

2026 UNION PAY RATES

Employees will be paid at the rates below:

<u>Group</u>	<u>New Hire</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Foreman</u>
I	17.14	17.14	17.97	20.66	23.24	26.72
II	17.14	17.99	20.97	23.97	26.96	31.00
III	17.14	19.45	22.63	25.86	29.08	33.44
IV	17.92	21.36	24.83	28.28	31.74	36.50

NOTES:

- a. In addition to the wage rates above, GRF provides 100% of the contributions to employee pensions, currently at \$10.46 per hour paid.
- b. In addition to the wage rates above, GRF provides 100% of the contributions to the employee annuity benefit, which remains the same at \$1.05 per hour paid in 2026.
- c. For 2026, a deduction of ten (\$0.10) cents per hour paid will be deducted for Union membership dues and referenced as "324 Work Dues" on your paycheck stub.
- d. The night shift differential for 2026 increases to fifty-eight (\$0.58) cents per hour worked. Night Shift pay differential applies to employees whose shift begins between 3:00 p.m. and 4:59 a.m.
- e. The local union dues will remain at \$49 dollars per month and are deducted and remitted to the Union by GRF.