

EXHIBIT A-3 WAGE RATE TABLES

Applicable for hires prior to 1/1/2016

	1.00%		2.00%		1.00%		2.00%	
	Effective		Effective		Effective		Effective	
	4/1/18 - 3/31/19		4/1/19 - 3/31/2020		4/1/20 - 3/31/2022		4/1/21 - 3/31/2022	
	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed
MISCELLANEOUS SUPPORT								
Stores								
Record Coordinator	25.59	22.58	26.10	23.03	26.36	23.26	26.89	23.73
Receiving Coordinator	24.68	21.78	25.17	22.21	25.42	22.43	25.93	22.88
Dispersing	24.04	21.21	24.52	21.64	24.77	21.86	25.27	22.30
Hazardous Waste Operator	24.95	22.01	25.45	22.46	25.70	22.68	26.21	23.13
Product Quality & Development								
Quality Technician	26.89	23.73	27.43	24.20	27.70	24.44	28.25	24.93
Quality Analyst	25.02	22.08	25.52	22.52	25.78	22.75	26.30	23.21
Property Protection								
Emergency Response Coordinator	29.75	26.25	30.35	26.78	30.65	27.04	31.26	27.58
Property/Protection Technician	25.59	22.58	26.10	23.03	26.36	23.26	26.89	23.73
Safety								
PSM Coordinator	34.12	30.11	34.80	30.71	35.15	31.01	35.85	31.63
Safety Specialist	34.12	30.11	34.80	30.71	35.15	31.01	35.85	31.63
Miscellaneous Postions/Labor Pool								
Laborer (Labor Pool)	22.11	19.51	22.55	19.90	22.78	20.10	23.24	20.51
RELIABILITY								
Reliability Technicians								
Shift Reliability Technician	35.32	31.16	36.03	31.79	36.39	32.11	37.12	32.75
Shift Reliability Technician - Electrical	38.32	33.81	39.09	34.49	39.48	34.83	40.27	35.53
Shift Reliability Technician - Instrumentation	38.32	33.81	39.09	34.49	39.48	34.83	40.27	35.53
Reliability Technician	34.00	30.00	34.68	30.60	35.03	30.91	35.73	31.53
Reliability Technician - Electrical	37.00	32.65	37.74	33.30	38.12	33.63	38.88	34.31
Reliability Technician - Instrumentation	37.00	32.65	37.74	33.30	38.12	33.63	38.88	34.31
Reliability Specialist	39.93	35.23	40.73	35.94	41.14	36.30	41.96	37.02
Apprentices & E/I Associates								
Apprentice I	25.67	22.65	26.18	23.10	26.44	23.33	26.97	23.80
Apprentice II	27.68	24.42	28.23	24.91	28.51	25.16	29.08	25.66
Apprentice III	29.42	25.96	30.01	26.48	30.31	26.74	30.92	27.28
Apprentice IV	31.52	27.81	32.15	28.37	32.47	28.65	33.12	29.22
E/I Associate I	29.42	25.96	30.01	26.48	30.31	26.74	30.92	27.28
E/I Associate II	31.52	27.81	32.15	28.37	32.47	28.65	33.12	29.22
Maintenance Miscellaneous								
Truck Shop Utility	23.78	20.98	24.26	21.41	24.50	21.62	24.99	22.05
Material Handler	23.39	20.64	23.86	21.05	24.10	21.26	24.58	21.69
Manufacturing Support Group (MSG)								
Senior Equipment Operator	25.73	22.70	26.24	23.15	26.50	23.38	27.03	23.85
Equipment Operator	24.95	22.01	25.45	22.46	25.70	22.68	26.21	23.13
Yard Worker	22.87	20.18	23.33	20.59	23.56	20.79	24.03	21.20
WIDE TISSUE STREAM								
7, 8, & 13 Complex								
Master Tech	32.57	28.74	33.22	29.31	33.55	29.60	34.22	30.19
Lead Technician	32.11	28.33	32.75	28.90	33.08	29.19	33.74	29.77
Technician II	27.97	24.68	28.53	25.17	28.82	25.43	29.40	25.94
Technician I	24.89	21.96	25.39	22.40	25.64	22.62	26.15	23.07
5 Paper Machine								
Machine Tender	43.53	38.41	44.40	39.18	44.84	39.56	45.74	40.36
Back Tender	38.01	33.54	38.77	34.21	39.16	34.55	39.94	35.24
Machine Assistant	30.38	26.81	30.99	27.34	31.30	27.62	31.93	28.17
Roll Handling Utility	24.35	21.49	24.84	21.92	25.09	22.14	25.59	22.58
DRY CREPE STREAM								
3TT								
Operator III	29.03	25.61	29.61	26.13	29.91	26.39	30.51	26.92
Operator II	26.36	23.26	26.89	23.73	27.16	23.96	27.70	24.44
Operator I	24.48	21.60	24.97	22.03	25.22	22.25	25.72	22.69

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	1.00%		2.00%		1.00%		2.00%	
	Effective		Effectve		Effective		Effective	
	4/1/18 - 3/31/19		4/1/19 - 3/31/2020		4/1/20 - 3/31/2022		4/1/21 - 3/31/2022	
	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed
<u>Napkins</u>								
Head Adjuster - Lead	31.57	27.86	32.20	28.41	32.52	28.69	33.17	29.27
Intermediate Adjuster	27.56	24.32	28.11	24.80	28.39	25.05	28.96	25.55
Operator - Consumer	24.61	21.71	25.10	22.15	25.35	22.37	25.86	22.82
Operator - Annex	24.48	21.60	24.97	22.03	25.22	22.25	25.72	22.69
<u>Box Facial</u>								
Master Technical	32.57	28.74	33.22	29.31	33.55	29.60	34.22	30.19
Head Adjuster - Lead	28.71	25.33	29.28	25.84	29.57	26.09	30.16	26.61
Unitizing Operator	25.33	22.35	25.84	22.80	26.10	23.03	26.62	23.49
Cartoner Operator	24.68	21.78	25.17	22.21	25.42	22.43	25.93	22.88
Folder Operator	23.64	20.86	24.11	21.27	24.35	21.49	24.84	21.92
Utility	23.64	20.86	24.11	21.27	24.35	21.49	24.84	21.92
<u>Household Towel</u>								
Adjuster	30.64	27.04	31.25	27.57	31.56	27.85	32.19	28.40
Winder Operator	26.23	23.14	26.75	23.60	27.02	23.84	27.56	24.32
Utility Operator	24.35	21.49	24.84	21.92	25.09	22.14	25.59	22.58
<u>1 & 2 Paper Machines</u>								
Machine Tender	38.67	34.12	39.44	34.80	39.83	35.14	40.63	35.85
Back Tender	33.99	29.99	34.67	30.59	35.02	30.90	35.72	31.52
Third Hand	29.70	26.21	30.29	26.73	30.59	26.99	31.20	27.53
Fourth Hand	26.49	23.37	27.02	23.84	27.29	24.08	27.84	24.56
Machine Tender #2	38.94	34.36	39.72	35.05	40.12	35.40	40.92	36.11
Back Tender #2	34.12	30.11	34.80	30.71	35.15	31.01	35.85	31.63
Third Hand #2	29.84	26.33	30.44	26.86	30.74	27.12	31.35	27.66
Fourth Hand #2	26.62	23.49	27.15	23.96	27.42	24.19	27.97	24.68
Fifth Hand	24.61	21.71	25.10	22.15	25.35	22.37	25.86	22.82
Utility/Sixth Hand	23.68	20.89	24.15	21.31	24.39	21.52	24.88	21.95
<u>Stock Preparation</u>								
Pulper Operator #1 & #2	26.62	23.49	27.15	23.96	27.42	24.19	27.97	24.68
Pulper Operator #2	24.61	21.71	25.10	22.15	25.35	22.37	25.86	22.82
TAD STREAM								
<u>ABT Towels</u>								
Lead Technician	32.11	28.33	32.75	28.90	33.08	29.19	33.74	29.77
Technician II	27.83	24.56	28.39	25.05	28.67	25.30	29.24	25.80
Technician I	25.29	22.31	25.80	22.76	26.06	22.99	26.58	23.45
<u>6 Paper Machine</u>								
Machine Tender	41.63	36.73	42.46	37.46	42.88	37.84	43.74	38.59
Back Tender	36.40	32.12	37.13	32.76	37.50	33.09	38.25	33.75
A-Pool Operator	31.18	27.51	31.80	28.06	32.12	28.34	32.76	28.91
B-Pool Operator	25.16	22.20	25.66	22.64	25.92	22.87	26.44	23.33
<u>7 Paper Machine</u>								
Machine Tender	41.09	36.26	41.91	36.98	42.33	37.35	43.18	38.10
Back Tender	35.86	31.64	36.58	32.28	36.95	32.60	37.69	33.26
A-Pool Operator	30.91	27.27	31.53	27.82	31.85	28.10	32.49	28.67
B-Pool Operator	25.02	22.08	25.52	22.52	25.78	22.75	26.30	23.21
CONVERTING SUPPORT								
<u>Tissue Quickstock</u>								
Rolled Quickstock Operator Adjuster	25.97	22.91	26.49	23.37	26.75	23.60	27.29	24.08
Rolled Quickstock Utility	25.15	22.19	25.65	22.63	25.91	22.86	26.43	23.32
<u>Converting Miscellaneous</u>								
Coremaker	25.02	22.08	25.52	22.52	25.78	22.75	26.30	23.21
Converting Utility Trucker	25.43	22.44	25.94	22.89	26.20	23.12	26.72	23.58
Waste Baler	23.54	20.77	24.01	21.19	24.25	21.40	24.74	21.83
Material Handler	25.02	22.08	25.52	22.52	25.78	22.75	26.30	23.21
SHIPPING/WAREHOUSING & UNITIZING								
<u>Shipping</u>								
Barge Loader/Coordinator	27.43	24.20	27.98	24.69	28.26	24.94	28.83	25.44
Barge Loader	25.69	22.67	26.20	23.12	26.46	23.35	26.99	23.81

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	Effective		Effective		Effective		Effective	
	4/1/18 - 3/31/19		4/1/19 - 3/31/2020		4/1/20 - 3/31/2022		4/1/21 - 3/31/2022	
	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed
Unitizing								
Unitizing Operator/Coordinator	28.37	25.03	28.94	25.54	29.23	25.79	29.81	26.30
Assistant Unitizer Operator	27.03	23.85	27.57	24.33	27.85	24.57	28.41	25.07
UTILITIES								
Utilities (Steam Plant)								
Utilities Lead Operator	35.60	31.41	36.31	32.04	36.67	32.36	37.40	33.00
Recovery Operator	32.92	29.05	33.58	29.63	33.92	29.93	34.60	30.53
Assistant Utilities Operator	29.98	26.45	30.58	26.98	30.89	27.26	31.51	27.80
Assistan Recovery Operator	26.23	23.14	26.75	23.60	27.02	23.84	27.56	24.32
Junior Assisant	24.22	21.37	24.70	21.79	24.95	22.01	25.45	22.46
Utilities Miscellaneous								
Utilities Services (Outside Operator)	30.38	26.81	30.99	27.34	31.30	27.62	31.93	28.17
Secondary Treatment Plant Utility	22.11	19.51	22.55	19.90	22.78	20.10	23.24	20.51
FIBER SUPPLY & PULPING								
Tugboat Crew								
Tugboat Operator	29.74	26.24	30.33	26.76	30.63	27.03	31.24	27.56
Tugboat Mate	25.72	22.69	26.23	23.14	26.49	23.37	27.02	23.84
Chip Test/PECO								
Crane Operator - Chips (PECO)	26.49	23.37	27.02	23.84	27.29	24.08	27.84	24.56
Chip Tester	23.94	21.12	24.42	21.55	24.66	21.76	25.15	22.19
Chip Dozers								
Front End Loader Operator (Dozer Operator)	26.36	23.26	26.89	23.73	27.16	23.96	27.70	24.44
Chip Screen Room								
Chip Screen Room Operator (SR Operator)	27.17	23.97	27.71	24.45	27.99	24.70	28.55	25.19
Kraft Mill								
Pulping Operator	34.11	30.10	34.79	30.70	35.14	31.01	35.84	31.62
Bleach Operator	32.25	28.46	32.90	29.03	33.23	29.32	33.89	29.90
Senior Pulping Assistant	28.91	25.51	29.49	26.02	29.78	26.28	30.38	26.81
Junior Pulping Assistant	28.37	25.03	28.94	25.54	29.23	25.79	29.81	26.30
Bleach Assistant	27.97	24.68	28.53	25.17	28.82	25.43	29.40	25.94
Shift Utility	23.42	20.66	23.89	21.08	24.13	21.29	24.61	21.71
Recaust								
Caustic & Kiln Operator (Recaust Operator)	29.44	25.98	30.03	26.50	30.33	26.76	30.94	27.30
Recaust Utility	23.42	20.66	23.89	21.08	24.13	21.29	24.61	21.71
Fiber Supply & Pulping Miscellaneous								
Chlorate Makedown Operator	23.82	21.02	24.30	21.44	24.54	21.65	25.03	22.09

EXHIBIT A-3 WAGE RATE TABLES

Applicable for hires and rehires after 1/1/2016

	1%		2%		1%		2%	
	Effective		Effective		Effective		Effective	
	4/1/18 - 3/31/19		4/1/19 - 3/31/2020		4/1/20 - 3/31/2021		4/1/21 - 3/31/2022	
	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed
MISCELLANEOUS SUPPORT								
Stores								
Record Coordinator	21.21	18.72	21.63	19.09	21.85	19.28	22.29	19.67
Receiving Coordinator	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Dispersing	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Hazardous Waste Operator	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Product Quality & Development								
Quality Technician	20.20	17.83	20.60	18.18	20.81	18.37	21.23	18.73
Quality Analyst	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Property Protection								
Emergency Response Coordinator	29.75	26.25	30.35	26.78	30.65	27.04	31.26	27.58
Property/Protection Technician	25.59	22.58	26.10	23.03	26.36	23.26	26.89	23.73
Safety								
PSM Coordinator	28.28	24.96	28.85	25.46	29.13	25.71	29.72	26.23
Safety Specialist	24.24	21.39	24.72	21.82	24.97	22.04	25.47	22.48
Miscellaneous Postions/Labor Pool								
Laborer (Labor Pool)	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
RELIABILITY								
Reliability Technicians								
Shift Reliability Technician	35.32	31.16	36.03	31.79	36.39	32.11	37.12	32.75
Shift Reliability Technician - Electrical	38.32	33.81	39.09	34.49	39.48	34.83	40.27	35.53
Shift Reliability Technician - Instrumentation	38.32	33.81	39.09	34.49	39.48	34.83	40.27	35.53
Reliability Technician	34.00	30.00	34.68	30.60	35.03	30.91	35.73	31.53
Reliability Technician - Electrical	37.00	32.65	37.74	33.30	38.12	33.63	38.88	34.31
Reliability Technician - Instrumentation	37.00	32.65	37.74	33.30	38.12	33.63	38.88	34.31
Reliability Specialist	39.93	35.23	40.73	35.94	41.14	36.30	41.96	37.02
Apprentices & E/I Associates								
Apprentice I	25.67	22.65	26.18	23.10	26.44	23.33	26.97	23.80
Apprentice II	27.68	24.42	28.23	24.91	28.51	25.16	29.08	25.66
Apprentice III	29.42	25.96	30.01	26.48	30.31	26.74	30.92	27.28
Apprentice IV	31.52	27.81	32.15	28.37	32.47	28.65	33.12	29.22
E/I Associate I	29.42	25.96	30.01	26.48	30.31	26.74	30.92	27.28
E/I Associate II	31.52	27.81	32.15	28.37	32.47	28.65	33.12	29.22
Maintenance Miscellaneous								
Truck Shop Utility	20.20	17.83	20.60	18.18	20.81	18.37	21.23	18.73
Material Handler	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Manufacturing Support Group (MSG)								
Senior Equipment Operator	23.23	20.50	23.69	20.91	23.93	21.12	24.41	21.54
Equipment Operator	20.20	17.83	20.60	18.18	20.81	18.37	21.23	18.73
Yard Worker	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
WIDE TISSUE STREAM								
7, 8, & 13 Complex								
Master Tech	26.24	23.16	26.76	23.62	27.03	23.85	27.57	24.33
Lead Technician	26.24	23.16	26.76	23.62	27.03	23.85	27.57	24.33
Technician II	24.73	21.82	25.22	22.25	25.47	22.47	25.98	22.92
Technician I	23.21	20.48	23.67	20.89	23.91	21.10	24.39	21.52
5 Paper Machine								
Machine Tender	43.53	38.41	44.40	39.18	44.84	39.56	45.74	40.36
Back Tender	38.01	33.54	38.77	34.21	39.16	34.55	39.94	35.24
Machine Assistant	24.24	21.39	24.72	21.82	24.97	22.04	25.47	22.48
Roll Handling Utility	20.20	17.83	20.60	18.18	20.81	18.37	21.23	18.73
DRY CREPE STREAM								
3TT								
Operator III	25.23	22.27	25.73	22.71	25.99	22.93	26.51	23.39
Operator II	24.22	21.37	24.70	21.80	24.95	22.02	25.45	22.46
Operator I	22.71	20.04	23.16	20.43	23.39	20.64	23.86	21.05
Napkins								
Head Adjuster - Lead	24.22	21.37	24.70	21.80	24.95	22.02	25.45	22.46
Intermediate Adjuster	23.21	20.48	23.67	20.89	23.91	21.10	24.39	21.52
Operator - Consumer	22.20	19.59	22.64	19.98	22.87	20.18	23.33	20.58
Operator - Annex	21.19	18.70	21.61	19.07	21.83	19.26	22.27	19.65

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	1%		2%		1%		2%	
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	4/1/18 - 3/31/19		4/1/19 - 3/31/2020		4/1/20 - 3/31/2021		4/1/21 - 3/31/2022	
	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed
Box Facial								
Master Technical	26.24	23.16	26.76	23.62	27.03	23.85	27.57	24.33
Head Adjuster - Lead	26.24	23.16	26.76	23.62	27.03	23.85	27.57	24.33
Unitizing Operator	22.20	19.59	22.64	19.98	22.87	20.18	23.33	20.58
Cartoner Operator	20.69	18.26	21.10	18.62	21.31	18.80	21.74	19.18
Folder Operator	20.69	18.26	21.10	18.62	21.31	18.80	21.74	19.18
Utility	20.69	18.26	21.10	18.62	21.31	18.80	21.74	19.18
Household Towel								
Adjuster	25.23	22.27	25.73	22.71	25.99	22.93	26.51	23.39
Winder Operator	24.22	21.37	24.70	21.80	24.95	22.02	25.45	22.46
Utility Operator	20.69	18.26	21.10	18.62	21.31	18.80	21.74	19.18
1 & 2 Paper Machines								
Machine Tender	38.67	34.12	39.44	34.80	39.83	35.14	40.63	35.85
Back Tender	33.99	29.99	34.67	30.59	35.02	30.90	35.72	31.52
Third Hand	24.24	21.39	24.72	21.82	24.97	22.04	25.47	22.48
Fourth Hand	21.21	18.72	21.63	19.09	21.85	19.28	22.29	19.67
Machine Tender #2	38.94	34.36	39.72	35.05	40.12	35.40	40.92	36.11
Back Tender #2	34.12	30.11	34.80	30.71	35.15	31.01	35.85	31.63
Third Hand #2	24.24	21.39	24.72	21.82	24.97	22.04	25.47	22.48
Fourth Hand #2	21.21	18.72	21.63	19.09	21.85	19.28	22.29	19.67
Fifth Hand	20.20	17.83	20.60	18.18	20.81	18.37	21.23	18.73
Utility/Sixth Hand	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Stock Preparation								
Pulper Operator #1 & #2	24.24	21.39	24.72	21.82	24.97	22.04	25.47	22.48
Pulper Operator #2	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
TAD STREAM								
ABT Towels								
Lead Technician	26.24	23.16	26.76	23.62	27.03	23.85	27.57	24.33
Technician II	23.21	20.48	23.67	20.89	23.91	21.10	24.39	21.52
Technician I	22.20	19.59	22.64	19.98	22.87	20.18	23.33	20.58
Utility Operator	20.69	18.26	21.10	18.62	21.31	18.80	21.74	19.18
6 Paper Machine								
Machine Tender	41.63	36.73	42.46	37.46	42.88	37.84	43.74	38.59
Back Tender	36.40	32.12	37.13	32.76	37.50	33.09	38.25	33.75
A-Pool Operator	24.24	21.39	24.72	21.82	24.97	22.04	25.47	22.48
B-Pool Operator	20.20	17.83	20.60	18.18	20.81	18.37	21.23	18.73
7 Paper Machine								
Machine Tender	41.09	36.26	41.91	36.98	42.33	37.35	43.18	38.10
Back Tender	35.86	31.64	36.58	32.28	36.95	32.60	37.69	33.26
A-Pool Operator	24.24	21.39	24.72	21.82	24.97	22.04	25.47	22.48
B-Pool Operator	20.20	17.83	20.60	18.18	20.81	18.37	21.23	18.73
CONVERTING SUPPORT								
Tissue Quickstock								
Rolled Quickstock Operator Adjuster	24.22	21.37	24.70	21.80	24.95	22.02	25.45	22.46
Rolled Quickstock Utility	20.69	18.26	21.10	18.62	21.31	18.80	21.74	19.18
Converting Miscellaneous								
Coremaker	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Converting Utility Trucker	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Waste Baler	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Material Handler	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
SHIPPING/WAREHOUSING & UNITIZING								
Shipping								
Barge Loader/Coordinator	23.23	20.50	23.69	20.91	23.93	21.12	24.41	21.54
Barge Loader	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Barge Loader Relief	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Unitizing								
Unitizing Operator/Coordinator	23.23	20.50	23.69	20.91	23.93	21.12	24.41	21.54
Assistant Unitizer Operator	20.20	17.83	20.60	18.18	20.81	18.37	21.23	18.73
UTILITIES								
Utilities (Steam Plant)								
Utilities Lead Operator	35.60	31.41	36.31	32.04	36.67	32.36	37.40	33.00
Recovery Operator	32.92	29.05	33.58	29.63	33.92	29.93	34.60	30.53
Assistant Utilities Operator	24.24	21.39	24.72	21.82	24.97	22.04	25.47	22.48
Assistan Recovery Operator	23.74	20.95	24.21	21.37	24.45	21.58	24.94	22.01
Junior Assisant	20.20	17.83	20.60	18.18	20.81	18.37	21.23	18.73

EXHIBIT A-3 WAGE RATE TABLES

Applicable for hires and rehires after 1/1/2016

	1%		2%		1%		2%	
	Effective		Effective		Effective		Effective	
	4/1/18 - 3/31/19		4/1/19 - 3/31/2020		4/1/20 - 3/31/2021		4/1/21 - 3/31/2022	
	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed	Blue Slip	Compressed
Utilities Miscellaneous								
Utilities Services (Outside Operator)	30.38	26.81	30.99	27.34	31.30	27.62	31.93	28.17
Secondary Treatment Plant Utility	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
FIBER SUPPLY & PULPING								
Tugboat Crew								
Tugboat Operator	29.74	26.24	30.33	26.76	30.63	27.03	31.24	27.56
Tugboat Mate	25.72	22.69	26.23	23.14	26.49	23.37	27.02	23.84
Chip Test/PECO								
Crane Operator - Chips (PECO)	22.22	19.61	22.66	20.00	22.89	20.20	23.35	20.61
Chip Tester	21.21	18.72	21.63	19.09	21.85	19.28	22.29	19.67
Chip Dozers								
Front End Loader Operator (Dozer Operator)	23.23	20.50	23.69	20.91	23.93	21.12	24.41	21.54
Chip Screen Room								
Chip Screen Room Operator (SR Operator)	22.22	19.61	22.66	20.00	22.89	20.20	23.35	20.61
Kraft Mill								
Pulping Operator	34.11	30.10	34.79	30.70	35.14	31.01	35.84	31.62
Bleach Operator	32.25	28.46	32.90	29.03	33.23	29.32	33.89	29.90
Senior Pulping Assistant	28.91	25.51	29.49	26.02	29.78	26.28	30.38	26.81
Junior Pulping Assistant	24.24	21.39	24.72	21.82	24.97	22.04	25.47	22.48
Bleach Assistant	22.22	19.61	22.66	20.00	22.89	20.20	23.35	20.61
Shift Utility	20.20	17.83	20.60	18.18	20.81	18.37	21.23	18.73
Recaust								
Caustic & Kiln Operator (Recaust Operator)	29.44	25.98	30.03	26.50	30.33	26.76	30.94	27.30
Recaust Utility	18.69	16.49	19.06	16.82	19.25	16.99	19.63	17.33
Fiber Supply & Pulping Miscellaneous								
Chlorate Makedown Operator	20.20	17.83	20.60	18.18	20.81	18.37	21.23	18.73