

<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+</b>
<b>General Labor</b>	\$15.70	\$16.45	\$17.20
<b>Janitor</b>	\$15.70	\$16.45	\$17.20
<b>Machine Operator</b>	\$16.20	\$16.95	\$17.70
<b>Forklift Operator</b>	\$16.20	\$16.95	\$17.70
<b>Caseup Specialist I</b>	\$16.00	\$16.75	\$17.50
<b>Caseup Specialist II</b>	\$16.30	\$17.05	\$17.80
<b>Caseup Specialist III</b>	\$16.70	\$17.45	\$18.20
<b>Lead</b>	\$17.70	\$18.45	\$19.20
<b>Retort Operator</b>	\$17.70	\$18.45	\$19.20
<b>Maintenance Mechanic (base)</b>	\$20.00	\$20.75	\$21.50
<b>Waste Water Operator (base)</b>	\$20.00	\$20.75	\$21.50

**Minimum Increase:**

\$2.00

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)

<b>Minimum wage rates, effective 4/1/2024</b>			
	<b>Company Seniority</b>		
<b>Classification:</b>	<b>Less than 6 mo</b>	<b>6 mo - 1 yr</b>	<b>1 yr+</b>
<b>General Labor</b>	\$16.20	\$16.95	\$17.70
<b>Janitor</b>	\$16.20	\$16.95	\$17.70
<b>Machine Operator</b>	\$16.70	\$17.45	\$18.20
<b>Forklift Operator</b>	\$16.70	\$17.45	\$18.20
<b>Caseup Specialist I</b>	\$16.50	\$17.25	\$18.00
<b>Caseup Specialist II</b>	\$16.80	\$17.55	\$18.30
<b>Caseup Specialist III</b>	\$17.20	\$17.95	\$18.70
<b>Lead</b>	\$18.20	\$18.95	\$19.70
<b>Retort Operator</b>	\$18.20	\$18.95	\$19.70
<b>Maintenance Mechanic (base)</b>	\$20.50	\$21.25	\$22.00
<b>Waste Water Operator (base)</b>	\$20.50	\$21.25	\$22.00

**Minimum Increase:**

\$0.50

<b>Minimum wage rates, effective 10/1/2024</b>			
	<b>Company Seniority</b>		
<b>Classification:</b>	<b>Less than 6 mo</b>	<b>6 mo - 1 yr</b>	<b>1 yr+</b>
<b>General Labor</b>	\$17.05	\$17.80	\$18.55

Janitor	\$17.05	\$17.80	\$18.55
Machine Operator	\$17.55	\$18.30	\$19.05
Forklift Operator	\$17.55	\$18.30	\$19.05
Caseup Specialist I	\$17.35	\$18.10	\$18.85
Caseup Specialist II	\$17.65	\$18.40	\$19.15
Caseup Specialist III	\$18.05	\$18.80	\$19.55
Lead	\$19.05	\$19.80	\$20.55
Retort Operator	\$19.05	\$19.80	\$20.55
Maintenance Mechanic (base)	\$21.35	\$22.10	\$22.85
Waste Water Operator (base)	\$21.35	\$22.10	\$22.85
Minimum Increase:	\$0.85		

Minimum wage rates, effective 10/1/2025			
	Company Seniority		
Classification:	Less than 6 mo	6 mo - 1 yr	1 yr+
General Labor	\$17.90	\$18.65	\$19.40
Janitor	\$17.90	\$18.65	\$19.40
Machine Operator	\$18.40	\$19.15	\$19.90
Forklift Operator	\$18.40	\$19.15	\$19.90
Caseup Specialist I	\$18.20	\$18.95	\$19.70
Caseup Specialist II	\$18.50	\$19.25	\$20.00
Caseup Specialist III	\$18.90	\$19.65	\$20.40
Lead	\$19.90	\$20.65	\$21.40
Retort Operator	\$19.90	\$20.65	\$21.40
Maintenance Mechanic (base)	\$22.20	\$22.95	\$23.70
Waste Water Operator (base)	\$22.20	\$22.95	\$23.70
Minimum Increase:	\$0.85		

Minimum wage rates, effective 10/1/2026			
	Company Seniority		
Classification:	Less than 6 mo	6 mo - 1 yr	1 yr+
General Labor	\$19.40	\$20.15	\$20.90
Janitor	\$19.40	\$20.15	\$20.90
Machine Operator	\$19.90	\$20.65	\$21.40
Forklift Operator	\$19.90	\$20.65	\$21.40
Caseup Specialist I	\$19.70	\$20.45	\$21.20
Caseup Specialist II	\$20.00	\$20.75	\$21.50
Caseup Specialist III	\$20.40	\$21.15	\$21.90
Lead	\$21.40	\$22.15	\$22.90
Retort Operator	\$21.40	\$22.15	\$22.90
Maintenance Mechanic (base)	\$23.70	\$24.45	\$25.20
Waste Water Operator (base)	\$23.70	\$24.45	\$25.20
Minimum Increase:	\$1.50		