

WAGES:

- **Year 1 (eff. upon ratification): \$0.80/hr. (2.73%)**
- **Year 2: \$1.25/hr. (4.15%)**
- Year 3: \$0.77/hr. (2.45%)
- **Year 4: \$1.00/hr. (3.11%)**
- **Year 5: \$1.00/hr. (3.02%)**
- Year 6: \$1.09/hr. (3.19%)

Total percentage increase 18.65% (avg. 3.11%)