### 2020-2021 USW Local 4120 Wage Grid with UPP Adjustment

**Effective May 1, 2020 (1% increase)**

<table>
<thead>
<tr>
<th>Band</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
<th>Job Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Band 1</td>
<td>$17.22</td>
<td>$18.10</td>
<td>$19.23</td>
<td>$20.37</td>
<td>$21.54</td>
<td>$22.40</td>
<td>$23.30</td>
</tr>
<tr>
<td>Band 2</td>
<td>$19.25</td>
<td>$20.25</td>
<td>$21.51</td>
<td>$22.81</td>
<td>$24.08</td>
<td>$25.06</td>
<td>$26.07</td>
</tr>
<tr>
<td>Band 3</td>
<td>$21.33</td>
<td>$22.38</td>
<td>$23.82</td>
<td>$25.24</td>
<td>$26.64</td>
<td>$27.70</td>
<td>$28.80</td>
</tr>
<tr>
<td>Band 4</td>
<td>$23.36</td>
<td>$24.52</td>
<td>$26.11</td>
<td>$27.66</td>
<td>$29.20</td>
<td>$30.36</td>
<td>$31.60</td>
</tr>
<tr>
<td>Band 5</td>
<td>$25.41</td>
<td>$26.69</td>
<td>$28.39</td>
<td>$30.11</td>
<td>$31.78</td>
<td>$33.07</td>
<td>$34.39</td>
</tr>
<tr>
<td>Band 6</td>
<td>$27.45</td>
<td>$28.87</td>
<td>$30.67</td>
<td>$32.54</td>
<td>$34.30</td>
<td>$35.70</td>
<td>$37.13</td>
</tr>
<tr>
<td>Band 7</td>
<td>$29.49</td>
<td>$31.01</td>
<td>$32.92</td>
<td>$34.92</td>
<td>$36.84</td>
<td>$38.33</td>
<td>$39.85</td>
</tr>
<tr>
<td>Band 8</td>
<td>$31.51</td>
<td>$33.12</td>
<td>$35.19</td>
<td>$37.33</td>
<td>$39.44</td>
<td>$41.00</td>
<td>$42.64</td>
</tr>
<tr>
<td>Band 9</td>
<td>$33.60</td>
<td>$35.25</td>
<td>$37.51</td>
<td>$39.74</td>
<td>$42.04</td>
<td>$43.69</td>
<td>$45.44</td>
</tr>
</tbody>
</table>

**Effective May 1, 2021 (1% increase)**

<table>
<thead>
<tr>
<th>Band</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
<th>Job Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Band 1</td>
<td>$17.39</td>
<td>$18.28</td>
<td>$19.42</td>
<td>$20.57</td>
<td>$21.76</td>
<td>$22.62</td>
<td>$23.53</td>
</tr>
<tr>
<td>Band 2</td>
<td>$19.44</td>
<td>$20.45</td>
<td>$21.73</td>
<td>$23.04</td>
<td>$24.32</td>
<td>$25.31</td>
<td>$26.33</td>
</tr>
<tr>
<td>Band 3</td>
<td>$21.54</td>
<td>$22.60</td>
<td>$24.06</td>
<td>$25.49</td>
<td>$26.91</td>
<td>$27.98</td>
<td>$29.09</td>
</tr>
<tr>
<td>Band 4</td>
<td>$23.59</td>
<td>$24.77</td>
<td>$26.37</td>
<td>$27.94</td>
<td>$29.49</td>
<td>$30.66</td>
<td>$31.92</td>
</tr>
<tr>
<td>Band 5</td>
<td>$25.66</td>
<td>$26.96</td>
<td>$28.67</td>
<td>$30.41</td>
<td>$32.10</td>
<td>$33.40</td>
<td>$34.73</td>
</tr>
<tr>
<td>Band 6</td>
<td>$27.72</td>
<td>$29.16</td>
<td>$30.98</td>
<td>$32.87</td>
<td>$34.64</td>
<td>$36.06</td>
<td>$37.50</td>
</tr>
<tr>
<td>Band 7</td>
<td>$29.78</td>
<td>$31.32</td>
<td>$33.25</td>
<td>$35.27</td>
<td>$37.21</td>
<td>$38.71</td>
<td>$40.25</td>
</tr>
</tbody>
</table>
### Effective July 1, 2021 (1% increase, UPP Adjustment)

<table>
<thead>
<tr>
<th>Band</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
<th>Job Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Band 1</td>
<td>$17.56</td>
<td>$18.46</td>
<td>$19.61</td>
<td>$20.78</td>
<td>$21.98</td>
<td>$22.85</td>
<td>Level 7</td>
</tr>
<tr>
<td>Band 2</td>
<td>$19.63</td>
<td>$20.65</td>
<td>$21.95</td>
<td>$23.27</td>
<td>$24.56</td>
<td>$25.56</td>
<td>Level 7</td>
</tr>
<tr>
<td>Band 3</td>
<td>$21.76</td>
<td>$22.83</td>
<td>$24.30</td>
<td>$25.74</td>
<td>$27.18</td>
<td>$28.26</td>
<td>Level 7</td>
</tr>
<tr>
<td>Band 4</td>
<td>$23.83</td>
<td>$25.02</td>
<td>$26.63</td>
<td>$28.22</td>
<td>$29.78</td>
<td>$30.97</td>
<td>Level 7</td>
</tr>
<tr>
<td>Band 5</td>
<td>$25.92</td>
<td>$27.23</td>
<td>$28.96</td>
<td>$30.71</td>
<td>$32.42</td>
<td>$33.73</td>
<td>Level 7</td>
</tr>
<tr>
<td>Band 6</td>
<td>$28.00</td>
<td>$29.45</td>
<td>$31.29</td>
<td>$33.20</td>
<td>$34.99</td>
<td>$36.42</td>
<td>Level 7</td>
</tr>
<tr>
<td>Band 7</td>
<td>$30.08</td>
<td>$31.63</td>
<td>$33.58</td>
<td>$35.62</td>
<td>$37.58</td>
<td>$39.10</td>
<td>Level 7</td>
</tr>
<tr>
<td>Band 8</td>
<td>$32.15</td>
<td>$33.78</td>
<td>$35.90</td>
<td>$38.08</td>
<td>$40.23</td>
<td>$41.82</td>
<td>Level 7</td>
</tr>
<tr>
<td>Band 9</td>
<td>$34.28</td>
<td>$35.96</td>
<td>$38.27</td>
<td>$40.54</td>
<td>$42.88</td>
<td>$44.57</td>
<td>Level 7</td>
</tr>
</tbody>
</table>