

<b>Minimum wage rates, effective 10/1/2023</b>					
	<b>Company Seniority</b>				
<b>Classification:</b>	<b>Less than 6 mo</b>	<b>6 mo - 1 yr</b>	<b>1 yr - 2 yr</b>	<b>2 yr - 3 yr</b>	<b>3+ yr</b>
<b>General Labor</b>	\$17.50	\$18.00	\$18.50	\$19.50	\$20.50
<b>Janitor</b>	\$17.50	\$18.00	\$18.50	\$19.50	\$20.50
<b>Machine Operator</b>	\$18.00	\$18.50	\$19.00	\$20.00	\$21.00
<b>Forklift Operator</b>	\$18.00	\$18.50	\$19.00	\$20.00	\$21.00
<b>Caseup Specialist I</b>	\$17.80	\$18.30	\$18.80	\$19.80	\$20.80
<b>Caseup Specialist II</b>	\$18.10	\$18.60	\$19.10	\$20.10	\$21.10
<b>Caseup Specialist III</b>	\$18.50	\$19.00	\$19.50	\$20.50	\$21.50
<b>Lead</b>	\$19.50	\$20.00	\$20.50	\$21.50	\$22.50
<b>Maintenance Mechanic</b>	\$20.00	\$20.50	\$21.00	\$22.00	\$23.00
<b>Waste Water Operator</b>	\$20.00	\$20.50	\$21.00	\$22.00	\$23.00

**Minimum Increase: \$3.50**

Machine Operator = Case Up Labeler Service Operator, Closing Machine Operator, Logging Machine Operator, Matrix Operator, Soft Can Operator

Caseup Specialist I = Qualified in 1 caseup job (e.g. Currie, EDL/Stacker, Brenton, Sleever)

Caseup Specialist II = Qualified in 2 caseup jobs (e.g. Currie, EDL/Stacker, Brenton, Sleever)

Caseup Specialist III = Qualified in 3+ caseup jobs (e.g. Currie, EDL/Stacker, Brenton, Sleever)

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<b>General Labor</b>	\$18.50	\$19.00	\$19.50	\$20.50	\$21.50
<b>Janitor</b>	\$18.50	\$19.00	\$19.50	\$20.50	\$21.50
<b>Machine Operator</b>	\$19.00	\$19.50	\$20.00	\$21.00	\$22.00
<b>Forklift Operator</b>	\$19.00	\$19.50	\$20.00	\$21.00	\$22.00
<b>Caseup Specialist I</b>	\$18.80	\$19.30	\$19.80	\$20.80	\$21.80
<b>Caseup Specialist II</b>	\$19.10	\$19.60	\$20.10	\$21.10	\$22.10
<b>Caseup Specialist III</b>	\$19.50	\$20.00	\$20.50	\$21.50	\$22.50
<b>Lead</b>	\$20.50	\$21.00	\$21.50	\$22.50	\$23.50
<b>Maintenance Mechanic</b>	\$21.00	\$21.50	\$22.00	\$23.00	\$24.00
<b>Waste Water Operator</b>	\$21.00	\$21.50	\$22.00	\$23.00	\$24.00

**Minimum Increase: \$1.00**

<b>Minimum wage rates, effective 10/1/2025</b>					
	<b>Company Seniority</b>				
<b>Classification:</b>	<b>Less than 6 mo</b>	<b>6 mo - 1 yr</b>	<b>1 yr - 2 yr</b>	<b>2 yr - 3 yr</b>	<b>3 yr - 4 yr</b>
<b>General Labor</b>	\$19.50	\$20.00	\$20.50	\$21.50	\$22.50
<b>Janitor</b>	\$19.50	\$20.00	\$20.50	\$21.50	\$22.50
<b>Machine Operator</b>	\$20.00	\$20.50	\$21.00	\$22.00	\$23.00
<b>Forklift Operator</b>	\$20.00	\$20.50	\$21.00	\$22.00	\$23.00
<b>Caseup Specialist I</b>	\$19.80	\$20.30	\$20.80	\$21.80	\$22.80
<b>Caseup Specialist II</b>	\$20.10	\$20.60	\$21.10	\$22.10	\$23.10
<b>Caseup Specialist III</b>	\$20.50	\$21.00	\$21.50	\$22.50	\$23.50
<b>Lead</b>	\$21.50	\$22.00	\$22.50	\$23.50	\$24.50
<b>Maintenance Mechanic</b>	\$22.00	\$22.50	\$23.00	\$24.00	\$25.00
<b>Waste Water Operator</b>	\$22.00	\$22.50	\$23.00	\$24.00	\$25.00

**Minimum Increase: \$1.00**