

APPENDIX "A"
CLASSIFICATIONS AND WAGES

The hourly wage rates of the employees are as follows:

GROUP 1: HIRED INTO THE BARGAINING UNIT PRIOR TO FEBRUARY 1, 2013

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
PO-2 Mail Handler		min	\$26.47	\$27.00	\$27.68	\$28.48
		yr 1	\$26.71	\$27.24	\$27.92	\$28.73
		yr 2	\$26.98	\$27.52	\$28.21	\$29.03
PO-4 Postal Clerk	Postal Clerk	min	\$26.65	\$27.18	\$27.86	\$28.67
		yr 1	\$26.91	\$27.45	\$28.14	\$28.96
		yr 2	\$27.13	\$27.67	\$28.36	\$29.18
	Retail Lead Hand		\$27.71	\$28.26	\$28.97	\$29.81
PO-5 Mail Despatcher		min	\$27.15	\$27.69	\$28.38	\$29.20
		yr 1	\$27.30	\$27.85	\$28.55	\$29.38
		yr 2	\$27.30	\$27.85	\$28.55	\$29.38
PO-2 PT Part-time Mail Handler		min	\$26.47	\$27.00	\$27.68	\$28.48
		yr 1	\$26.71	\$27.24	\$27.92	\$28.73
		yr 2	\$26.98	\$27.52	\$28.21	\$29.03
PO-4 PT Part-time Postal Clerk		min	\$26.65	\$27.18	\$27.86	\$28.67
		yr 1	\$26.91	\$27.45	\$28.14	\$28.96
		yr 2	\$27.13	\$27.67	\$28.36	\$29.18

GROUP 1: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01	
PO-2 Mail Handler		min	\$20.26	\$20.67	\$21.19	\$21.80	
		yr 1	\$21.23	\$21.65	\$22.19	\$22.83	
		yr 2	\$22.19	\$22.63	\$23.20	\$23.87	
		yr 3	\$23.14	\$23.60	\$24.19	\$24.89	
		yr 4	\$24.10	\$24.58	\$25.19	\$25.92	
		yr 5	\$25.06	\$25.56	\$26.20	\$26.96	
		yr 6	\$26.03	\$26.55	\$27.21	\$28.00	
		yr 7	\$26.98	\$27.52	\$28.21	\$29.03	
PO-4 Postal Clerk	Postal Clerk	min	\$20.26	\$20.67	\$21.19	\$21.80	
		yr 1	\$21.25	\$21.68	\$22.22	\$22.86	
		yr 2	\$22.23	\$22.67	\$23.24	\$23.91	
		yr 3	\$23.22	\$23.68	\$24.27	\$24.97	
		yr 4	\$24.18	\$24.66	\$25.28	\$26.01	
		yr 5	\$25.16	\$25.66	\$26.30	\$27.06	
		yr 6	\$26.15	\$26.67	\$27.34	\$28.13	
		yr 7	\$27.13	\$27.67	\$28.36	\$29.18	
		Retail Lead Hand		\$27.71	\$28.26	\$28.97	\$29.81
	PO-5 Mail Despatcher		min	\$20.42	\$20.83	\$21.35	\$21.97
yr 1			\$21.39	\$21.82	\$22.37	\$23.02	
yr 2			\$22.37	\$22.82	\$23.39	\$24.07	
yr 3			\$23.36	\$23.83	\$24.43	\$25.14	
yr 4			\$24.34	\$24.83	\$25.45	\$26.19	
yr 5			\$25.32	\$25.83	\$26.48	\$27.25	
yr 6			\$26.30	\$26.83	\$27.50	\$28.30	
yr 7			\$27.30	\$27.85	\$28.55	\$29.38	

GROUP 1: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
PO-2 PT Part-time Mail Handler		min	\$20.26	\$20.67	\$21.19	\$21.80
		yr 1	\$21.23	\$21.65	\$22.19	\$22.83
		yr 2	\$22.19	\$22.63	\$23.20	\$23.87
		yr 3	\$23.14	\$23.60	\$24.19	\$24.89
		yr 4	\$24.10	\$24.58	\$25.19	\$25.92
		yr 5	\$25.06	\$25.56	\$26.20	\$26.96
		yr 6	\$26.03	\$26.55	\$27.21	\$28.00
		yr 7	\$26.98	\$27.52	\$28.21	\$29.03
PO-4 PT Part-time Postal Clerk		min	\$20.26	\$20.67	\$21.19	\$21.80
		yr 1	\$21.25	\$21.68	\$22.22	\$22.86
		yr 2	\$22.23	\$22.67	\$23.24	\$23.91
		yr 3	\$23.22	\$23.68	\$24.27	\$24.97
		yr 4	\$24.18	\$24.66	\$25.28	\$26.01
		yr 5	\$25.16	\$25.66	\$26.30	\$27.06
		yr 6	\$26.15	\$26.67	\$27.34	\$28.13
		yr 7	\$27.13	\$27.67	\$28.36	\$29.18

GROUP 2: HIRED INTO THE BARGAINING UNIT PRIOR TO FEBRUARY 1, 2013

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
PO LC-1 Letter Carrier	Letter Carrier	min	\$25.97	\$26.49	\$27.15	\$27.94
	Motorized Mail Courier	yr 1	\$26.48	\$27.01	\$27.69	\$28.49
	Night Router	yr 2	\$26.53	\$27.06	\$27.74	\$28.54
	Assistant to Letter Carrier	yr 3	\$26.65	\$27.18	\$27.86	\$28.67
	Supervisor	yr 3	\$26.65	\$27.18	\$27.86	\$28.67
	Mail Mobile Letter Carrier	yr 4	\$26.91	\$27.45	\$28.14	\$28.96
		yr 5	\$27.13	\$27.67	\$28.36	\$29.18
	Relief Letter Carrier	min	\$27.59	\$28.14	\$28.84	\$29.68
PO MSC-1 Mail Service Courier	Relief Motorized Mail Courier	yr 1	\$27.71	\$28.26	\$28.97	\$29.81
	Mail Service Courier	min	\$25.97	\$26.49	\$27.15	\$27.94
		yr 1	\$26.48	\$27.01	\$27.69	\$28.49
		yr 2	\$26.53	\$27.06	\$27.74	\$28.54
		yr 3	\$26.65	\$27.18	\$27.86	\$28.67
		yr 4	\$26.91	\$27.45	\$28.14	\$28.96
PO MSC(HV)-3 Mail Service Courier (Heavy Vehicle)		yr 5	\$27.13	\$27.67	\$28.36	\$29.18
	Relief Mail Service Courier	min	\$27.59	\$28.14	\$28.84	\$29.68
		yr 1	\$27.71	\$28.26	\$28.97	\$29.81
	Mail Service Courier	min	\$28.07	\$28.63	\$29.35	\$30.20
	(Heavy Vehicle)	yr 1	\$28.17	\$28.73	\$29.45	\$30.30

GROUP 2: HIRED INTO THE BARGAINING UNIT PRIOR TO FEBRUARY 1, 2013

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
PO LC-1 PT Part-time Letter Carrier	Part-time Letter Carrier	min	\$25.97	\$26.49	\$27.15	\$27.94
		yr 1	\$26.48	\$27.01	\$27.69	\$28.49
	Part-time Motorized Mail Courier	yr 2	\$26.53	\$27.06	\$27.74	\$28.54
		yr 3	\$26.65	\$27.18	\$27.86	\$28.67
		yr 4	\$26.91	\$27.45	\$28.14	\$28.96
	Part-time Assistant to Letter Carrier Supervisor	yr 5	\$27.13	\$27.67	\$28.36	\$29.18
		min	\$27.59	\$28.14	\$28.84	\$29.68
	Part-time Mail Mobile Letter Carrier	yr 1	\$27.71	\$28.26	\$28.97	\$29.81
		min	\$27.59	\$28.14	\$28.84	\$29.68
	PO MSC-1 PT Part-time Mail Service Courier	Part-time Mail Service Courier	min	\$25.97	\$26.49	\$27.15
yr 1			\$26.48	\$27.01	\$27.69	\$28.49
Part-time Mail Service Courier		yr 2	\$26.53	\$27.06	\$27.74	\$28.54
		yr 3	\$26.65	\$27.18	\$27.86	\$28.67
		yr 4	\$26.91	\$27.45	\$28.14	\$28.96
Part-time Relief Motorized Mail Courier		yr 5	\$27.13	\$27.67	\$28.36	\$29.18
		min	\$27.59	\$28.14	\$28.84	\$29.68
Part-time Relief Mail Service Courier		yr 1	\$27.71	\$28.26	\$28.97	\$29.81
		min	\$27.59	\$28.14	\$28.84	\$29.68

GROUP 2: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
PO LC-1 Letter Carrier	Letter Carrier	min	\$20.26	\$20.67	\$21.19	\$21.80
	Motorized Mail Courier	yr 1	\$21.25	\$21.68	\$22.22	\$22.86
	Night Router	yr 2	\$22.23	\$22.67	\$23.24	\$23.91
	Assistant to Letter Carrier	yr 3	\$23.22	\$23.68	\$24.27	\$24.97
	Supervisor	yr 4	\$24.18	\$24.66	\$25.28	\$26.01
	Mail Mobile Letter Carrier	yr 5	\$25.16	\$25.66	\$26.30	\$27.06
		yr 6	\$26.15	\$26.67	\$27.34	\$28.13
		yr 7	\$27.13	\$27.67	\$28.36	\$29.18
	Relief Letter Carrier	min	\$20.81	\$21.23	\$21.76	\$22.39
	Relief Motorized Mail Courier	yr 1	\$21.80	\$22.24	\$22.80	\$23.46
		yr 2	\$22.78	\$23.24	\$23.82	\$24.51
		yr 3	\$23.76	\$24.24	\$24.85	\$25.57
		yr 4	\$24.74	\$25.23	\$25.86	\$26.61
		yr 5	\$25.71	\$26.22	\$26.88	\$27.66
		yr 6	\$26.70	\$27.23	\$27.91	\$28.72
	yr 7	\$27.71	\$28.26	\$28.97	\$29.81	

GROUP 2: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
PO MSC-1 Mail Service Courier	Mail Service Courier	min	\$20.26	\$20.67	\$21.19	\$21.80
		yr 1	\$21.25	\$21.68	\$22.22	\$22.86
		yr 2	\$22.23	\$22.67	\$23.24	\$23.91
		yr 3	\$23.22	\$23.68	\$24.27	\$24.97
		yr 4	\$24.18	\$24.66	\$25.28	\$26.01
		yr 5	\$25.16	\$25.66	\$26.30	\$27.06
		yr 6	\$26.15	\$26.67	\$27.34	\$28.13
		yr 7	\$27.13	\$27.67	\$28.36	\$29.18
	Relief Mail Service Courier	min	\$20.81	\$21.23	\$21.76	\$22.39
		yr 1	\$21.80	\$22.24	\$22.80	\$23.46
		yr 2	\$22.78	\$23.24	\$23.82	\$24.51
		yr 3	\$23.76	\$24.24	\$24.85	\$25.57
		yr 4	\$24.74	\$25.23	\$25.86	\$26.61
		yr 5	\$25.71	\$26.22	\$26.88	\$27.66
		yr 6	\$26.70	\$27.23	\$27.91	\$28.72
yr 7	\$27.71	\$28.26	\$28.97	\$29.81		

GROUP 2: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01	
PO MSC (HV)-3 Mail Service Courier (Heavy Vehicle)	Mail Service Courier	min	\$28.07	\$28.63	\$29.35	\$30.20	
	(Heavy Vehicle)	yr 1	\$28.17	\$28.73	\$29.45	\$30.30	
PO LC-1 PT Part-time Letter Carrier	Part-time Letter Carrier	min	\$20.26	\$20.67	\$21.19	\$21.80	
	Part-time Motorized Mail Courier	yr 1	\$21.25	\$21.68	\$22.22	\$22.86	
		yr 2	\$22.23	\$22.67	\$23.24	\$23.91	
		Part-time Assistant to Letter Carrier Supervisor	yr 3	\$23.22	\$23.68	\$24.27	\$24.97
			yr 4	\$24.18	\$24.66	\$25.28	\$26.01
		Part-time Mail Mobile Letter Carrier	yr 5	\$25.16	\$25.66	\$26.30	\$27.06
			yr 6	\$26.15	\$26.67	\$27.34	\$28.13
			yr 7	\$27.13	\$27.67	\$28.36	\$29.18
	Part-time Relief Motorized Mail Courier	min	\$20.81	\$21.23	\$21.76	\$22.39	
		yr 1	\$21.80	\$22.24	\$22.80	\$23.46	
		yr 2	\$22.78	\$23.24	\$23.82	\$24.51	
		yr 3	\$23.76	\$24.24	\$24.85	\$25.57	
		yr 4	\$24.74	\$25.23	\$25.86	\$26.61	
		yr 5	\$25.71	\$26.22	\$26.88	\$27.66	
yr 6		\$26.70	\$27.23	\$27.91	\$28.72		
yr 7	\$27.71	\$28.26	\$28.97	\$29.81			

GROUP 2: HIRED INTO THE BARGAINING UNIT ON OR AFTER FEBRUARY 1, 2013

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
PO MSC-1 PT Part-time Mail Service Courier	Part-time Mail Service Courier	min	\$20.26	\$20.67	\$21.19	\$21.80
		yr 1	\$21.25	\$21.68	\$22.22	\$22.86
		yr 2	\$22.23	\$22.67	\$23.24	\$23.91
		yr 3	\$23.22	\$23.68	\$24.27	\$24.97
		yr 4	\$24.18	\$24.66	\$25.28	\$26.01
		yr 5	\$25.16	\$25.66	\$26.30	\$27.06
		yr 6	\$26.15	\$26.67	\$27.34	\$28.13
		yr 7	\$27.13	\$27.67	\$28.36	\$29.18
	Part-time Relief Mail Service Courier	min	\$20.81	\$21.23	\$21.76	\$22.39
		yr 1	\$21.80	\$22.24	\$22.80	\$23.46
		yr 2	\$22.78	\$23.24	\$23.82	\$24.51
		yr 3	\$23.76	\$24.24	\$24.85	\$25.57
		yr 4	\$24.74	\$25.23	\$25.86	\$26.61
		yr 5	\$25.71	\$26.22	\$26.88	\$27.66
		yr 6	\$26.70	\$27.23	\$27.91	\$28.72
	yr 7	\$27.71	\$28.26	\$28.97	\$29.81	

GROUP 3

CLASSIFICATION		FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
PST 1 PSS 1	ELE-2, MAN-1		min	\$23.76	\$24.24	\$24.85	\$25.57
			yr 1	\$24.01	\$24.49	\$25.10	\$25.83
			yr 2	\$24.25	\$24.74	\$25.36	\$26.10
PST 2 PSS 2	ELE-3, ELE-4, MDO-4		min	\$24.31	\$24.80	\$25.42	\$26.16
			yr 1	\$24.56	\$25.05	\$25.68	\$26.42
			yr 2	\$24.85	\$25.35	\$25.98	\$26.73
PST 3 PSS 3	MAM-4, MAM-5, MAN-3, MAN-4, MDO-5		min	\$25.64	\$26.15	\$26.80	\$27.58
			yr 1	\$25.92	\$26.44	\$27.10	\$27.89
			yr 2	\$26.20	\$26.72	\$27.39	\$28.18
PST 4 PSS 4	MAM-6, MAM-7, MAN-5, MAN-6		min	\$26.63	\$27.16	\$27.84	\$28.65
			yr 1	\$26.94	\$27.48	\$28.17	\$28.99
			yr 2	\$27.19	\$27.73	\$28.42	\$29.24
PST 5 PSS 5	MAN-7, PRW-6		min	\$27.39	\$27.94	\$28.64	\$29.47
			yr 1	\$27.71	\$28.26	\$28.97	\$29.81
			yr 2	\$28.03	\$28.59	\$29.30	\$30.15
PST 6 PSS 6	MAM-8, MAM-9, MST-9, VHE-8		min	\$27.96	\$28.52	\$29.23	\$30.08
			yr 1	\$28.26	\$28.83	\$29.55	\$30.41
			yr 2	\$28.60	\$29.17	\$29.90	\$30.77

GROUP 3 (cont'd)

CLASSIFICATION		FUNCTIONS	2018:02:01	2019:02:01	2020:02:01	2021:02:01
WOW-9		min	\$29.35	\$29.94	\$30.69	\$31.58
		yr 1	\$29.66	\$30.25	\$31.01	\$31.91
		yr 2	\$30.03	\$30.63	\$31.40	\$32.31
MST-10, SMW-8		min	\$30.10	\$30.70	\$31.47	\$32.38
		yr 1	\$30.41	\$31.02	\$31.80	\$32.72
		yr 2	\$30.79	\$31.41	\$32.20	\$33.13
PTSS 1 PTS 1 STS-2		min	\$23.49	\$23.96	\$24.56	\$25.27
		yr 1	\$23.76	\$24.24	\$24.85	\$25.57
		yr 2	\$24.01	\$24.49	\$25.10	\$25.83
PTSS 2 PTS 2 PRC-4		min	\$25.11	\$25.61	\$26.25	\$27.01
		yr 1	\$25.41	\$25.92	\$26.57	\$27.34
		yr 2	\$25.64	\$26.15	\$26.80	\$27.58
PTSS 3 STS-3 PTS 3 STS-3		min	\$25.69	\$26.20	\$26.86	\$27.64
		yr 1	\$25.98	\$26.50	\$27.16	\$27.95
		yr 2	\$26.25	\$26.78	\$27.45	\$28.25

GROUP 3 (cont'd)

CLASSIFICATION		FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
PTSS 4	STS-4		min	\$26.31	\$26.84	\$27.51	\$28.31
PTS 4	STS-4, MES-4		yr 1	\$26.61	\$27.14	\$27.82	\$28.63
			yr 2	\$26.90	\$27.44	\$28.13	\$28.95
PTSS 5	PRC-5		min	\$27.19	\$27.73	\$28.42	\$29.24
PTS 5	PRC-5		yr 1	\$27.51	\$28.06	\$28.76	\$29.59
			yr 2	\$27.84	\$28.40	\$29.11	\$29.95
PTSS 6	PRC-6, STS-5		min	\$27.84	\$28.40	\$29.11	\$29.95
PTS 5 PTS 6	STS-5		yr 1	\$28.15	\$28.71	\$29.43	\$30.28
			yr 2	\$28.45	\$29.02	\$29.75	\$30.61
PTSS 7	PRC-7, STS-6		min	\$28.39	\$28.96	\$29.68	\$30.54
PTS 7			yr 1	\$28.74	\$29.31	\$30.04	\$30.91
			yr 2	\$29.07	\$29.65	\$30.39	\$31.27
PTSS 8	PRC-8, STS-7, STS-8		min	\$29.85	\$30.45	\$31.21	\$32.12
PTS 8	STS-8		yr 1	\$30.22	\$30.82	\$31.59	\$32.51
			yr 2	\$30.58	\$31.19	\$31.97	\$32.90

GROUP 3 (cont'd)

CLASSIFICATION		FUNCTIONS	2018:02:01	2019:02:01	2020:02:01	2021:02:01
PST 7		min	\$30.17	\$30.77	\$31.54	\$32.45
PSS 7		yr 1	\$30.59	\$31.20	\$31.98	\$32.91
		yr 2	\$31.06	\$31.68	\$32.47	\$33.41
PST 8		min	\$30.93	\$31.55	\$32.34	\$33.28
PSS 8		yr 1	\$31.33	\$31.96	\$32.76	\$33.71
		yr 2	\$31.82	\$32.46	\$33.27	\$34.23
PST 9	EIM-10	min	\$31.57	\$32.20	\$33.01	\$33.97
PSS 9	MAM-12	yr 1	\$32.02	\$32.66	\$33.48	\$34.45
		yr 2	\$32.50	\$33.15	\$33.98	\$34.97

GROUP 3 Plant Maintenance

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
Electromechanical Specialist MAM-10		min	\$30.93	\$31.55	\$32.34	\$33.28
		yr 1	\$31.33	\$31.96	\$32.76	\$33.71
		yr 2	\$31.82	\$32.46	\$33.27	\$34.23
Electronics Specialist MAM-11		min	\$30.93	\$31.55	\$32.34	\$33.28
		yr 1	\$31.33	\$31.96	\$32.76	\$33.71
		yr 2	\$31.82	\$32.46	\$33.27	\$34.23
Lead Hand		min	\$31.61	\$32.24	\$33.05	\$34.01
		yr 1	\$32.31	\$32.96	\$33.78	\$34.76
		yr 2	\$33.06	\$33.72	\$34.56	\$35.56
		yr 3	\$34.90	\$35.60	\$36.49	\$37.55
		yr 4	\$36.71	\$37.44	\$38.38	\$39.49
		yr 5	\$37.50	\$38.25	\$39.21	\$40.35

GROUP 3 Vehicle Mechanic

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
Light Vehicle Mechanic VHE-09		min	\$30.93	\$31.55	\$32.34	\$33.28
		yr 1	\$31.33	\$31.96	\$32.76	\$33.71
		yr 2	\$31.82	\$32.46	\$33.27	\$34.23
Full Service Vehicle Mechanic VHE-10		min	\$33.09	\$33.75	\$34.59	\$35.59
		yr 1	\$33.50	\$34.17	\$35.02	\$36.04
		yr 2	\$33.99	\$34.67	\$35.54	\$36.57

GROUP 4

CLASSIFICATION		FUNCTIONS	2018:02:01	2019:02:01	2020:02:01	2021:02:01
AEPSS	EL-1	min	\$24.59	\$25.08	\$25.71	\$26.46
ASPSS	EL-2	min	\$26.52	\$27.05	\$27.73	\$28.53
ASPSS	EL-3	min	\$28.42	\$28.99	\$29.71	\$30.57
EPSS 1	EL-4	min	\$29.23	\$29.81	\$30.56	\$31.45
		yr 1	\$29.76	\$30.36	\$31.12	\$32.02
		yr 2	\$31.26	\$31.89	\$32.69	\$33.64
		yr 3	\$32.75	\$33.41	\$34.25	\$35.24
		yr 4	\$33.25	\$33.92	\$34.77	\$35.78
		yr 5	\$33.93	\$34.61	\$35.48	\$36.51
EPSS 2		min	\$31.09	\$31.71	\$32.50	\$33.44
		yr 1	\$31.69	\$32.32	\$33.13	\$34.09
		yr 2	\$32.33	\$32.98	\$33.80	\$34.78
		yr 3	\$34.07	\$34.75	\$35.62	\$36.65
		yr 4	\$35.78	\$36.50	\$37.41	\$38.49
		yr 5	\$36.47	\$37.20	\$38.13	\$39.24

GROUP 4 (con't)

CLASSIFICATION		FUNCTIONS	2018:02:01	2019:02:01	2020:02:01	2021:02:01
EPSS 3	EL-6	min	\$33.10	\$33.76	\$34.60	\$35.60
		yr 1	\$33.77	\$34.45	\$35.31	\$36.33
		yr 2	\$34.48	\$35.17	\$36.05	\$37.10
		yr 3	\$36.35	\$37.08	\$38.01	\$39.11
		yr 4	\$38.27	\$39.04	\$40.02	\$41.18
		yr 5	\$39.14	\$39.92	\$40.92	\$42.11
EPSS 4	EL-7	min	\$35.18	\$35.88	\$36.78	\$37.85
		yr 1	\$35.90	\$36.62	\$37.54	\$38.63
		yr 2	\$36.66	\$37.39	\$38.32	\$39.43
		yr 3	\$38.71	\$39.48	\$40.47	\$41.64
		yr 4	\$40.69	\$41.50	\$42.54	\$43.77
		yr 5	\$41.75	\$42.59	\$43.65	\$44.92

GROUP 4

CLASSIFICATION	FUNCTIONS		2018:02:01	2019:02:01	2020:02:01	2021:02:01
EL-5 Specialist		min	\$31.61	\$32.24	\$33.05	\$34.01
		yr 1	\$32.31	\$32.96	\$33.78	\$34.76
		yr 2	\$33.06	\$33.72	\$34.56	\$35.56
		yr 3	\$34.90	\$35.60	\$36.49	\$37.55
		yr 4	\$36.71	\$37.44	\$38.38	\$39.49
		yr 5	\$37.50	\$38.25	\$39.21	\$40.35
Lead Hand		min	\$31.61	\$32.24	\$33.05	\$34.01
		yr 1	\$32.31	\$32.96	\$33.78	\$34.76
		yr 2	\$33.06	\$33.72	\$34.56	\$35.56
		yr 3	\$34.90	\$35.60	\$36.49	\$37.55
		yr 4	\$36.71	\$37.44	\$38.38	\$39.49
		yr 5	\$37.50	\$38.25	\$39.21	\$40.35

APPRENTICESHIP WAGE RATES

CLASSIFICATION	FUNCTIONS	2018:02:01	2019:02:01	2020:02:01	2021:02:01	
MAM-11		min	\$27.49	\$28.04	\$28.74	\$29.57
Apprentice		yr 1	\$28.14	\$28.70	\$29.42	\$30.27
		yr 2	\$28.77	\$29.35	\$30.08	\$30.95
		yr 3	\$29.43	\$30.02	\$30.77	\$31.66
		yr 4	\$30.10	\$30.70	\$31.47	\$32.38