

2025-2028 USW Local 4120 Wage Grid

Effective May 1, 2025 (3.75% increase)

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

Effective May 1, 2026 (3.75% increase)

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

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

Effective May 1, 2027 (2.30% increase)

Band 1	Level 1 \$21.68	Level 2 \$22.77	Level 3 \$24.17	Level 4 \$25.63	Level 5 \$27.10	Level 6 \$28.18	Job Rate Level 7 \$29.31
Band 2	Level 1 \$24.20	Level 2 \$25.46	Level 3 \$27.07	Level 4 \$28.68	Level 5 \$30.28	Level 6 \$31.51	Job Rate Level 7 \$32.80
Band 3	Level 1 \$26.83	Level 2 \$28.15	Level 3 \$29.96	Level 4 \$31.74	Level 5 \$33.51	Level 6 \$34.85	Job Rate Level 7 \$36.23
Band 4	Level 1 \$29.39	Level 2 \$30.85	Level 3 \$32.84	Level 4 \$34.80	Level 5 \$36.73	Level 6 \$38.20	Job Rate Level 7 \$39.75
Band 5	Level 1 \$31.97	Level 2 \$33.57	Level 3 \$35.72	Level 4 \$37.87	Level 5 \$39.98	Level 6 \$41.61	Job Rate Level 7 \$43.26
Band 6	Level 1 \$34.53	Level 2 \$36.32	Level 3 \$38.58	Level 4 \$40.95	Level 5 \$43.15	Level 6 \$44.92	Job Rate Level 7 \$46.71
Band 7	Level 1 \$37.09	Level 2 \$39.01	Level 3 \$41.41	Level 4 \$43.92	Level 5 \$46.36	Level 6 \$48.21	Job Rate Level 7 \$50.12
Band 8	Level 1 \$39.65	Level 2 \$41.66	Level 3 \$44.27	Level 4 \$46.97	Level 5 \$49.62	Level 6 \$51.58	Job Rate Level 7 \$53.67
Band 9	Level 1 \$42.27	Level 2 \$44.36	Level 3 \$47.20	Level 4 \$49.99	Level 5 \$52.87	Level 6 \$54.96	Job Rate Level 7 \$57.17