

APPENDIX B - LOCAL 2195 IMPLEMENTATION

Emp. #	Hourly Rate	Initial Placement Date	Step Placement	New Hourly Rate	Next Step Eligibility
99444	\$17.5902	11/27/2017	CS1	\$19.3017	11/27/2019
99445	\$17.5902	11/27/2017	CS1	\$19.3017	11/27/2019
99097	\$17.5902	07/05/2016	CS2	\$20.2915	07/05/2019
98896	\$17.9051	02/01/2016	CS3	\$21.2814	02/01/2020
98851	\$17.9051	11/09/2015	CS3	\$21.2814	11/09/2019
4280	\$24.0626	03/24/2008	CS10	\$28.2106	03/24/2019
4203	\$27.5811	02/15/1999	CS12	\$30.1904	02/15/2020
98569	\$19.7239	11/24/2014	LCS4	\$23.3849	11/24/2019
4211	\$28.8341	04/10/2000	LCS12	\$31.6999	04/10/2019
4212	\$29.3398	04/10/2000	LCS12	\$31.6999	04/10/2019
4214	\$28.8341	05/22/2000	LCS12	\$31.6999	05/22/2019
99705	\$12.9212	08/06/2018	FF Start	\$14.0797	08/06/2019
99706	\$12.9212	08/06/2018	FF Start	\$14.0797	08/06/2019
99487	\$12.9212	03/26/2018	FF Start	\$14.0797	03/26/2019
99485	\$12.9212	03/26/2018	FF Start	\$14.0797	03/26/2019
99486	\$12.9212	03/26/2018	FF Start	\$14.0797	03/26/2019
99413	\$12.9212	08/14/2017	FF1	\$14.5795	08/14/2019
99412	\$12.9212	08/14/2017	FF1	\$14.5795	08/14/2019
99186	\$12.9212	03/06/2017	FF2	\$15.0971	03/06/2020
99187	\$12.9212	02/27/2017	FF2	\$15.0971	02/27/2020
99185	\$12.9212	02/27/2017	FF2	\$15.0971	02/27/2020
99182	\$12.9212	02/27/2017	FF2	\$15.0971	02/27/2020
99184	\$12.9212	02/27/2017	FF2	\$15.0971	02/27/2020
99189	\$12.9212	02/27/2017	FF2	\$15.0971	02/27/2020
94505	\$12.9212	02/13/2017	FF2	\$15.0971	02/13/2020
99076	\$12.9212	06/20/2016	FF2	\$15.0971	06/02/2019
98582	\$14.6074	01/05/2015	FF4	\$16.1880	01/05/2020
98549	\$14.6075	09/29/2014	FF4	\$16.1880	09/29/2019
99463	\$14.9816	01/02/2018	FFPM1	\$16.6399	01/02/2020
99183	\$14.9816	02/27/2017	FFPM2	\$17.1575	02/27/2020
99188	\$14.9816	02/27/2017	FFPM2	\$17.1575	02/27/2020
99144	\$14.9816	11/07/2016	FFPM2	\$17.1575	11/07/2019
99138	\$16.0303	11/07/2016	FFPM2	\$17.1575	11/07/2019
99140	\$16.0303	11/07/2016	FFPM2	\$17.1575	11/07/2019
99139	\$16.0303	11/07/2016	FFPM2	\$17.1575	11/07/2019
99143	\$16.0303	11/07/2016	FFPM2	\$17.1575	11/07/2019
98901	\$16.4158	02/22/2016	FFPM3	\$17.6935	02/22/2020
98587	\$16.8122	01/05/2015	FFPM4	\$18.2484	01/05/2020
98584	\$16.8122	01/05/2015	FFPM4	\$18.2484	01/05/2020
98581	\$16.8122	01/05/2015	FFPM4	\$18.2484	01/05/2020
98547	\$16.6679	09/29/2014	FFPM4	\$18.2484	09/29/2019
4294	\$16.8899	09/19/2011	E2	\$19.4010	09/19/2019
4291	\$18.0059	08/17/2009	E4	\$20.8379	08/17/2019
4286	\$18.0059	06/01/2009	E4	\$20.8379	06/01/2019
4287	\$18.0059	06/01/2009	E4	\$20.8379	06/01/2019
4282	\$18.6458	08/04/2008	E5	\$21.5958	08/04/2019
4275	\$19.3084	01/14/2008	E6	\$22.3812	01/14/2020
4279	\$19.3084	01/14/2008	E6	\$22.3812	01/14/2020
4271	\$19.3084	01/14/2008	E6	\$22.3812	01/14/2020
4272	\$19.3084	01/14/2008	E6	\$22.3812	01/14/2020
4266	\$20.0015	11/27/2006	E7	\$23.1952	11/27/2019
4265	\$20.0015	11/27/2006	E7	\$23.1952	11/27/2019
4268	\$20.0015	11/27/2006	E7	\$23.1952	11/27/2019
95178	\$20.7052	08/15/2005	E8	\$24.0388	08/15/2019
4262	\$20.7052	08/15/2005	E8	\$24.0388	08/15/2019
4260	\$20.7052	08/15/2005	E8	\$24.0388	08/15/2019

4244	\$21.4410	03/29/2004	E8	\$24.0388	03/29/2019
4245	\$21.4410	03/29/2004	E8	\$24.0388	03/29/2019
95300	\$21.4410	03/29/2004	E8	\$24.0388	03/29/2019
4237	\$22.2030	08/01/2003	E8	\$24.0388	08/01/2019
4239	\$22.2030	08/01/2003	E8	\$24.0388	08/01/2019
4227	\$22.9920	01/06/2003	E8	\$24.0388	01/06/2020
4226	\$22.9920	01/28/2002	E8	\$24.0388	01/28/2020
4222	\$22.9920	09/04/2000	E8	\$24.0388	09/04/2019
4219	\$22.9920	06/12/2000	E8	\$24.0388	06/12/2019
4175	\$22.9920	02/24/1997	E8	\$24.0388	02/24/2020
4185	\$22.9920	02/24/1997	E8	\$24.0388	02/24/2020
4183	\$22.9920	02/24/1997	E8	\$24.0388	02/24/2020
4165	\$22.9920	09/23/1995	E8	\$24.0388	09/23/2019
12013	\$22.9920	12/17/1990	E8	\$24.0388	12/17/2019
4153	\$22.9920	07/16/1990	E8	\$24.0388	07/16/2019
4115	\$22.9920	11/07/1988	E8	\$24.0388	11/07/2019
4100	\$22.9920	03/01/1988	E8	\$24.0388	03/01/2020
4101	\$22.9920	02/20/1988	E8	\$24.0388	02/20/2020
4083	\$22.9920	04/29/1985	E8	\$24.0388	04/29/2019
4058	\$32.1888	12/05/1981	E8	\$33.6543	12/05/2019
98337	\$18.1665	01/06/2014	EPM START	\$20.1236	01/06/2020
98336	\$18.1665	01/06/2014	EPM START	\$20.1236	01/06/2020
98275	\$18.1665	07/22/2013	EPM START	\$20.1236	07/22/2019
98236	\$18.1665	05/20/2013	EPM START	\$20.1236	05/20/2019
30127	\$19.4484	01/15/2011	EPM3	\$22.1671	01/15/2020
4292	\$19.4484	01/15/2011	EPM3	\$22.1671	01/15/2020
4283	\$20.0664	06/01/2009	EPM4	\$22.8983	06/01/2019
39112	\$21.3689	01/14/2008	EPM6	\$24.4416	01/14/2020
4273	\$21.3689	01/14/2008	EPM6	\$24.4416	01/14/2020
4278	\$21.3689	01/14/2008	EPM6	\$24.4416	01/14/2020
4274	\$21.3689	01/14/2008	EPM6	\$24.4416	01/14/2020
4277	\$21.3689	01/14/2008	EPM6	\$24.4416	01/14/2020
4270	\$22.0619	11/27/2006	EPM7	\$25.2556	11/27/2019
4269	\$22.0619	11/27/2006	EPM7	\$25.2556	11/27/2019
4256	\$22.7656	08/15/2005	EPM8	\$26.0993	08/15/2019
4253	\$23.5014	01/18/2005	EPM8	\$26.0993	01/18/2020
4238	\$24.2634	08/01/2003	EPM8	\$26.0993	08/01/2019
4232	\$25.0524	01/06/2003	EPM8	\$26.0993	01/06/2020
4224	\$25.0524	03/05/2001	EPM8	\$26.0993	03/05/2020
4220	\$25.0524	09/04/2000	EPM8	\$26.0993	09/04/2019
4216	\$35.0734	06/12/2000	EPM8	\$36.5390	06/12/2019
4200	\$25.0524	12/15/1997	EPM8	\$26.0993	12/15/2019
4181	\$25.0524	02/24/1997	EPM8	\$26.0993	02/24/2020
4177	\$25.0524	02/24/1997	EPM8	\$26.0993	02/24/2020
4171	\$25.0524	02/24/1997	EPM8	\$26.0993	02/24/2020
4168	\$25.0524	09/23/1995	EPM8	\$26.0993	09/23/2019
4116	\$25.0524	11/07/1988	EPM8	\$26.0993	11/07/2019
4117	\$25.0524	11/07/1988	EPM8	\$26.0993	11/07/2019
4103	\$25.0524	02/20/1988	EPM8	\$26.0993	02/20/2020
4053	\$25.0524	02/14/1981	EPM8	\$26.0993	02/14/2020
4259	\$21.7405	09/14/2017	C1	\$25.5499	09/14/2019
4251	\$31.5183	03/11/2017	C2	\$36.9111	03/11/2020
4235	\$34.7766	06/20/2015	C3	\$38.0888	06/20/2019
4196	\$28.2653	08/08/2009	C6	\$29.8942	08/08/2019
4172	\$29.4461	12/02/2006	C6	\$29.8942	12/02/2019
4158	\$29.4461	12/02/2006	C6	\$29.8942	12/02/2019
4111	\$29.4461	12/17/2005	C6	\$29.8942	12/17/2019
4065	\$29.4461	03/20/1999	C6	\$29.8942	03/20/2019

4037	\$29.4461	07/08/1988	C6	\$29.8942	07/08/2019
4246	\$34.5471	09/28/2017	CPM1	\$38.6545	09/28/2019
4164	\$26.3050	07/29/2017	CPM1	\$27.6104	07/29/2019
4112	\$27.4871	02/14/2015	CPM4	\$30.1347	02/14/2020
4233	\$27.0039	02/08/2015	CPM4	\$30.1347	02/08/2020
4201	\$28.8615	01/31/2015	CPM4	\$30.1347	01/31/2020
4193	\$28.8615	01/03/2015	CPM4	\$30.1347	01/13/2020
4242	\$26.1242	12/20/2014	CPM4	\$30.1347	12/20/2019
4182	\$31.5066	08/08/2009	CPM6	\$31.9547	08/08/2019
4176	\$31.5066	12/15/2007	CPM6	\$31.9547	12/15/2019
4190	\$31.5066	12/17/2005	CPM6	\$31.9547	12/17/2019
4125	\$31.5066	02/25/2004	CPM6	\$31.9547	02/25/2020
4092	\$31.5066	12/23/2000	CPM6	\$31.9547	12/23/2019
4118	\$31.5066	09/30/2000	CPM6	\$31.9547	09/30/2019
4108	\$31.5066	09/30/2000	CPM6	\$31.9547	09/03/2019