

EXHIBIT A-3 WAGE RATE TABLES

Applicable for hires prior to 1/1/2016

	2.00%		2.00%		\$2/Hr Reliability Tech, Apprentices & E/I Associates		2.00%		2.50%		2.50%			
	Effective		Effective				Effective		Effective		Effective		Effective	
	4/1/21 - 3/31/2022		4/1/22 - 3/31/2023				5/23/22 - 3/31/2023		4/1/23 - 3/31/2024		4/1/24 - 3/31/2025		4/1/25 - 3/31/2026	
	Blue Slip	Compressed	Blue Slip	Compressed			Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed
MISCELLANEOUS SUPPORT														
Stores														
Warehouse Lead	30.7	27.09	31.31	27.63			31.94	28.18	32.74	28.89	33.56	29.61		
Record Coordinator	26.89	23.73	27.43	24.20			27.98	24.68	28.68	25.30	29.39	25.93		
Warehouse Specialist	25.93	22.88	26.45	23.34			26.98	23.80	27.65	24.40	28.34	25.01		
Hazardous Waste Equipment Operator	26.21	23.13	26.73	23.59			27.27	24.06	27.95	24.66	28.65	25.28		
Product Quality & Development														
Quality Technician	28.25	24.93	28.82	25.42			29.39	25.93	30.13	26.58	30.88	27.25		
Quality Analyst	26.3	23.21	26.83	23.67			27.36	24.14	28.05	24.75	28.75	25.37		
Property Protection														
Emergency Response Coordinator	31.26*	27.58	31.89	28.14			32.53	28.70	33.34	29.42	34.17	30.15		
Property/Protection Technician	26.89**	23.73	27.43	24.20			27.98	24.69	28.68	25.30	29.40	25.94		
Safety														
Safety Advocate Coordinator	35.85	31.63	36.57	32.26			37.30	32.91	38.23	33.73	39.19	34.58		
Safety Initiative/Program Coordinator	35.85	31.63	36.57	32.26			37.30	32.91	38.23	33.73	39.19	34.58		
Miscellaneous Positions/Labor Pool														
Laborer (Labor Pool)/New Hire/Resource Pool/Relief Pool	23.24	20.51	23.70	20.92			24.18	21.33	24.78	21.87	25.40	22.41		
RELIABILITY														
Reliability Technicians														
Shift Reliability Technician	40.12	35.40	40.92	36.11	42.92	37.87	43.78	38.63	44.88	39.60	46.00	40.59		
Reliability Technician	38.73	34.17	39.50	34.86	41.50	36.62	42.33	37.35	43.39	38.29	44.48	39.25		
Reliability Coach	38.73	34.17	39.50	34.86	41.50	36.62	42.33	37.35	43.39	38.29	44.48	39.25		
Reliability Technician - Electrical or Instrumentation	41.88	36.95	42.72	37.69			43.57	38.45	44.66	39.41	45.78	40.39		
Reliability Technician - E&I Dual Trade	43.38	38.28	44.25	39.04			45.13	39.82	46.26	40.82	47.42	41.84		
Shift Reliability Technician - Electrical or Instrumentation	43.27	38.18	44.14	38.94			45.02	39.72	46.14	40.71	47.30	41.73		
Shift Reliability Technician - E&I Dual Trade	44.77	39.50	45.67	40.29			46.58	41.10	47.74	42.13	48.94	43.18		
Shift Reliability Specialist E&I	46.35	40.90	47.28	41.71			48.22	42.55	49.43	43.61	50.66	44.70		
Shift Reliability Specialist - E&I Dual Trade	47.81	42.19	48.77	43.03			49.74	43.89	50.99	44.99	52.26	46.11		
Reliability Specialist E&I	44.96	39.67	45.86	40.46			46.78	41.27	47.95	42.30	49.14	43.36		
Reliability Specialist - E&I Dual Trade	46.46	40.99	47.39	41.81			48.34	42.65	49.55	43.72	50.78	44.81		
Crane Reliability Specialist	46.16	40.73	47.08	41.54	49.08	43.31	50.06	44.17	51.31	45.28	52.60	46.41		
Welder Inspector	46.16	40.73	47.08	41.54	49.08	43.31	50.06	44.17	51.31	45.28	52.60	46.41		
Apprentices & E/I Associates														
Apprentice I	29.97	23.80	30.57	26.97	32.57	28.74	33.22	29.31	34.05	30.05	34.90	30.80		
Apprentice II	32.08	25.66	32.72	28.87	34.72	30.64	35.42	31.25	36.30	32.03	37.21	32.83		
Apprentice III	33.92	27.28	34.60	30.53	36.60	32.29	37.33	32.94	38.26	33.76	39.22	34.61		
Apprentice IV	36.12	29.22	36.84	32.51	38.84	34.27	39.62	34.96	40.61	35.83	41.62	36.73		
E/I Associate I	33.92	27.28	34.60	30.53	36.60	32.29	37.33	32.94	38.26	33.76	39.22	34.61		
E/I Associate II	36.12	29.22	36.84	32.51	38.84	34.27	39.62	34.96	40.61	35.83	41.62	36.73		
Maintenance Miscellaneous														
Material Coordinator	26.97	21.69	27.51	24.27			28.06	24.76	28.76	25.38	29.48	26.01		
Maintenance Utility	29.97	22.69	30.57	26.97			31.18	27.51	31.96	28.20	32.76	28.91		
Manufacturing Support Group (MSG)														
Senior Equipment Operator	27.03	23.85	27.57	24.33			28.12	24.81	28.83	25.43	29.55	26.07		
Equipment Operator	26.21	23.13	26.73	23.59			27.27	24.06	27.95	24.66	28.65	25.28		
Yard Worker	24.03	21.20	24.51	21.63			25.00	22.06	25.63	22.61	26.27	23.18		
WIDE TISSUE STREAM														
7, 8, & 13 Complex														
Master Tech	34.22	30.19	34.90	30.80			35.60	31.41	36.49	32.20	37.40	33.00		
Technician II	29.40	25.94	29.99	26.46			30.59	26.99	31.35	27.66	32.14	28.36		
Technician I	26.15	23.07	26.67	23.53			27.21	24.01	27.89	24.61	28.58	25.22		
5 Paper Machine														
Machine Tender	45.74	40.36	46.65	41.17			47.59	41.99	48.78	43.04	50.00	44.11		
Back Tender	39.94	35.24	40.74	35.95			41.55	36.66	42.59	37.58	43.66	38.52		
Machine Operator	31.93	28.17	32.57	28.74			33.22	29.31	34.05	30.04	34.90	30.80		
Roll Handling Utility	25.59	22.58	26.10	23.03			26.62	23.49	27.29	24.08	27.97	24.68		
DRY CREPE STREAM														
Master Tech - Converting	34.22	30.19	34.90	30.80			35.60	31.41	36.49	32.20	37.40	33.00		
RO16														
Technician II	29.40	25.94	29.99	26.46			30.59	26.99	31.35	27.66	32.14	28.36		
Technician I	26.15	23.07	26.67	23.53			27.21	24.01	27.89	24.61	28.58	25.22		
311														
Technician II	27.70	24.44	28.25	24.93			28.82	25.43	29.54	26.06	30.28	26.72		
Technician I	25.72	22.69	26.23	23.15			26.76	23.61	27.43	24.20	28.11	24.81		
Napkins														
Technician II	28.96	25.55	29.54	26.06			30.13	26.59	30.88	27.25	31.66	27.93		
Technician I	25.86	22.82	26.38	23.27			26.90	23.74	27.58	24.33	28.27	24.94		
Household Towel														
Technician II	27.56	24.32	28.11	24.80			28.67	25.30	29.39	25.93	30.13	26.58		
Technician I	25.59	22.58	26.10	23.03			26.62	23.49	27.29	24.08	27.97	24.68		
1 & 2 Paper Machines														
Machine Tender#2	40.63	35.85	41.44	36.57			42.27	37.30	43.33	38.23	44.41	39.19		
Back Tender #2	35.72	31.52	36.43	32.15			37.16	32.79	38.09	33.61	39.04	34.45		
Third Hand #2	31.20	27.53	31.82	28.08			32.46	28.64	33.27	29.36	34.10	30.09		
Fourth Hand #2	27.84	24.56	28.40	25.06			28.96	25.56	29.69	26.20	30.43	26.85		
Machine Tender #1	40.92	36.11	41.74	36.83			42.57	37.56	43.64	38.50	44.73	39.47		
Back Tender #1	35.85	31.63	36.57	32.26			37.30	32.91	38.23	33.73	39.19	34.58		
Third Hand #1	31.35	27.66	31.98	28.21			32.62	28.78	33.43	29.50	34.27	30.24		
Fourth Hand #1	27.97	24.68	28.53	25.17			29.10	25.68	29.83	26.32	30.57	26.98		
Fifth Hand (*Modified 4/23/2020 - combined with 4th hand)	27.97	22.82	28.53	25.17			29.10	25.68	29.83	26.32	30.57	26.98		
Stock Preparation														
Pulper Operator #1 & #2	27.97	24.68	28.53	25.17			29.10	25.68	29.83	26.32	30.57	26.98		
Pulper Operator #2	25.86	22.82	26.38	23.27			26.90	23.74	27.58	24.33	28.27	24.94		

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	Effective		Effective			Effective		Effective		Effective			
	4/1/21 - 3/31/2022		4/1/22 - 3/31/2023			5/23/22 - 3/31/2023		4/1/23 - 3/31/2024		4/1/24 - 3/31/2025		4/1/25 - 3/31/2026	
	Blue Slip	Compressed	Blue Slip	Compressed		Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed
TAD STREAM													
ABT Towels													
Master Tech	34.22	30.19	34.90	30.80			35.60	31.41	36.49	32.20	37.40	33.00	
Technician II	29.24	25.80	29.82	26.32			30.42	26.84	31.18	27.51	31.96	28.20	
Technician I	26.58	23.45	27.11	23.92			27.65	24.40	28.35	25.01	29.05	25.64	
6 Paper Machine													
Machine Tender	43.74	38.59	44.61	39.37			45.51	40.15	46.64	41.16	47.81	42.19	
Back Tender	38.25	33.75	39.02	34.42			39.80	35.11	40.79	35.99	41.81	36.89	
A-Pool Operator	32.76	28.91	33.42	29.48			34.08	30.07	34.94	30.83	35.81	31.60	
B-Pool Operator	26.44	23.33	26.97	23.80			27.51	24.27	28.20	24.88	28.90	25.50	
7 Paper Machine													
Machine Tender	43.18	38.10	44.04	38.86			44.92	39.64	46.05	40.63	47.20	41.65	
Back Tender	37.69	33.26	38.44	33.92			39.21	34.60	40.19	35.46	41.20	36.35	
A-Pool Operator	32.49	28.67	33.14	29.24			33.80	29.83	34.65	30.57	35.51	31.34	
B-Pool Operator	26.30	23.21	26.83	23.67			27.36	24.14	28.05	24.75	28.75	25.37	
CONVERTING SUPPORT													
Tissue Quickstock													
Rolled Quickstock Operator	27.29	24.08	27.84	24.56			28.39	25.05	29.10	25.68	29.83	26.32	
SHIPPING/WAREHOUSING & UNITIZING													
Material Handlers													
Converting Utility Trucker	26.72	23.58	27.25	24.05			27.80	24.53	28.49	25.14	29.21	25.77	
Waste Baler	24.74	21.83	25.23	22.27			25.74	22.71	26.38	23.28	27.04	23.86	
Material Handler	26.30	23.21	26.83	23.67			27.36	24.14	28.05	24.75	28.75	25.37	
Unitizing													
Unitizing Operator/Coordinator	29.81	26.30	30.41	26.83			31.17	27.50	31.95	28.19	32.74	28.89	
Master Tech	34.22	30.19	34.90	30.80			35.60	31.41	36.49	32.20	37.40	33.00	
Barge Loader/Coordinator	28.83	25.44	29.41	25.95			29.99	26.47	30.74	27.13	31.51	27.81	
Barge Loader	26.99	23.81	27.53	24.29			28.08	24.78	28.78	25.40	29.50	26.03	
UTILITIES													
Utilities (Steam Plant)													
Utilities Lead Operator	37.40	33.00	38.15	33.66			38.91	34.33	39.88	35.19	40.88	36.07	
Recovery Operator	34.60	30.53	35.29	31.14			36.00	31.76	36.90	32.56	37.82	33.37	
Assistant Utilities Operator	31.51	27.80	32.14	28.36			32.78	28.93	33.60	29.65	34.44	30.39	
Assistant Recovery Operator	27.56	24.32	28.11	24.80			28.67	25.30	29.39	25.93	30.13	26.58	
Junior Assistant	25.45	22.46	25.96	22.90			26.48	23.36	27.14	23.95	27.82	24.55	
Utilities Miscellaneous													
Utilities Services (Outside Operator)	31.93	28.17	32.57	28.74			33.22	29.31	34.05	30.04	34.90	30.80	
FIBER SUPPLY & PULPING													
Tugboat Crew													
Tugboat Operator	31.24	27.56	31.86	28.12			32.50	28.68	33.31	29.40	34.15	30.13	
Tugboat Mate	27.02	23.84	27.56	24.32			28.11	24.80	28.81	25.42	29.53	26.06	
Chip Test/PECO													
Crane Operator - Chips (PECO)	27.84	24.56	28.40	25.06			28.96	25.56	29.69	26.20	30.43	26.85	
Chip Tester	25.15	22.19	25.65	22.63			26.17	23.09	26.82	23.66	27.49	24.26	
Chip Dozers													
Front End Loader Operator (Dozer Operator)	27.70	24.44	28.25	24.93			28.82	25.43	29.54	26.06	30.28	26.72	
Chip Screen Room													
Chip Screen Room Operator (SR Operator)	28.55	25.19	29.12	25.69			29.70	26.21	30.45	26.86	31.21	27.54	
Kraft Mill													
Pulping Operator	35.84	31.62	36.56	32.26			37.29	32.90	38.22	33.72	39.18	34.57	
Bleach Operator	33.89	29.90	34.57	30.50			35.26	31.11	36.14	31.89	37.04	32.69	
Senior Pulping Assistant	30.38	26.81	30.99	27.34			31.61	27.89	32.40	28.59	33.21	29.30	
Junior Pulping Assistant	29.81	26.30	30.41	26.83			31.01	27.37	31.79	28.05	32.58	28.75	
Bleach Operator	29.40	25.94	29.99	26.46			30.59	26.99	31.35	27.66	32.14	28.36	
Recaust													
Caustic & Kiln Operator (Recaust Operator)	30.94	27.30	31.56	27.85			32.19	28.40	32.99	29.11	33.82	29.84	
Fiber Supply & Pulping Miscellaneous													
Wood Processing Relief Pool	25.03	22.09	25.53	22.53			26.04	22.98	26.69	23.55	27.36	24.14	