APPENDIX "A"
IBT CLERICAL AGREEMENT (CURRENT EMPLOYEES)

EXHIBIT A

APPENDIX "A" IBT CLERICAL AGREEMENT

Title	Step*	5/28/2013	5/28/2014	5/28/2015	5/28/2016	5/28/2017	5/28/2018	5/28/2019	5/28/2020	5/28/2021	5/28/2022	5/28/2023
Clerk	1	$ 19.72	$ 20.16	$ 20.61	$ 21.07	$ 21.54	$ 22.02	$ 22.52	$ 23.03	$ 23.61	$ 24.20	$ 24.93
Clerk Typist I	2	$ 21.45	$ 21.93	$ 22.42	$ 22.92	$ 23.44	$ 23.97	$ 24.51	$ 25.06	$ 25.69	$ 26.33	$ 27.12
	3	$ 23.30	$ 23.82	$ 24.36	$ 24.91	$ 25.47	$ 26.04	$ 26.63	$ 27.23	$ 27.91	$ 28.61	$ 29.47
Clerk II	1	$ 23.19	$ 23.71	$ 24.24	$ 24.79	$ 25.35	$ 25.92	$ 26.50	$ 27.10	$ 27.78	$ 28.47	$ 29.32
Clerk Typist III	2	$ 25.23	$ 25.80	$ 26.38	$ 26.97	$ 27.58	$ 28.20	$ 28.83	$ 29.48	$ 30.22	$ 30.98	$ 31.91
Acct. Clerk I	3	$ 27.53	$ 28.15	$ 28.78	$ 29.43	$ 30.09	$ 30.77	$ 31.46	$ 32.17	$ 32.97	$ 33.79	$ 34.80
Data Entry Clerk	1	$ 25.33	$ 25.90	$ 26.48	$ 27.08	$ 27.69	$ 28.31	$ 28.95	$ 29.60	$ 30.34	$ 31.10	$ 32.03
	2	$ 27.55	$ 28.17	$ 28.80	$ 29.45	$ 30.11	$ 30.79	$ 31.48	$ 32.19	$ 32.99	$ 33.81	$ 34.82
	3	$ 30.21	$ 30.89	$ 31.59	$ 32.30	$ 33.03	$ 33.77	$ 34.53	$ 35.31	$ 36.19	$ 37.09	$ 38.20
Clerk III	1	$ 27.55	$ 28.17	$ 28.80	$ 29.45	$ 30.11	$ 30.79	$ 31.48	$ 32.19	$ 32.99	$ 33.81	$ 34.82
Acct. Clerk II	2	$ 29.93	$ 30.60	$ 31.29	$ 31.99	$ 32.71	$ 33.45	$ 34.20	$ 34.97	$ 35.84	$ 36.74	$ 37.84
	3	$ 32.88	$ 33.62	$ 34.38	$ 35.15	$ 35.94	$ 36.75	$ 37.58	$ 38.43	$ 39.39	$ 40.37	$ 41.58
Draftsman	1	$ 31.52	$ 32.23	$ 32.96	$ 33.70	$ 34.46	$ 35.24	$ 36.03	$ 36.84	$ 37.76	$ 38.70	$ 39.86
	2	$ 34.21	$ 34.98	$ 35.77	$ 36.57	$ 37.39	$ 38.23	$ 39.09	$ 39.97	$ 40.97	$ 41.99	$ 43.25
	3	$ 37.40	$ 38.24	$ 39.10	$ 39.98	$ 40.88	$ 41.80	$ 42.74	$ 43.70	$ 44.79	$ 45.91	$ 47.29
Draftsman II	1	$ 34.46	$ 35.24	$ 36.03	$ 36.84	$ 37.67	$ 38.52	$ 39.39	$ 40.28	$ 41.29	$ 42.32	$ 43.59
	2	$ 37.38	$ 38.22	$ 39.08	$ 39.96	$ 40.86	$ 41.78	$ 42.72	$ 43.68	$ 44.77	$ 45.89	$ 47.27
	3	$ 40.62	$ 41.53	$ 42.46	$ 43.42	$ 44.40	$ 45.40	$ 46.42	$ 47.46	$ 48.65	$ 49.87	$ 51.37
Acct Clerk III	1	$ 30.30	$ 30.98	$ 31.68	$ 32.39	$ 33.12	$ 33.87	$ 34.63	$ 35.41	$ 36.30	$ 37.21	$ 38.33
	2	$ 32.89	$ 33.63	$ 34.39	$ 35.16	$ 35.95	$ 36.76	$ 37.59	$ 38.44	$ 39.40	$ 40.39	$ 41.60
	3	$ 35.81	$ 36.62	$ 37.44	$ 38.28	$ 39.14	$ 40.02	$ 40.92	$ 41.84	$ 42.89	$ 43.96	$ 45.28

APPENDIX "A"
IBT CLERICAL AGREEMENT (CURRENT EMPLOYEES)*(Con't)*

Title	Step*	5/28/2013	5/28/2014	5/28/2015	5/28/2016	5/28/2017	5/28/2018	5/28/2019	5/28/2020	5/28/2021	5/28/2022	5/28/2023
Stockkeeper I	1	$ 22.31	$ 22.81	$ 23.32	$ 23.84	$ 24.38	$ 24.93	$ 25.49	$ 26.06	$ 26.71	$ 27.38	$ 28.20
Chauffer	2	$ 24.21	$ 24.75	$ 25.31	$ 25.88	$ 26.46	$ 27.06	$ 27.67	$ 28.29	$ 29.00	$ 29.73	$ 30.62
	3	$ 26.05	$ 26.64	$ 27.24	$ 27.85	$ 28.48	$ 29.12	$ 29.78	$ 30.45	$ 31.21	$ 31.99	$ 32.95
Stockkeeper II	1	$ 27.86	$ 28.49	$ 29.13	$ 29.79	$ 30.46	$ 31.15	$ 31.85	$ 32.57	$ 33.38	$ 34.21	$ 35.24
	2	$ 30.26	$ 30.94	$ 31.64	$ 32.35	$ 33.08	$ 33.82	$ 34.58	$ 35.36	$ 36.24	$ 37.15	$ 38.26
	3	$ 32.86	$ 33.60	$ 34.36	$ 35.13	$ 35.92	$ 36.73	$ 37.56	$ 38.41	$ 39.37	$ 40.35	$ 41.56
Stockkeeper III	1	$ 30.26	$ 30.94	$ 31.64	$ 32.35	$ 33.08	$ 33.82	$ 34.58	$ 35.36	$ 36.24	$ 37.15	$ 38.26
	2	$ 32.86	$ 33.60	$ 34.36	$ 35.13	$ 35.92	$ 36.73	$ 37.56	$ 38.41	$ 39.37	$ 40.35	$ 41.56
	3	$ 34.67	$ 35.45	$ 36.25	$ 37.07	$ 37.90	$ 38.75	$ 39.62	$ 40.51	$ 41.52	$ 42.56	$ 43.84
Assignment	1	$ 28.27	$ 28.91	$ 29.56	$ 30.23	$ 30.91	$ 31.61	$ 32.32	$ 33.05	$ 33.88	$ 34.73	$ 35.77
Coordinator	2	$ 30.69	$ 31.38	$ 32.09	$ 32.81	$ 33.55	$ 34.30	$ 35.07	$ 35.86	$ 36.76	$ 37.68	$ 38.81
	3	$ 32.96	$ 33.70	$ 34.46	$ 35.24	$ 36.03	$ 36.84	$ 37.67	$ 38.52	$ 39.48	$ 40.47	$ 41.68

Step Rates:

For current IBT employees (in the bargaining unit prior to full ratification)

* **1** First year of employment
2 Second year of employment
3 Third year of employment and thereafter

For employees who enter the bargaining unit after full ratification date

* **1** First and second year of employment
2 Third and fourth year of employment
3 Fifth year of employment and thereafter

NOTES

1 Notwithstanding the above schedule, any employee who transfers to a class of employment covered by this Agreement from a class of employment providing lower step rates shall commence employment under this Agreement at the step rate providing a rate of pay, not to include the bonus rate, next above the employees rate of pay immediately prior to his transfer. He shall remain in that step for one (1) year.

2 Any employee to be paid for filing a position from time to time, in a class of employment or job title other than his own, and providing higher step rates than those provided in his regular assigned class of employment or job title, shall be paid at that step rate in the class of employment or job title in which he performs work, which provides a rate of pay, not to include the bonus rate, next above that earned by him in his regularly assigned class of employment or job title.