

**EXHIBIT A**  
**SCHEDULE OF WAGES**  
**JUNE 1, 2018 THROUGH MAY 31, 2024**

Department / Title	Modifier	Basis	5/31/2018 Base	6/1/2018 3.00%	6/1/2019 3.00%	6/1/2020 3.00%	6/1/2021 3.00%	6/1/2022 3.00%	6/1/2023 3.00%
<b>Maintenance</b>									
Electrician Journeyman			\$46.72	\$48.12	\$49.56	\$51.05	\$52.58	\$54.16	\$55.79
Electrical Machinist Journeyman			\$46.72	\$48.12	\$49.56	\$51.05	\$52.58	\$54.16	\$55.79
Machinist Welder Journeyman			\$46.72	\$48.12	\$49.56	\$51.05	\$52.58	\$54.16	\$55.79
Machinist Mechanic Journeyman			\$46.72	\$48.12	\$49.56	\$51.05	\$52.58	\$54.16	\$55.79
Equipment Operator Journeyman			\$46.72	\$48.12	\$49.56	\$51.05	\$52.58	\$54.16	\$55.79
Technician Journeyman	7.00%	over Journeyman	\$49.99	\$51.49	\$53.03	\$54.63	\$56.26	\$57.95	\$59.69
Laborer	55.00%	of lowest paid Journeyman	\$25.70	\$26.47	\$27.26	\$28.08	\$28.92	\$29.79	\$30.68
<i>Any new Laborer can be hired at 60% or 65% of lowest paid Journeyman based upon qualifications and experience, at the discretion of management.</i>									
<b>Maintenance Apprentice</b>									
0 to 6 Months	76.00%	of base rate	\$31.96	\$32.91	\$33.90	\$34.92	\$35.97	\$37.05	\$38.16
7 to 12 Months	80.00%	of base rate	\$33.64	\$34.65	\$35.69	\$36.76	\$37.86	\$39.00	\$40.17
13 to 18 Months	84.00%	of base rate	\$35.32	\$36.38	\$37.47	\$38.59	\$39.75	\$40.95	\$42.17
19 to 24 Months	88.00%	of base rate	\$37.00	\$38.11	\$39.26	\$40.43	\$41.65	\$42.90	\$44.18
25 to 30 Months	92.00%	of base rate	\$38.68	\$39.84	\$41.04	\$42.27	\$43.54	\$44.84	\$46.19
31 to 36 Months	96.00%	of base rate	\$40.37	\$41.58	\$42.82	\$44.11	\$45.43	\$46.79	\$48.20
Over 36 Months	100.00%	of base rate	\$42.05	\$43.31	\$44.61	\$45.95	\$47.32	\$48.74	\$50.21
<i>Apprentice positions @ 100% equals 90% of applicable Journeyman.</i>									
Technician Crew Leader	110.00%	of highest paid Technician	\$54.99	\$56.64	\$58.34	\$60.09	\$61.89	\$63.75	\$65.66
Maintenance Lead	104.00%	of Technician	\$51.99	\$53.55	\$55.16	\$56.81	\$58.51	\$60.27	\$62.08
<b>Operations</b>									
Roving Operator			\$46.72	\$48.12	\$49.57	\$51.05	\$52.58	\$54.16	\$55.79
<b>Shift Operator</b>									
0 to 6 Months	76.00%	of base rate	\$37.11	\$38.22	\$39.36	\$40.55	\$41.76	\$43.01	\$44.31
7 to 12 Months	80.00%	of base rate	\$39.06	\$40.23	\$41.44	\$42.68	\$43.96	\$45.28	\$46.64
13 to 18 Months	84.00%	of base rate	\$41.01	\$42.24	\$43.51	\$44.81	\$46.16	\$47.54	\$48.97
19 to 24 Months	88.00%	of base rate	\$42.96	\$44.25	\$45.58	\$46.95	\$48.36	\$49.81	\$51.30
25 to 30 Months	92.00%	of base rate	\$44.92	\$46.26	\$47.65	\$49.08	\$50.55	\$52.07	\$53.63
31 to 36 Months	96.00%	of base rate	\$46.87	\$48.28	\$49.72	\$51.22	\$52.75	\$54.33	\$55.96
Over 36 Months	100.00%	of base rate	\$48.82	\$50.29	\$51.80	\$53.35	\$54.95	\$56.60	\$58.30
<i>Any new Shift Operator can be hired at any level above based upon qualifications and experience, at the discretion of management.</i>									
<i>Shift Operator full rate equals 104.5% of Roving Operator.</i>									
Relief Operator	\$0.08	over Roving Operator	\$46.80	\$48.20	\$49.65	\$51.13	\$52.66	\$54.24	\$55.87
Lead Operator	104.00%	of Technician	\$51.99	\$53.55	\$55.16	\$56.81	\$58.51	\$60.27	\$62.08