

## 2025-2028 USW Local 4120 Wage Grid

Effective May 1, 2025 (3.75% increase)

Band 1	<b>Level 1</b> \$20.42	<b>Level 2</b> \$21.46	<b>Level 3</b> \$22.78	<b>Level 4</b> \$24.14	<b>Level 5</b> \$25.53	<b>Level 6</b> \$26.55	<b>Job Rate</b> <b>Level 7</b> \$27.61
Band 2	<b>Level 1</b> \$22.80	<b>Level 2</b> \$23.99	<b>Level 3</b> \$25.50	<b>Level 4</b> \$27.03	<b>Level 5</b> \$28.53	<b>Level 6</b> \$29.69	<b>Job Rate</b> <b>Level 7</b> \$30.90
Band 3	<b>Level 1</b> \$25.28	<b>Level 2</b> \$26.53	<b>Level 3</b> \$28.23	<b>Level 4</b> \$29.91	<b>Level 5</b> \$31.58	<b>Level 6</b> \$32.84	<b>Job Rate</b> <b>Level 7</b> \$34.14
Band 4	<b>Level 1</b> \$27.69	<b>Level 2</b> \$29.07	<b>Level 3</b> \$30.94	<b>Level 4</b> \$32.79	<b>Level 5</b> \$34.60	<b>Level 6</b> \$35.99	<b>Job Rate</b> <b>Level 7</b> \$37.46
Band 5	<b>Level 1</b> \$30.12	<b>Level 2</b> \$31.63	<b>Level 3</b> \$33.66	<b>Level 4</b> \$35.68	<b>Level 5</b> \$37.67	<b>Level 6</b> \$39.20	<b>Job Rate</b> <b>Level 7</b> \$40.76
Band 6	<b>Level 1</b> \$32.53	<b>Level 2</b> \$34.22	<b>Level 3</b> \$36.35	<b>Level 4</b> \$38.58	<b>Level 5</b> \$40.66	<b>Level 6</b> \$42.32	<b>Job Rate</b> <b>Level 7</b> \$44.01
Band 7	<b>Level 1</b> \$34.95	<b>Level 2</b> \$36.75	<b>Level 3</b> \$39.02	<b>Level 4</b> \$41.38	<b>Level 5</b> \$43.68	<b>Level 6</b> \$45.43	<b>Job Rate</b> <b>Level 7</b> \$47.22
Band 8	<b>Level 1</b> \$37.36	<b>Level 2</b> \$39.25	<b>Level 3</b> \$41.71	<b>Level 4</b> \$44.25	<b>Level 5</b> \$46.75	<b>Level 6</b> \$48.60	<b>Job Rate</b> <b>Level 7</b> \$50.56
Band 9	<b>Level 1</b> \$39.83	<b>Level 2</b> \$41.79	<b>Level 3</b> \$44.47	<b>Level 4</b> \$47.10	<b>Level 5</b> \$49.81	<b>Level 6</b> \$51.78	<b>Job Rate</b> <b>Level 7</b> \$53.86

Effective May 1, 2026 (3.75% increase)

Band 1	<b>Level 1</b> \$21.19	<b>Level 2</b> \$22.26	<b>Level 3</b> \$23.63	<b>Level 4</b> \$25.05	<b>Level 5</b> \$26.49	<b>Level 6</b> \$27.55	<b>Job Rate</b> <b>Level 7</b> \$28.65
Band 2	<b>Level 1</b> \$23.66	<b>Level 2</b> \$24.89	<b>Level 3</b> \$26.46	<b>Level 4</b> \$28.04	<b>Level 5</b> \$29.60	<b>Level 6</b> \$30.80	<b>Job Rate</b> <b>Level 7</b> \$32.06
Band 3	<b>Level 1</b> \$26.23	<b>Level 2</b> \$27.52	<b>Level 3</b> \$29.29	<b>Level 4</b> \$31.03	<b>Level 5</b> \$32.76	<b>Level 6</b> \$34.07	<b>Job Rate</b> <b>Level 7</b> \$35.42
Band 4	<b>Level 1</b> \$28.73	<b>Level 2</b> \$30.16	<b>Level 3</b> \$32.10	<b>Level 4</b> \$34.02	<b>Level 5</b> \$35.90	<b>Level 6</b> \$37.34	<b>Job Rate</b> <b>Level 7</b> \$38.86
Band 5	<b>Level 1</b> \$31.25	<b>Level 2</b> \$32.82	<b>Level 3</b> \$34.92	<b>Level 4</b> \$37.02	<b>Level 5</b> \$39.08	<b>Level 6</b> \$40.67	<b>Job Rate</b> <b>Level 7</b> \$42.29
Band 6	<b>Level 1</b> \$33.75	<b>Level 2</b> \$35.50	<b>Level 3</b> \$37.71	<b>Level 4</b> \$40.03	<b>Level 5</b> \$42.18	<b>Level 6</b> \$43.91	<b>Job Rate</b> <b>Level 7</b> \$45.66
Band 7	<b>Level 1</b> \$36.26	<b>Level 2</b> \$38.13	<b>Level 3</b> \$40.48	<b>Level 4</b> \$42.93	<b>Level 5</b> \$45.32	<b>Level 6</b> \$47.13	<b>Job Rate</b> <b>Level 7</b> \$48.99

Band 8	<b>Level 1</b> \$38.76	<b>Level 2</b> \$40.72	<b>Level 3</b> \$43.27	<b>Level 4</b> \$45.91	<b>Level 5</b> \$48.50	<b>Level 6</b> \$50.42	<b>Job Rate Level 7</b> \$52.46
Band 9	<b>Level 1</b> \$41.32	<b>Level 2</b> \$43.36	<b>Level 3</b> \$46.14	<b>Level 4</b> \$48.87	<b>Level 5</b> \$51.68	<b>Level 6</b> \$53.72	<b>Job Rate Level 7</b> \$55.88

Effective May 1, 2027 (2.30% increase)

Band 1	<b>Level 1</b> \$21.68	<b>Level 2</b> \$22.77	<b>Level 3</b> \$24.17	<b>Level 4</b> \$25.63	<b>Level 5</b> \$27.10	<b>Level 6</b> \$28.18	<b>Job Rate Level 7</b> \$29.31
Band 2	<b>Level 1</b> \$24.20	<b>Level 2</b> \$25.46	<b>Level 3</b> \$27.07	<b>Level 4</b> \$28.68	<b>Level 5</b> \$30.28	<b>Level 6</b> \$31.51	<b>Job Rate Level 7</b> \$32.80
Band 3	<b>Level 1</b> \$26.83	<b>Level 2</b> \$28.15	<b>Level 3</b> \$29.96	<b>Level 4</b> \$31.74	<b>Level 5</b> \$33.51	<b>Level 6</b> \$34.85	<b>Job Rate Level 7</b> \$36.23
Band 4	<b>Level 1</b> \$29.39	<b>Level 2</b> \$30.85	<b>Level 3</b> \$32.84	<b>Level 4</b> \$34.80	<b>Level 5</b> \$39.89	<b>Level 6</b> \$41.61	<b>Job Rate Level 7</b> \$43.26
Band 5	<b>Level 1</b> \$31.97	<b>Level 2</b> \$33.57	<b>Level 3</b> \$35.72	<b>Level 4</b> \$37.87	<b>Level 5</b> \$39.98	<b>Level 6</b> \$41.61	<b>Job Rate Level 7</b> \$43.26
Band 6	<b>Level 1</b> \$34.53	<b>Level 2</b> \$36.32	<b>Level 3</b> \$38.58	<b>Level 4</b> \$40.95	<b>Level 5</b> \$43.15	<b>Level 6</b> \$44.92	<b>Job Rate Level 7</b> \$46.71
Band 7	<b>Level 1</b> \$37.09	<b>Level 2</b> \$39.01	<b>Level 3</b> \$41.41	<b>Level 4</b> \$43.92	<b>Level 5</b> \$46.36	<b>Level 6</b> \$48.21	<b>Job Rate Level 7</b> \$50.12
Band 8	<b>Level 1</b> \$39.65	<b>Level 2</b> \$41.66	<b>Level 3</b> \$44.27	<b>Level 4</b> \$46.97	<b>Level 5</b> \$49.62	<b>Level 6</b> \$51.58	<b>Job Rate Level 7</b> \$53.67
Band 9	<b>Level 1</b> \$42.27	<b>Level 2</b> \$44.36	<b>Level 3</b> \$47.20	<b>Level 4</b> \$49.99	<b>Level 5</b> \$52.87	<b>Level 6</b> \$54.96	<b>Job Rate Level 7</b> \$57.17