrs	\$29.41	\$32.03	\$33.08	\$34.40		\$35.60		\$36.76	\$7.35	25%
> 3 years, already at Job Rate	\$30.38	\$33.08		\$34.40		\$35.60		\$36.76	\$6.38	21%


* Compounded

GRADE S12 - ESTIMATED ECONOMIC GAINS

Seniority	7/1/2024	Anniversary Date	7/1/2025	Anniversary Date	7/1/2026	Anniversary Date	7/1/2027	Total Gains
Less than 1 yr	\$5,450		\$8,112		\$5,273	\$6,438	\$15,288	\$40,560
1-2 yrs	\$5,450		\$4,056	\$5,190	\$12,875		\$15,288	\$42,858
2-3 yrs	\$2,725	\$3,817	\$10,379		\$12,875		\$15,288	\$45,084
> 3 years, already at Job Rate	\$5,616		\$8,362		\$10,858		\$13,270	\$38,106

* Assumes an Anniversary Date of January 1. Value of actual economic gains depend on individual's actual start date

GRADE S12 - QUAD RATE WAGE INCREASES AND TRANSITION PAYMENTS

	YEAR 1 (7/1/24 - 6/30/25)		YEAR 2 (7/1/25 - 6/30/26)		YEAR 3 (7/1/26 - 6/30/27)			YEAR 4 (7/1/27 - 6/30/28)		Total Economic Gains
	Wage Rate	Bi-Weekly Transition Payments	Wage Rate	Bi-Weekly Transition Payments	Wage Increase	New Wage Rate	Bi-Weekly Transition Payments	3.25% Wage Increase	New Wage Rate	
Quad Rate	\$35.51	\$252.83	\$35.51	\$113.63	\$0.09	\$35.60	\$99.20	\$1.16	\$36.76	
Economic Gain Summary:										
Transition Payment*		\$6,574		\$2,954			\$2,579			\$12,107
Wage Increase Year 3**						\$187			\$187	\$374
Wage Increase Year 4**									\$2,413	\$2,413
Total Economic Gains										\$14,894

* Based on 26 annual payments

** Based on 2,080 hours



DURATION & RATIFICATION

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at Cornell University, and only then on the appropriate dates specified. The new agreement, if ratified, will be effective from July 1, 2024 through June 30, 2028.

DUES: A CONSTITUTIONAL MATTER

Dues are determined by UAW Constitutional Convention action and are not a subject of negotiations. Dues are based on the principle that they reflect each member's cash income, normally 2.5 hours of straight-time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income and are assessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight-time pay per month.

KNOW YOUR CONTRACT

This is a summary of the tentative agreement. In all cases actual contract language will apply.

UAW NEGOTIATING TEAM

UAW LOCAL 2300 BARGAINING COMMITTEE

Christine Johnson
President

John Tavares
Vice President

Ronda Park
Financial Secretary
Trustee, Zone Rep

Molly Swertfager
Recording Secretary
Benefits Liason and Zone Rep

Jules Ginenthal
Trustee and Zone Rep

Mark Sackett
Trustee and Zone Rep

Chauncey Bennett
Zone Rep

Chris Proper
Zone Rep

Dale Lisenby
Zone Rep

Travis Forte
Zone Rep

UAW REGION 9

Daniel Vicente
UAW Region 9 Director

Ray Jensen
UAW Region 9 Assistant Director

Lonnie Everett
UAW Region 9 Servicing Representative

UAW INTERNATIONAL STAFF

Mike Morrison
Director of Bargaining Strategies

Jorge Rodriguez
Servicing Representative

Nathaniel K. Charny
Counsel

