

EXHIBIT A-3 WAGE RATE TABLES

		3.00%	3.00%	3.00%	3.00%
		Effective	Effective	Effective	Effective
		4/1/2026 -	4/1/2027 -	4/1/2028 -	4/1/2029 -
WRI Code		Blue Slip	Blue Slip	Blue Slip	Blue Slip
MISCELLANEOUS SUPPORT					
Stores					
Warehouse Lead	0117	37.20	38.32	39.47	40.65
Record Coordinator	0118	32.91	33.90	34.92	35.97
Warehouse Specialist	0121	31.83	32.79	33.77	34.78
Hazardous Waste Equipment Operator	0185	38.59	39.75	40.94	42.17
Product Quality & Development					
Quality Technician	0137	34.44	35.48	36.54	37.64
Quality Analyst	0153	32.25	33.22	34.21	35.24
Property Protection					
Emergency Response Coordinator	0190	37.84	38.97	40.14	41.35
Property/Protection Technician	0183	32.92	33.91	34.92	35.97
Safety					
Safety Advocate Coordinator	0114	43.00	44.29	45.62	46.99
Safety Initiative/Program Coordinator	0111	43.00	44.29	45.62	46.99
Miscellaneous Postions/Labor Pool					
Laborer (Labor Pool)/New Hire/Resource Pool/Relief Pool		28.80	29.67	30.56	31.48
RELIABILITY					
Reliability Technicians					
Shift Reliability Technician - Mechanical	2711, 2720, 2721, 2722, 2723, 6701,	50.02	51.52	53.06	54.65
Reliability Technician - Mechanical	0722, 0738, 0741, 0742, 0746, 0749, 0765, 0747, 0748, 0901	48.45	49.91	51.40	52.94
Reliability Coach - Mechanical	0722, 0738, 0741, 0742, 0749, 0765, 0747, 0748,	48.45	49.91	51.40	52.94
Reliability Technician - Electrical Work Alone Card	743, 745	52.43	54.00	55.62	57.29
Shift Reliability Technician - Electrical Work Alone Card	2717	55.68	57.35	59.07	60.85
Shift Reliability Specialist - E&I Dual Trade	2718, 2719	59.11	60.89	62.71	64.59
Reliability Specialist - E&I Dual Trade	948	57.59	59.31	61.09	62.93
Crane Reliability Specialist	943	56.81	58.52	60.27	62.08
CWI/CAT Reliability Specialist III	946	56.81	58.52	60.27	62.08
CAT Reliability Specialist II	949	53.98	55.60	57.26	58.98
CAT Reliability Specialist I	950	51.21	52.74	54.32	55.95
Apprentices & E/I Associates					
Apprentice I - Mechanical	2501, 2615, 2531, 2541, 2561, 2581, 2592, 2601, 2611, 2615	38.59	39.75	40.94	42.17
Apprentice I - E&I	2511, 2521, 2551, 2571	41.20	42.44	43.71	45.02
Apprentice II - Mechanical	2502, 2616, 2532, 2542, 2562, 2582, 2592, 2602, 2612, 2616	40.96	42.19	43.46	44.76
Apprentice II - E&I	2512, 2522, 2552, 2572	43.57	44.88	46.22	47.61
Apprentice III - Mechanical	2503, 2617, 2533, 2543, 2563, 2583, 2593, 2603, 2613, 2617	43.04	44.33	45.66	47.03
Apprentice III - E&I	2513, 2523, 2553, 2573	45.63	47.00	48.41	49.86
Apprentice IV - Mechanical	2504, 2618, 2534, 2564, 2584, 2594, 2604, 2614, 2618, 2544	45.51	46.88	48.28	49.73
Apprentice IV - E&I	2514, 2524, 2554, 2574	48.10	49.54	51.03	52.56
E/I Associate I	2515, 2525, 2555, 2575, 2585	45.63	47.00	48.41	49.86
E/I Associate II	2516, 2526, 2556, 2576, 2586	48.10	49.54	51.03	52.56
Maintenance Miscellaneous					
Material Coordinator	0766, 0767	36.38	37.47	38.60	39.76
Maintenance Utility	0764	36.38	37.47	38.60	39.76
Manufacturing Support Group (MSG)					
Senior Equipment Operator	0191	33.07	34.06	35.09	36.14
Equipment Operator	0192	32.15	33.11	34.11	35.13
Yard Worker	0195	29.69	30.58	31.50	32.45
WIDE TISSUE STREAM					
7, 8, & 13 Complex					
Master Tech	0900	41.17	42.40	43.67	44.98
Technician II	0977/0978/0913	36.82	37.93	39.07	40.24
Technician I	0998/0997/0933	33.17	34.16	35.19	36.24

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5 Paper Machine					
Machine Tender	0805	54.14	55.76	57.43	59.16
Back Tender	0851	47.61	49.03	50.51	52.02
Machine Operator	0854, 0855, 0856, 0857	38.59	39.75	40.94	42.17
Roll Handling Utility	0816	31.45	32.39	33.37	34.37
DRY CREPE STREAM					
Master Tech - Converting	523	41.17	42.40	43.67	44.98
RO16					
Technician II	4002	35.74	36.81	37.92	39.05
Technician I	4003	32.08	33.04	34.03	35.06
3TT					
Technician II	0334	33.83	34.84	35.89	36.96
Technician I	0335	31.60	32.54	33.52	34.53
Napkins					
Technician II	8104	33.82	34.84	35.88	36.96
Technician I	8039	31.75	32.71	33.69	34.70
Household Towel					
Technician II	6222	33.67	34.68	35.72	36.79
Technician I	6422	31.45	32.39	33.37	34.37
1 & 2 Paper Machines					
Machine Tender #1	0801	48.71	50.17	51.68	53.23
Machine Tender#2	0802	48.38	49.83	51.33	52.87
Back Tender #1	0811	43.00	44.29	45.62	46.99
Back Tender #2	0821	42.86	44.14	45.47	46.83
Third Hand #1	0812	37.94	39.07	40.25	41.45
Third Hand #2	0822	37.77	38.90	40.07	41.27
Fourth Hand #1	0813	34.13	35.15	36.21	37.29
Fourth Hand #2	0823	34.13	35.15	36.21	37.29
Fifth Hand (*Modified 4/23/2020 - combined with 4th hand)	0814	34.13	35.15	36.21	37.30
Stock Preparation					
Pulp Slab Master Tech	0623	48.71	50.17	51.68	53.23
Pulper Operator #1 & #2	0603	34.13	35.15	36.21	37.29
Pulper Operator #2	0601	31.75	32.71	33.69	34.70
Pulp Slab Day Shift Unloader	0606	28.80	29.66	30.55	31.47
TAD STREAM					
ABT Towels					
Master Tech	6630	41.17	42.40	43.67	44.98
Technician II	6622	35.56	36.63	37.73	38.86
Technician I	6623	32.56	33.54	34.55	35.58
6 Paper Machine					
Machine Tender	0806	51.88	53.44	55.04	56.70
Back Tender	0861	45.70	47.07	48.49	49.94
A-Pool Operator	0862	39.52	40.71	41.93	43.19
B-Pool Operator	0863	32.41	33.38	34.38	35.41
B-Pool Operator Relief	0864	32.41	33.38	34.38	35.41
7 Paper Machine					
Machine Tender	0807	51.25	52.79	54.38	56.01
Back Tender	0871	45.07	46.43	47.82	49.25
A-Pool Operator	0872	39.22	40.40	41.61	42.86
B-Pool Operator	0873	32.25	33.22	34.21	35.24
B-Pool Operator Relief	0874	32.25	33.22	34.22	35.24
CONVERTING SUPPORT					
Tissue Quickstock					
Rolled Quickstock Operator	0506	33.36	34.37	35.40	36.46

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SHIPPING/WAREHOUSING & UNITIZING					
<u>Material Handlers</u>					
Dayshift Utility Trucker	8420	34.63	35.67	36.74	37.84
Converting Utility Trucker	8401	32.72	33.70	34.72	35.76
Material Handler	0230	32.25	33.22	34.21	35.24
Waste Baler	6049	30.49	31.41	32.35	33.32
<u>Unitizing</u>					
Master Tech	0220	41.17	42.40	43.67	44.98
Unitizing Operator/Coordinator	0221	36.20	37.29	38.41	39.56
Barge Loader/Coordinator	0225	34.63	35.67	36.74	37.84
Barge Loader	0226	32.25	33.22	34.22	35.24
UTILITIES					
<u>Utilities (Steam Plant)</u>					
Utilities Lead Operator	0205	44.75	46.09	47.47	48.90
Recovery Operator	0206	41.59	42.84	44.13	45.45
Assistant Utilities Operator	0207	38.12	39.26	40.44	41.65
Assistan Recovery Operator	0208	33.67	34.68	35.72	36.79
Junior Assisant	0211	31.29	32.23	33.20	34.19
<u>Utilities Miscellaneous</u>					
Utilities Services (Outside Operator)	0209	38.59	39.75	40.94	42.17
Secondary Treatment Plant Utility	0309	31.29	32.23	33.20	34.19
FIBER SUPPLY & PULPING					
<u>Tugboat Crew</u>					
Tugboat Operator	0323	56.75	58.45	60.20	62.01
Tugboat Mate	0324	48.69	50.15	51.66	53.21
<u>Chip Test/PECO</u>					
Crane Operator - Chips (PECO)	0326	33.98	35.00	36.05	37.13
Chip Tester	0328	30.95	31.88	32.84	33.83
<u>Chip Dozers</u>					
Front End Loader Operator (Dozer Operator)	0329	33.83	34.84	35.89	36.96
<u>Chip Screen Room</u>					
Chip Screen Room Operator (SR Operator)	0303	34.78	35.83	36.90	38.01
<u>Fiber Supply & Pulping Miscellaneous</u>					
Wood Processing Relief Pool	0327	30.82	31.74	32.70	33.68
Woodyard Technician Specialist	0339	48.71	50.17	51.68	53.23
<u>Kraft Mill</u>					
Pulping Operator	0418	42.99	44.28	45.61	46.98
Bleach Operator	0420	40.79	42.02	43.28	44.58
Senior Pulping Assistant	0422	36.84	37.95	39.09	40.26
Junior Pulping Assistant	0423	36.20	37.29	38.41	39.56
Bleach Operator	0417	35.74	36.81	37.92	39.05
Shift Utility	0426, 0425	30.35	31.26	32.19	33.16
<u>Recaust</u>					
Caustic & Kiln Operator (Recaust Operator)	0421	37.47	38.60	39.76	40.95