

EXHIBIT A-3 WAGE RATE TABLES

| | | 2.00% | | 2.50% | | 2.50% | | 3.00% | | 3.00% | | 3.00% | | 3.00% | | | |
|--|--|------------------------------|-------------------|-----------------------------|-------------------|-----------------------------|-------------------|-----------------------------|-------------------|-----------------------------|-------------------|-----------------------------|-------------------|-----------------------------|-------------------|-----------------------------|-------------------|
| | | Effective | | Effective | | Effective | | Effective | | Effective | | Effective | | Effective | | | |
| | | 11/24/22 - 3/31/23 | | 4/1/2023 - 3/31/2024 | | 4/1/2024 - 3/31/2025 | | 4/1/2025 - 3/31/2026 | | 4/1/2026 - 3/31/2027 | | 4/1/2027 - 3/31/2028 | | 4/1/2028 - 3/31/2029 | | 4/1/2029 - 3/31/2030 | |
| WRI Code | | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed |
| MISCELLANEOUS SUPPORT | | | | | | | | | | | | | | | | | |
| Stores | | | | | | | | | | | | | | | | | |
| | Warehouse Lead | 0117 | 31.31 27.63 | 31.94 28.18 | 32.74 28.89 | 33.56 29.61 | 34.56 30.50 | 35.60 31.41 | 36.67 32.35 | 37.77 33.33 | | | | | | | |
| | Record Coordinator | 0118 | 27.43 24.20 | 27.98 24.68 | 28.68 25.30 | 29.39 25.93 | 30.27 26.71 | 31.18 27.51 | 32.12 28.34 | 33.08 29.19 | | | | | | | |
| | Warehouse Specialist | 0121 | 26.45 23.34 | 26.98 23.80 | 27.65 24.40 | 28.34 25.01 | 29.19 25.76 | 30.07 26.53 | 30.97 27.33 | 31.90 28.15 | | | | | | | |
| | Hazardous Waste Equipment Operator | 0185 | 26.45 23.34 | 26.98 23.80 | 27.65 24.40 | 28.34 25.01 | 29.20 25.76 | 30.07 26.53 | 30.97 27.33 | 31.90 28.15 | | | | | | | |
| Product Quality & Development | | | | | | | | | | | | | | | | | |
| | Quality Technician | 0137 | 28.82 25.42 | 29.39 25.93 | 30.13 26.58 | 30.88 27.25 | 31.81 28.06 | 32.76 28.91 | 33.74 29.77 | 34.75 30.67 | | | | | | | |
| | Quality Analyst | 0153 | 26.83 23.67 | 27.36 24.14 | 28.05 24.75 | 28.75 25.37 | 29.61 26.13 | 30.50 26.91 | 31.41 27.72 | 32.36 28.55 | | | | | | | |
| Property Protection | | | | | | | | | | | | | | | | | |
| | Emergency Response Coordinator | 0190 | 31.89* 28.14 | 32.53* 28.70 | 33.34 29.42 | 34.17 30.15 | 35.20 31.06 | 36.26 31.99 | 37.34 32.95 | 38.46 33.94 | | | | | | | |
| | Property/Protection Technician | 0183 | 27.43* 24.20 | 27.98* 24.69 | 28.68 25.30 | 29.40 25.94 | 30.28 26.71 | 31.19 27.52 | 32.12 28.34 | 33.08 29.19 | | | | | | | |
| Safety | | | | | | | | | | | | | | | | | |
| | Safety Advocate Coordinator | 0114 | 36.57 32.26 | 37.30 32.91 | 38.23 33.73 | 39.19 34.58 | 40.36 35.61 | 41.57 36.68 | 42.82 37.78 | 44.10 38.92 | | | | | | | |
| | Safety Initiative/Program Coordinator | 0111 | 36.57 32.26 | 37.30 32.91 | 38.23 33.73 | 39.19 34.58 | 40.36 35.61 | 41.57 36.68 | 42.82 37.78 | 44.10 38.92 | | | | | | | |
| Miscellaneous Postions/Labor Pool | | | | | | | | | | | | | | | | | |
| | Laborer (Labor Pool)/New Hire/Resource Pool/Relief Pool | | 23.70 20.92 | 24.18 21.33 | 24.78 21.87 | 25.40 22.41 | 26.17 23.09 | 26.95 23.78 | 27.76 24.49 | 28.59 25.23 | | | | | | | |
| RELIABILITY | | | | | | | | | | | | | | | | | |
| Reliability Technicians | | | | | | | | | | | | | | | | | |
| | Shift Reliability Technician | 2720, 2721, 2722, 2723, 6701 | 42.92 37.87 | 43.78 38.63 | 44.88 39.60 | 46.00 40.59 | 47.38 41.80 | 48.80 43.06 | 50.26 44.35 | 51.77 45.68 | | | | | | | |
| | Reliability Technician | | 41.50 36.62 | 42.33 37.35 | 43.39 38.29 | 44.48 39.25 | 45.81 40.42 | 47.19 41.64 | 48.60 42.88 | 50.06 44.17 | | | | | | | |
| | Reliability Coach | | 41.50 36.62 | 42.33 37.35 | 43.39 38.29 | 44.48 39.25 | 45.81 40.42 | 47.19 41.64 | 48.60 42.88 | 50.06 44.17 | | | | | | | |
| | Reliability Technician - Electrical or Instrumentation | 743, 745 | 42.72 37.69 | 43.57 38.45 | 44.66 39.41 | 45.78 40.39 | 47.15 41.60 | 48.57 42.85 | 50.02 44.14 | 51.52 45.46 | | | | | | | |
| | Reliability Technician - E&I Dual Trade | 768 | 44.25 39.04 | 45.13 39.82 | 46.26 40.82 | 47.42 41.84 | 48.84 43.09 | 50.31 44.39 | 51.81 45.72 | 53.37 47.09 | | | | | | | |
| | Shift Reliability Technician - Electrical or Instrumentation | 2713, 2714, | 44.14 38.94 | 45.02 39.72 | 46.14 40.71 | 47.30 41.73 | 48.72 42.98 | 50.18 44.27 | 51.68 45.60 | 53.23 46.97 | | | | | | | |
| | Shift Reliability Technician - E&I Dual Trade | 2717 | 45.67 40.29 | 46.58 41.10 | 47.74 42.13 | 48.94 43.18 | 50.40 44.47 | 51.92 45.81 | 53.47 47.18 | 55.08 48.60 | | | | | | | |
| | Shift Reliability Specialist E&I | 2715, 2716, 6802 | 47.28 41.71 | 48.22 42.55 | 49.43 43.61 | 50.66 44.70 | 52.18 46.04 | 53.75 47.43 | 55.36 48.85 | 57.02 50.31 | | | | | | | |
| | Shift Reliability Specialist - E&I Dual Trade | 2718, 2719 | 48.77 43.03 | 49.74 43.89 | 50.99 44.99 | 52.26 46.11 | 53.83 47.49 | 55.44 48.92 | 57.11 50.39 | 58.82 51.90 | | | | | | | |
| | Reliability Specialist E&I | 0944, 0912 | 45.86 40.46 | 46.78 41.27 | 47.95 42.30 | 49.14 43.36 | 50.62 44.66 | 52.14 46.00 | 53.70 47.38 | 55.31 48.80 | | | | | | | |
| | Reliability Specialist - E&I Dual Trade | 948 | 47.39 41.81 | 48.34 42.65 | 49.55 43.72 | 50.78 44.81 | 52.31 46.15 | 53.88 47.54 | 55.49 48.96 | 57.16 50.43 | | | | | | | |
| | Crane Reliability Specialist | 943 | 49.08 43.31 | 50.06 44.17 | 51.31 45.28 | 52.60 46.41 | 54.17 47.80 | 55.80 49.23 | 57.47 50.71 | 59.20 52.23 | | | | | | | |
| | CWI/CAT Reliability Specialist III | 946 | 49.08 43.31 | 50.06 44.17 | 51.31 45.28 | 52.60 46.41 | 54.17 47.80 | 55.80 49.23 | 57.47 50.71 | 59.20 52.23 | | | | | | | |
| | CAT Reliability Specialist II | 949 | 47.44 41.86 | 48.39 42.70 | 49.60 42.70 | 50.90 43.76 | 51.09 45.08 | 52.62 46.43 | 54.20 47.82 | 55.82 49.26 | | | | | | | |
| | CAT Reliability Specialist I | 950 | 44.88 39.60 | 45.78 40.39 | 46.92 41.40 | 48.33 42.64 | 49.78 43.92 | 51.27 45.24 | 52.81 46.60 | | | | | | | | |
| Apprentices & E/I Associates | | | | | | | | | | | | | | | | | |
| | Apprentice I | | 32.57 28.74 | 33.22 29.31 | 34.05 30.05 | 34.90 30.80 | 35.95 31.72 | 37.03 32.67 | 38.14 33.65 | 39.28 34.66 | | | | | | | |
| | Apprentice II | | 34.72 30.64 | 35.42 31.25 | 36.30 32.03 | 37.21 32.83 | 38.33 33.82 | 39.47 34.83 | 40.66 35.88 | 41.88 36.95 | | | | | | | |
| | Apprentice III | | 36.60 32.29 | 37.33 32.94 | 38.26 33.76 | 39.22 34.61 | 40.40 35.64 | 41.61 36.71 | 42.86 37.81 | 44.14 38.95 | | | | | | | |
| | Apprentice IV | | 38.84 34.27 | 39.62 34.96 | 40.61 35.83 | 41.62 36.73 | 42.87 37.83 | 44.16 38.96 | 45.48 40.13 | 46.85 41.34 | | | | | | | |
| | E/I Associate I | | 36.60 32.29 | 37.33 32.94 | 38.26 33.76 | 39.22 34.61 | 40.40 35.64 | 41.61 36.71 | 42.86 37.81 | 44.14 38.95 | | | | | | | |
| | E/I Associate II | | 38.84 34.27 | 39.62 34.96 | 40.61 35.83 | 41.62 36.73 | 42.87 37.83 | 44.16 38.96 | 45.48 40.13 | 46.85 41.34 | | | | | | | |
| Maintenance Miscellaneous | | | | | | | | | | | | | | | | | |
| | Material Coordinator | 0766, 0767 | 27.51 24.27 | 28.06 24.76 | 28.76 25.38 | 29.48 26.01 | 30.36 26.79 | 31.28 27.60 | 32.21 28.42 | 33.18 29.28 | | | | | | | |
| | Maintenance Utility | 0764 | 30.57 26.97 | 31.18 27.51 | 31.96 28.20 | 32.76 28.91 | 33.74 29.77 | 34.75 30.67 | 35.80 31.59 | 36.87 32.53 | | | | | | | |
| Manufacturing Support Group (MSG) | | | | | | | | | | | | | | | | | |
| | Senior Equipment Operator | 0191 | 27.57 24.33 | 28.12 24.81 | 28.83 25.43 | 29.55 26.07 | 30.43 26.85 | 31.35 27.66 | 32.29 28.49 | 33.25 29.34 | | | | | | | |
| | Equipment Operator | 0192 | 26.73 23.59 | 27.27 24.06 | 27.95 24.66 | 28.65 25.28 | 29.51 26.04 | 30.39 26.82 | 31.31 27.62 | 32.25 28.45 | | | | | | | |
| | Yard Worker | 0195 | 24.51 21.63 | 25.00 22.06 | 25.63 22.61 | 26.27 23.18 | 27.05 23.87 | 27.87 24.59 | 28.70 25.33 | 29.56 26.09 | | | | | | | |
| WIDE TISSUE STREAM | | | | | | | | | | | | | | | | | |
| 7, 8, & 13 Complex | | | | | | | | | | | | | | | | | |
| | Master Tech | 0900 | 34.90 30.80 | 35.60 31.41 | 36.49 32.20 | 37.40 33.00 | 38.53 33.99 | 39.68 35.01 | 40.87 36.06 | 42.10 37.15 | | | | | | | |
| | Technician II | 0977/0978/0913 | 29.99 26.46 | 30.59 26.99 | 31.35 27.66 | 32.14 28.36 | 33.10 29.21 | 34.09 30.08 | 35.12 30.98 | 36.17 31.91 | | | | | | | |
| | Technician I | 0998/0997/0933 | 26.67 23.53 | 27.21 24.01 | 27.89 24.61 | 28.58 25.22 | 29.44 25.98 | 30.32 26.76 | 31.23 27.56 | 32.17 28.39 | | | | | | | |

EXHIBIT A-3 WAGE RATE TABLES

| WRI Code | 2.00% | | 2.50% | | 2.50% | | 3.00% | | 3.00% | | 3.00% | | 3.00% | | | | |
|---|------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------|------------|-----------|------------|-----------|------------|-------|-------|-------|
| | Effective | | Effective | | Effective | | Effective | | Effective | | Effective | | Effective | | | | |
| | 11/24/22 - 3/31/23 | 4/1/2023 - 3/31/2024 | 4/1/2024 - 3/31/2025 | 4/1/2025 - 3/31/2026 | 4/1/2026 - 3/31/2027 | 4/1/2027 - 3/31/2028 | 4/1/2028 - 3/31/2029 | 4/1/2029 - 3/31/2030 | | | | | | | | | |
| | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | | | |
| 5 Paper Machine | | | | | | | | | | | | | | | | | |
| Machine Tender | 0805 | 46.65 | 41.17 | 47.59 | 41.99 | 48.78 | 43.04 | 50.00 | 44.11 | 51.50 | 45.44 | 53.04 | 46.80 | 54.63 | 48.21 | 56.27 | 49.65 |
| Back Tender | 0851 | 40.74 | 35.95 | 41.55 | 36.66 | 42.59 | 37.58 | 43.66 | 38.52 | 44.97 | 39.68 | 46.32 | 40.87 | 47.71 | 42.09 | 49.14 | 43.36 |
| Machine Operator | 0854, 0855, 0856, 0857 | 32.57 | 28.74 | 33.22 | 29.31 | 34.05 | 30.04 | 34.90 | 30.80 | 35.95 | 31.72 | 37.03 | 32.67 | 38.14 | 33.65 | 39.28 | 34.66 |
| Roll Handling Utility | 0816 | 26.10 | 23.03 | 26.62 | 23.49 | 27.29 | 24.08 | 27.97 | 24.68 | 28.81 | 25.42 | 29.68 | 26.18 | 30.57 | 26.97 | 31.48 | 27.78 |
| DRY CREPE STREAM | | | | | | | | | | | | | | | | | |
| Master Tech - Converting | 523 | 34.90 | 30.80 | 35.60 | 31.41 | 36.49 | 32.20 | 37.40 | 33.00 | 38.53 | 33.99 | 39.68 | 35.01 | 40.87 | 36.06 | 42.10 | 37.15 |
| RO16 | | | | | | | | | | | | | | | | | |
| Technician II | 4002 | 29.99 | 26.46 | 30.59 | 26.99 | 31.35 | 27.66 | 32.14 | 28.36 | 33.10 | 29.21 | 34.09 | 30.08 | 35.12 | 30.98 | 36.17 | 31.91 |
| Technician I | 4003 | 26.67 | 23.53 | 27.21 | 24.01 | 27.89 | 24.61 | 28.58 | 25.22 | 29.44 | 25.98 | 30.32 | 26.76 | 31.23 | 27.56 | 32.17 | 28.39 |
| 3TT | | | | | | | | | | | | | | | | | |
| Technician II | 0334 | 28.25 | 24.93 | 28.82 | 25.43 | 29.54 | 26.06 | 30.28 | 26.72 | 31.19 | 27.52 | 32.12 | 28.34 | 33.09 | 29.19 | 34.08 | 30.07 |
| Technician I | 0355 | 26.23 | 23.15 | 26.76 | 23.61 | 27.43 | 24.20 | 28.11 | 24.81 | 28.96 | 25.55 | 29.83 | 26.32 | 30.72 | 27.11 | 31.64 | 27.92 |
| Napkins | | | | | | | | | | | | | | | | | |
| Technician II | 8104 | 28.25 | 24.93 | 28.82 | 25.42 | 29.54 | 26.06 | 30.27 | 26.71 | 31.18 | 27.51 | 32.12 | 28.34 | 33.08 | 29.19 | 34.07 | 30.06 |
| Technician I | 8039 | 26.38 | 23.27 | 26.90 | 23.74 | 27.58 | 24.33 | 28.27 | 24.94 | 29.11 | 25.69 | 29.99 | 26.46 | 30.89 | 27.25 | 31.81 | 28.07 |
| Household Towel | | | | | | | | | | | | | | | | | |
| Technician II | 6222 | 28.11 | 24.80 | 28.67 | 25.30 | 29.39 | 25.93 | 30.13 | 26.58 | 31.03 | 27.38 | 31.96 | 28.20 | 32.92 | 29.05 | 33.91 | 29.92 |
| Technician I | 6422 | 26.10 | 23.03 | 26.62 | 23.49 | 27.29 | 24.08 | 27.97 | 24.68 | 28.81 | 25.42 | 29.68 | 26.18 | 30.57 | 26.97 | 31.48 | 27.78 |
| 1 & 2 Paper Machines | | | | | | | | | | | | | | | | | |
| Machine Tender #1 | 0801 | 41.74 | 36.83 | 42.57 | 37.56 | 43.64 | 38.50 | 44.73 | 39.47 | 46.07 | 40.65 | 47.45 | 41.87 | 48.88 | 43.13 | 50.34 | 44.42 |
| Machine Tender#2 | 0802 | 41.44 | 36.57 | 42.27 | 37.30 | 43.33 | 38.23 | 44.41 | 39.19 | 45.74 | 40.36 | 47.12 | 41.57 | 48.53 | 42.82 | 49.99 | 44.10 |
| Back Tender #1 | 0811 | 36.57 | 32.26 | 37.30 | 32.91 | 38.23 | 33.73 | 39.19 | 34.58 | 40.36 | 35.61 | 41.57 | 36.68 | 42.82 | 37.78 | 44.10 | 38.92 |
| Back Tender #2 | 0821 | 36.43 | 32.15 | 37.16 | 32.79 | 38.09 | 33.61 | 39.04 | 34.45 | 40.22 | 35.48 | 41.42 | 36.55 | 42.66 | 37.65 | 43.94 | 38.77 |
| Third Hand #1 | 0812 | 31.98 | 28.21 | 32.62 | 28.78 | 33.43 | 29.50 | 34.27 | 30.24 | 35.30 | 31.14 | 36.35 | 32.08 | 37.45 | 33.04 | 38.57 | 34.03 |
| Third Hand #2 | 0822 | 31.82 | 28.08 | 32.46 | 28.64 | 33.27 | 29.36 | 34.10 | 30.09 | 35.13 | 30.99 | 36.18 | 31.92 | 37.27 | 32.88 | 38.38 | 33.87 |
| Fourth Hand #1 | 0813 | 28.53 | 25.17 | 29.10 | 25.68 | 29.83 | 26.32 | 30.57 | 26.98 | 31.49 | 27.79 | 32.44 | 28.62 | 33.41 | 29.48 | 34.41 | 30.36 |
| Fourth Hand #2 | 0823 | 28.40 | 25.06 | 29.10 | 25.68 | 29.83 | 26.32 | 30.57 | 26.98 | 31.49 | 27.79 | 32.44 | 28.62 | 33.41 | 29.48 | 34.41 | 30.36 |
| Fifth Hand (*Modified 4/23/2020 - combined with 4th hand) | 0814 | 28.53 | 25.17 | 29.10 | 25.68 | 29.83 | 26.32 | 30.57 | 26.98 | 31.49 | 27.79 | 32.44 | 28.62 | 33.41 | 29.48 | 34.41 | 30.36 |
| Stock Preparation | | | | | | | | | | | | | | | | | |
| Pulp Slab Master Tech | 0623 | 31.00 | 27.35 | 31.62 | 27.90 | 32.41 | 28.60 | 33.22 | 29.31 | 34.22 | 30.19 | 35.24 | 31.10 | 36.30 | 32.03 | 37.39 | 32.99 |
| Pulper Operator #1 & #2 | 0603 | 28.53 | 25.17 | 29.10 | 25.68 | 29.83 | 26.32 | 30.57 | 26.98 | 31.49 | 27.79 | 32.44 | 28.62 | 33.41 | 29.48 | 34.41 | 30.36 |
| Pulper Operator #2 | 0601 | 26.38 | 23.27 | 26.90 | 23.74 | 27.58 | 24.33 | 28.27 | 24.94 | 29.11 | 25.69 | 29.99 | 26.46 | 30.89 | 27.25 | 31.81 | 28.07 |
| Pulp Slab Day Shift Unloader | 0606 | 23.70 | 20.91 | 24.18 | 21.33 | 24.78 | 21.86 | 25.40 | 22.41 | 26.16 | 23.08 | 26.94 | 23.77 | 27.75 | 24.49 | 28.59 | 25.22 |
| TAD STREAM | | | | | | | | | | | | | | | | | |
| ABT Towels | | | | | | | | | | | | | | | | | |
| Master Tech | 6630 | 34.90 | 30.80 | 35.60 | 31.41 | 36.49 | 32.20 | 37.40 | 33.00 | 38.53 | 33.99 | 39.68 | 35.01 | 40.87 | 36.06 | 42.10 | 37.15 |
| Technician II | 6622 | 29.82 | 26.32 | 30.42 | 26.84 | 31.18 | 27.51 | 31.96 | 28.20 | 32.92 | 29.05 | 33.91 | 29.92 | 34.93 | 30.82 | 35.97 | 31.74 |
| Technician I | 6623 | 27.11 | 23.92 | 27.65 | 24.40 | 28.35 | 25.01 | 29.05 | 25.64 | 29.93 | 26.40 | 30.82 | 27.20 | 31.75 | 28.01 | 32.70 | 28.85 |
| 6 Paper Machine | | | | | | | | | | | | | | | | | |
| Machine Tender | 0806 | 44.61 | 39.37 | 45.51 | 40.15 | 46.64 | 41.16 | 47.81 | 42.19 | 49.25 | 43.45 | 50.72 | 44.76 | 52.24 | 46.10 | 53.81 | 47.48 |
| Back Tender | 0861 | 39.02 | 34.42 | 39.80 | 35.11 | 40.79 | 35.99 | 41.81 | 36.89 | 43.06 | 38.00 | 44.36 | 39.14 | 45.69 | 40.31 | 47.06 | 41.52 |
| A-Pool Operator | 0862 | 33.42 | 29.48 | 34.08 | 30.07 | 34.94 | 30.83 | 35.81 | 31.60 | 36.88 | 32.54 | 37.99 | 33.52 | 39.13 | 34.53 | 40.30 | 35.56 |
| B-Pool Operator | 0863 | 26.97 | 23.80 | 27.51 | 24.27 | 28.20 | 24.88 | 28.90 | 25.50 | 29.77 | 26.27 | 30.66 | 27.05 | 31.58 | 27.87 | 32.53 | 28.70 |
| B-Pool Operator Relief | 0864 | 26.97 | 23.80 | 27.51 | 24.27 | 28.20 | 24.88 | 28.90 | 25.50 | 29.77 | 26.27 | 30.66 | 27.05 | 31.58 | 27.87 | 32.53 | 28.70 |
| 7 Paper Machine | | | | | | | | | | | | | | | | | |
| Machine Tender | 0807 | 44.04 | 38.86 | 44.92 | 39.64 | 46.05 | 40.63 | 47.20 | 41.65 | 48.61 | 42.90 | 50.07 | 44.18 | 51.58 | 45.51 | 53.12 | 46.87 |
| Back Tender | 0871 | 38.44 | 33.92 | 39.21 | 34.60 | 40.19 | 35.46 | 41.20 | 36.35 | 42.43 | 37.44 | 43.71 | 38.56 | 45.02 | 39.72 | 46.37 | 40.91 |
| A-Pool Operator | 0872 | 33.14 | 29.24 | 33.80 | 29.83 | 34.65 | 30.57 | 35.51 | 31.34 | 36.58 | 32.28 | 37.68 | 33.24 | 38.81 | 34.24 | 39.97 | 35.27 |
| B-Pool Operator | 0873 | 26.83 | 23.67 | 27.37 | 24.14 | 28.05 | 24.75 | 28.75 | 25.37 | 29.61 | 26.13 | 30.50 | 26.91 | 31.41 | 27.72 | 32.36 | 28.55 |
| B-Pool Operator Relief | 0874 | 26.83 | 23.67 | 27.37 | 24.15 | 28.05 | 24.75 | 28.75 | 25.37 | 29.61 | 26.13 | 30.50 | 26.91 | 31.42 | 27.72 | 32.36 | 28.55 |
| CONVERTING SUPPORT | | | | | | | | | | | | | | | | | |

EXHIBIT A-3 WAGE RATE TABLES

| WRI Code | Effective | | 2.00% | | 2.50% | | 2.50% | | 3.00% | | 3.00% | | 3.00% | | 3.00% | | |
|---|--------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|-------|
| | 11/24/22 - 3/31/23 | | 4/1/2023 - 3/31/2024 | | 4/1/2024 - 3/31/2025 | | 4/1/2025 - 3/31/2026 | | 4/1/2026 - 3/31/2027 | | 4/1/2027 - 3/31/2028 | | 4/1/2028 - 3/31/2029 | | 4/1/2029 - 3/31/2030 | | |
| | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | |
| Tissue Quickstock | | | | | | | | | | | | | | | | | |
| Rolled Quickstock Operator | 0506 | 27.84 | 24.56 | 28.39 | 25.05 | 29.10 | 25.68 | 29.83 | 26.32 | 30.72 | 27.11 | 31.65 | 27.92 | 32.60 | 28.76 | 33.57 | 29.62 |
| SHIPPING/WAREHOUSING & UNITIZING | | | | | | | | | | | | | | | | | |
| Material Handlers | | | | | | | | | | | | | | | | | |
| Converting Utility Trucker | 8401 | 27.25 | 24.05 | 27.80 | 24.53 | 28.49 | 25.14 | 29.21 | 25.77 | 30.08 | 26.54 | 30.99 | 27.34 | 31.92 | 28.16 | 32.87 | 29.01 |
| Waste Baler | 6049 | 25.23 | 22.27 | 25.74 | 22.71 | 26.38 | 23.28 | 27.04 | 23.86 | 27.85 | 24.58 | 28.69 | 25.31 | 29.55 | 26.07 | 30.44 | 26.86 |
| Material Handler | 0230 | 26.83 | 23.67 | 27.37 | 24.15 | 28.05 | 24.75 | 28.75 | 25.37 | 29.61 | 26.13 | 30.50 | 26.91 | 31.41 | 27.72 | 32.36 | 28.55 |
| Unitizing | | | | | | | | | | | | | | | | | |
| Unitizing Operator/Coordinator | 0221 | 30.41 | 26.83 | 31.01 | 27.37 | 31.79 | 28.05 | 32.58 | 28.75 | 33.56 | 29.61 | 34.57 | 30.50 | 35.61 | 31.42 | 36.67 | 32.36 |
| Master Tech | 0220 | 34.90 | 30.80 | 35.60 | 31.41 | 36.49 | 32.20 | 37.40 | 33.00 | 38.53 | 33.99 | 39.68 | 35.01 | 40.87 | 36.06 | 42.10 | 37.15 |
| Barge Loader/Coordinator | 0225 | 28.98 | 25.57 | 29.56 | 26.08 | 30.30 | 26.73 | 31.06 | 27.40 | 31.99 | 28.22 | 32.95 | 29.07 | 33.94 | 29.94 | 34.95 | 30.84 |
| Barge Loader | 0226 | 26.83 | 23.67 | 27.37 | 24.15 | 28.05 | 24.75 | 28.75 | 25.37 | 29.61 | 26.13 | 30.50 | 26.91 | 31.42 | 27.72 | 32.36 | 28.55 |
| UTILITIES | | | | | | | | | | | | | | | | | |
| Utilities (Steam Plant) | | | | | | | | | | | | | | | | | |
| Utilities Lead Operator | 0205 | 38.15 | 33.66 | 38.91 | 34.33 | 39.88 | 35.19 | 40.88 | 36.07 | 42.11 | 37.15 | 43.37 | 38.27 | 44.67 | 39.42 | 46.01 | 40.60 |
| Recovery Operator | 0206 | 35.29 | 31.14 | 36.00 | 31.76 | 36.90 | 32.56 | 37.82 | 33.37 | 38.95 | 34.37 | 40.12 | 35.40 | 41.33 | 36.47 | 42.57 | 37.56 |
| Assistant Utilities Operator | 0207 | 32.14 | 28.36 | 32.78 | 28.93 | 33.60 | 29.65 | 34.44 | 30.39 | 35.48 | 31.30 | 36.54 | 32.24 | 37.64 | 33.21 | 38.77 | 34.20 |
| Assistan Recovery Operator | 0208 | 28.11 | 24.80 | 28.67 | 25.30 | 29.39 | 25.93 | 30.13 | 26.58 | 31.03 | 27.38 | 31.96 | 28.20 | 32.92 | 29.05 | 33.91 | 29.92 |
| Junior Assisant | 0211 | 25.96 | 22.90 | 26.48 | 23.36 | 27.14 | 23.95 | 27.82 | 24.55 | 28.65 | 25.28 | 29.51 | 26.04 | 30.40 | 26.82 | 31.31 | 27.63 |
| Utilities Miscellaneous | | | | | | | | | | | | | | | | | |
| Utilities Services (Outside Operator) | 0209 | 32.57 | 28.74 | 33.22 | 29.31 | 34.05 | 30.04 | 34.90 | 30.80 | 35.95 | 31.72 | 37.03 | 32.67 | 38.14 | 33.65 | 39.28 | 34.66 |
| FIBER SUPPLY & PULPING | | | | | | | | | | | | | | | | | |
| Tugboat Crew | | | | | | | | | | | | | | | | | |
| Tugboat Operator | 0323 | 31.86 | 28.12 | 50.00 | 44.12 | 51.25 | 45.22 | 52.53 | 46.35 | 54.11 | 47.74 | 55.73 | 49.17 | 57.40 | 50.65 | 59.12 | 52.16 |
| Tugboat Mate | 0324 | 27.56 | 24.32 | 42.56 | 37.55 | 43.62 | 38.49 | 44.71 | 39.45 | 46.05 | 40.63 | 47.43 | 41.85 | 48.85 | 43.10 | 50.32 | 44.40 |
| Chip Test/PECO | | | | | | | | | | | | | | | | | |
| Crane Operator - Chips (PECO) | 0326 | 28.40 | 25.06 | 28.96 | 25.56 | 29.69 | 26.20 | 30.43 | 26.85 | 31.34 | 27.66 | 32.28 | 28.49 | 33.25 | 29.34 | 34.25 | 30.22 |
| Chip Tester | 0328 | 25.65 | 22.63 | 26.17 | 23.09 | 26.82 | 23.66 | 27.49 | 24.26 | 28.32 | 24.98 | 29.16 | 25.73 | 30.04 | 26.51 | 30.94 | 27.30 |
| Chip Dozers | | | | | | | | | | | | | | | | | |
| Front End Loader Operator (Dozer Operator) | 0329 | 28.25 | 24.93 | 28.82 | 25.43 | 29.54 | 26.06 | 30.28 | 26.72 | 31.19 | 27.52 | 32.12 | 28.34 | 33.09 | 29.19 | 34.08 | 30.07 |
| Chip Screen Room | | | | | | | | | | | | | | | | | |
| Chip Screen Room Operator (SR Operator) | 0303 | 29.12 | 25.69 | 29.70 | 26.21 | 30.45 | 26.86 | 31.21 | 27.54 | 32.14 | 28.36 | 33.11 | 29.21 | 34.10 | 30.09 | 35.12 | 30.99 |
| Kraft Mill | | | | | | | | | | | | | | | | | |
| Pulping Operator | 0418 | 36.56 | 32.26 | 37.29 | 32.90 | 38.22 | 33.72 | 39.18 | 34.57 | 40.35 | 35.60 | 41.56 | 36.67 | 42.81 | 37.77 | 44.09 | 38.91 |
| Bleach Operator | 0420 | 34.57 | 30.50 | 35.26 | 31.11 | 36.14 | 31.89 | 37.04 | 32.69 | 38.16 | 33.67 | 39.30 | 34.68 | 40.48 | 35.72 | 41.69 | 36.79 |
| Senior Pulping Assistant | 0422 | 30.99 | 27.34 | 31.61 | 27.89 | 32.40 | 28.59 | 33.21 | 29.30 | 34.20 | 30.18 | 35.23 | 31.09 | 36.29 | 32.02 | 37.38 | 32.98 |
| Junior Pulping Assistant | 0423 | 30.41 | 26.83 | 31.01 | 27.37 | 31.79 | 28.05 | 32.58 | 28.75 | 33.56 | 29.61 | 34.57 | 30.50 | 35.61 | 31.42 | 36.67 | 32.36 |
| Bleach Operator | 0417 | 29.99 | 26.46 | 30.59 | 26.99 | 31.35 | 27.66 | 32.14 | 28.36 | 33.10 | 29.21 | 34.09 | 30.08 | 35.12 | 30.98 | 36.17 | 31.91 |
| Shift Utility | 0426 | 25.10 | 22.15 | 25.60 | 22.59 | 26.24 | 23.16 | 26.90 | 23.74 | 27.71 | 24.45 | 28.54 | 25.18 | 29.39 | 25.94 | 30.28 | 26.71 |
| Recast | | | | | | | | | | | | | | | | | |
| Caustic & Kiln Operator (Recast Operator) | 0421 | 31.56 | 27.85 | 32.19 | 28.40 | 32.99 | 29.11 | 33.82 | 29.84 | 34.83 | 30.74 | 35.88 | 31.66 | 36.96 | 32.61 | 38.06 | 33.59 |
| Fiber Supply & Pulping Miscellaneous | | | | | | | | | | | | | | | | | |
| Wood Processing Relief Pool | 0327 | 25.53 | 22.53 | 26.04 | 22.98 | 26.69 | 23.55 | 27.36 | 24.14 | 28.18 | 24.86 | 29.03 | 25.61 | 29.90 | 26.38 | 30.79 | 27.17 |
| Wood Processing Clean -Up | 0332 | 23.82 | 21.02 | 24.30 | 21.44 | 24.90 | 21.97 | 25.53 | 22.52 | 26.29 | 23.20 | 27.08 | 23.89 | 27.89 | 24.61 | 28.73 | 25.35 |

7/19/2021
 4/10/2023 WRI 0323 and WRI 0324
 4/10/2023 WRI 0813, 0823, 0814

*Property Protection Coordinator \$2.50/hour adder and **Property Protection Technician \$4.55/hour adder per MOA dated 7/19/2021. If added responsibilities no longer completed by PEO differential to be reduced.
 MOA - Tug Operator changed to \$50.00 and Tug Mate and Tug Mate Relief \$42.56
 Rates should all be the same \$29.10 with new GWI Effective 4/10/23

EXHIBIT A-3 WAGE RATE TABLES

| | | 2.00% | | 2.50% | | 2.50% | | 3.00% | | 3.00% | | 3.00% | | 3.00% | | | |
|------------|----------------------------|--------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|
| | | Effective | | Effective | | Effective | | Effective | | Effective | | Effective | | Effective | | | |
| | | 11/24/22 - 3/31/23 | | 4/1/2023 - 3/31/2024 | | 4/1/2024 - 3/31/2025 | | 4/1/2025 - 3/31/2026 | | 4/1/2026 - 3/31/2027 | | 4/1/2027 - 3/31/2028 | | 4/1/2028 - 3/31/2029 | | 4/1/2029 - 3/31/2030 | |
| WRI Code | | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed | Blue Slip | Compressed |
| 10/24/2023 | CAT II & CAT I | | | | | | | | | | | | | | | | |
| | CAT Reliability Specialist | | | | | | | | | | | | | | | | |

0813
0823
0814