

IAM Negotiated Pay Rates
New Top of Scale rates after implementation of Me Too Rates

Pay Step	Classification	Current Rate	Me Too Rate	Percentage Increase	24-Dec	25-Dec	26-Dec
1st Year	CSA	\$19.06	\$19.06	0.00%	\$19.63	\$20.22	\$20.83
2nd Year	CSA	\$19.71	\$19.71	0.00%	\$20.30	\$20.91	\$21.54
3rd Year	CSA	\$20.63	\$20.63	0.00%	\$21.25	\$21.89	\$22.55
4th Year	CSA	\$21.50	\$21.50	0.00%	\$22.15	\$22.81	\$23.49
5th Year	CSA	\$22.64	\$22.64	0.00%	\$23.32	\$24.02	\$24.74
6th Year	CSA	\$24.34	\$24.34	0.00%	\$25.07	\$25.82	\$26.59
7th Year	CSA	\$25.50	\$25.50	0.00%	\$26.27	\$27.06	\$27.87
8th Year	CSA	\$26.67	\$26.67	0.00%	\$27.47	\$28.29	\$29.14
9th Year	CSA	\$27.86	\$27.86	0.00%	\$28.70	\$29.56	\$30.45
10th Year	CSA	\$29.02	\$29.02	0.00%	\$29.89	\$30.79	\$31.71
11th Year	CSA	\$36.05	<u>\$38.35</u>	6.38%	\$39.50	\$40.69	\$41.91
					3%	3%	3%

Pay Step	Classification	Current Rate	Me Too Rate	Percentage Increase	24-Dec	25-Dec	26-Dec
1st Year	CS&S	\$18.48	\$18.48	0.00%	\$19.03	\$19.60	\$20.19
2nd Year	CS&S	\$19.13	\$19.13	0.00%	\$19.70	\$20.29	\$20.90
3rd Year	CS&S	\$20.05	\$20.05	0.00%	\$20.65	\$21.27	\$21.91
4th Year	CS&S	\$20.96	\$20.96	0.00%	\$21.59	\$22.24	\$22.91
5th Year	CS&S	\$22.09	\$22.09	0.00%	\$22.75	\$23.43	\$24.13
6th Year	CS&S	\$23.79	\$23.79	0.00%	\$24.50	\$25.24	\$26.00
7th Year	CS&S	\$24.98	\$24.98	0.00%	\$25.73	\$26.50	\$27.30
8th Year	CS&S	\$26.14	\$26.14	0.00%	\$26.92	\$27.73	\$28.56
9th Year	CS&S	\$27.33	\$27.33	0.00%	\$28.15	\$28.99	\$29.86
10th Year	CS&S	\$28.49	\$28.49	0.00%	\$29.34	\$30.22	\$31.13
11th Year	CS&S	\$35.58	<u>\$37.85</u>	6.38%	\$38.99	\$40.16	\$41.36
					3%	3%	3%

Pay Step	Classification	Current Rate	Me Too Rate	Percentage Increase	24-Dec	25-Dec	26-Dec
1st Year	SOS	\$21.67	\$21.67	0.00%	\$22.32	\$22.99	\$23.68
2nd Year	SOS	\$22.28	\$22.28	0.00%	\$22.95	\$23.64	\$24.35
3rd Year	SOS	\$23.21	\$23.21	0.00%	\$23.91	\$24.63	\$25.37
4th Year	SOS	\$24.07	\$24.07	0.00%	\$24.79	\$25.53	\$26.30
5th Year	SOS	\$25.33	\$25.33	0.00%	\$26.09	\$26.87	\$27.68
6th Year	SOS	\$27.03	\$27.03	0.00%	\$27.84	\$28.68	\$29.54
7th Year	SOS	\$28.18	\$28.18	0.00%	\$29.03	\$29.90	\$30.80
8th Year	SOS	\$29.34	\$29.34	0.00%	\$30.22	\$31.13	\$32.06
9th Year	SOS	\$30.54	\$30.54	0.00%	\$31.46	\$32.40	\$33.37
10th Year	SOS	\$31.69	\$31.69	0.00%	\$32.64	\$33.62	\$34.63
11th Year	SOS	\$38.84	<u>\$41.32</u>	6.38%	\$42.56	\$43.83	\$45.15
					3%	3%	3%