

TENTATIVE COLLECTIVE AGREEMENT

MARCH 13, 2025

UNITED STEELWORKERS
USW
LOCAL 2010

Current Wage Grid - Effective July 1, 2024

Grade/Step	1	2	3	4	5	6	7	8	9	10	11
2	36,353	37,328	38,324	39,351							
3	40,501	41,582	42,694	43,836							
4	42,648	43,824	45,027	46,259	47,531	48,831					
5	44,604	45,885	47,204	48,561	49,957	51,393	52,871	54,390			
6	50,577	52,032	53,528	55,068	56,651	58,280	59,955	61,679			
7	57,357	59,005	60,701	62,446	64,240	66,087	67,985	69,938			
8	65,044	66,913	68,835	70,814	72,848	74,942	77,095	79,313			
9	72,484	74,465	76,501	78,592	80,742	82,950	85,217	87,547	89,940		

Wage Grid - Effective July 1, 2025

Grade/Step	1	2	3	4	5	6	7	8	9	10	11
2		38,448	39,474	40,533	41,620						
3		42,830	43,975	45,151	46,359						
4		45,139	46,378	47,647	48,957	50,296	51,672				
5		47,262	48,620	50,018	51,457	52,936	54,456	56,022	57,633		
6		53,593	55,135	56,719	58,351	60,028	61,755	63,530	65,358		
7		60,775	62,522	64,318	66,168	68,069	70,025	72,036	74,105		
8		68,920	70,901	72,937	75,033	77,190	79,408	81,692	84,043		
9			78,796	80,950	83,164	85,437	87,774	90,173	92,639	95,172	97,774

Wage Grid - Effective July 1, 2026

Grade/Step	1	2	3	4	5	6	7	8	9	10	11
2		39,313	40,362	41,445	42,556						
3		43,794	44,964	46,167	47,402						
4		46,155	47,422	48,719	50,059	51,428	52,835				
5		48,325	49,714	51,143	52,615	54,127	55,681	57,282	58,930		
6		54,799	56,376	57,995	59,664	61,379	63,144	64,959	66,829		
7		62,142	63,929	65,765	67,657	69,601	71,601	73,657	75,772		
8		70,471	72,496	74,578	76,721	78,927	81,195	83,530	85,934		
9			80,569	82,771	85,035	87,359	89,749	92,202	94,723	97,313	99,974

Wage Grid - Effective July 1, 2027

Grade/Step	1	2	3	4	5	6	7	8	9	10	11
2		40,198	41,270	42,378	43,514						
3		44,779	45,976	47,206	48,469						
4		47,193	48,489	49,815	51,185	52,585	54,024				
5		49,412	50,833	52,294	53,799	55,345	56,934	58,571	60,256		
6		56,032	57,644	59,300	61,006	62,760	64,565	66,421	68,333		
7		63,540	65,367	67,245	69,179	71,167	73,212	75,314	77,477		
8		72,057	74,127	76,256	78,447	80,703	83,022	85,409	87,868		
9			82,382	84,633	86,948	89,325	91,768	94,277	96,854	99,503	102,223

After Shifting the Grid

Wage Grid - Effective July 1, 2025

Grade/Step	1	2	3	4	5	6	7	8	9
2	38,448	39,474	40,533	41,620					
3	42,830	43,975	45,151	46,359					
4	45,139	46,378	47,647	48,957	50,296	51,672			
5	47,262	48,620	50,018	51,457	52,936	54,456	56,022	57,633	
6	53,593	55,135	56,719	58,351	60,028	61,755	63,530	65,358	
7	60,775	62,522	64,318	66,168	68,069	70,025	72,036	74,105	
8	68,920	70,901	72,937	75,033	77,190	79,408	81,692	84,043	
9	78,796	80,950	83,164	85,437	87,774	90,173	92,639	95,172	97,774

Wage Grid - Effective July 1, 2026

Grade/Step	1	2	3	4	5	6	7	8	9
2	39,313	40,362	41,445	42,556					
3	43,794	44,964	46,167	47,402					
4	46,155	47,422	48,719	50,059	51,428	52,835			
5	48,325	49,714	51,143	52,615	54,127	55,681	57,282	58,930	
6	54,799	56,376	57,995	59,664	61,379	63,144	64,959	66,829	
7	62,142	63,929	65,765	67,657	69,601	71,601	73,657	75,772	
8	70,471	72,496	74,578	76,721	78,927	81,195	83,530	85,934	
9	80,569	82,771	85,035	87,359	89,749	92,202	94,723	97,313	99,974

Wage Grid - Effective July 1, 2027

Grade/Step	1	2	3	4	5	6	7	8	9
2	40,198	41,270	42,378	43,514					
3	44,779	45,976	47,206	48,469					
4	47,193	48,489	49,815	51,185	52,585	54,024			
5	49,412	50,833	52,294	53,799	55,345	56,934	58,571	60,256	
6	56,032	57,644	59,300	61,006	62,760	64,565	66,421	68,333	
7	63,540	65,367	67,245	69,179	71,167	73,212	75,314	77,477	
8	72,057	74,127	76,256	78,447	80,703	83,022	85,409	87,868	
9	82,382	84,633	86,948	89,325	91,768	94,277	96,854	99,503	102,223

Scenario #1

Grade 6 Step 4 as of July 1, 2024

Grade/Step	1	2	3	4	5	6	7	8
6	50,577	52,032	53,528	55,068	56,651	58,280	59,955	61,679
Step Value		2.88%	2.88%	2.88%	2.87%	2.88%	2.87%	2.88%

Grade 6 Step 4 as of July 1, 2025

Grade/Step	1	2	3	4	5	6	7	8
6	53,593	55,135	56,719	58,351	60,028	61,755	63,530	65,358
Step Value		2.88%	2.87%	2.88%	2.87%	2.88%	2.87%	2.88%
ATB	3%	3%	3%	3%	3%	3%	3%	3%

	New Salary as of July 1st
	Old Salary Cap without the additional step
	New Salary Cap with the additional step

Scenario #2

Grade 8 Step 8 as of July 1, 2024

Grade/Step	1	2	3	4	5	6	7	8
8	65,044	66,913	68,835	70,814	72,848	74,942	77,095	79,313
Step Value		2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.88%

Grade 8 Step 8 as of July 1, 2025

Grade/Step	1	2	3	4	5	6	7	8
8	68,920	70,901	72,937	75,033	77,190	79,408	81,692	84,043
Step Value		2.87%	2.87%	2.87%	2.87%	2.87%	2.88%	2.88%
ATB	3%	3%	3%	3%	3%	3%	3%	3%

	New Salary as of July 1st 2025 - Raised Salary cap by 1 step
	Old Salary Cap without the additional step

When do you see the effect of a new step?

Wage Grid - If you are in your last step before July 1, 2025

[illegible]

Wage Grid - If you are in your 2nd to last step before July 1, 2026

[illegible]

Wage Grid - If you are in your 3rd to last step before July 1, 2027

Grade/Step	1	2	3	4	5	6	7	8	9
2	2.25%	2.25%	2.25%	4.93%					
3	2.25%	2.25%	2.25%	4.93%					
4	2.25%	2.25%	2.25%	2.25%	2.25%	4.99%			
5	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	5.13%	
6	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	5.13%	
7	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	5.12%	
8	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	5.13%	
9	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	4.99%	4.98%