



Vigor Marine
Schedule "A"
Rates Effective 12/1/2023

Painters Local 10 - Oregon

Title	Pay Rate	H&W	Training	Pension	Pension Surcharge	ER 401(k)*	Total Package
Journey 3	\$ 41.30	\$ 7.80	\$ 0.79	\$ 1.00	\$ -	\$ 1.65	\$ 52.54
Journey 2	\$ 39.81	\$ 7.80	\$ 0.79	\$ 1.00	\$ -	\$ 1.59	\$ 50.99
Journey 1	\$ 38.62	\$ 7.80	\$ 0.79	\$ 1.00	\$ -	\$ 1.55	\$ 49.76
Associate 4	\$ 35.30	\$ 7.80	\$ 0.79	\$ 1.00	\$ -	\$ 1.41	\$ 46.30
Associate 3	\$ 33.01	\$ 7.80	\$ 0.79	\$ 1.00	\$ -	\$ 1.32	\$ 43.92
Associate 2	\$ 31.62	\$ 7.80	\$ 0.79	\$ 1.00	\$ -	\$ 1.27	\$ 42.48
Associate 1	\$ 29.04	\$ 7.80	\$ 0.79	\$ 1.00	\$ -	\$ 1.16	\$ 39.79
Helper/FW	\$ 26.02	\$ 7.80	\$ 0.79	\$ 1.00	\$ -	\$ 1.04	\$ 36.65

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022 \$1.30

12/1/2023 \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



CASCADE GENERAL
Schedule "A"
Effective 12/1/2023

Painters Local 10

Title	Pay Rate	H&W	Annuity	Training	Pension	Pension Surcharge	ER 401(k)*	Total Package
Journey 3	\$ 39.80	\$ 8.50	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.59	\$ 52.54
Journey 2	\$ 38.31	\$ 8.50	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.53	\$ 50.99
Journey 1	\$ 37.12	\$ 8.50	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.49	\$ 49.76
Associate 4	\$ 33.80	\$ 8.50	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.35	\$ 46.30
Associate 3	\$ 31.51	\$ 8.50	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.26	\$ 43.92
Associate 2	\$ 30.12	\$ 8.50	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.21	\$ 42.48
Associate 1	\$ 27.54	\$ 8.50	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.10	\$ 39.79
Helper/FW	\$ 24.52	\$ 8.50	\$ -	\$ -	\$ 2.65	\$ -	\$ 0.98	\$ 36.65

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022 \$1.30

12/1/2023 \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.