



**Last Best & Final Offer
September 1, 2021**

THIS WILL BE AN ACCEPT OR STRIKE VOTE!

ECONOMIC HIGHLIGHTS:

**No Changes to Health Care Plan Design
Up to + \$2.95 per hour in Wage Increases**

For specific details, see Appendix A (Attached)

Elimination of 2-Tier Wage Scale

Increased Vacation Benefits

Increased 401K Match from 7% to 8%

Increased Paid Holidays from 9 to 11

Increased Sickness & Accident Benefits

Increased Life Insurance Benefits

5 Year Agreement

1. Supplement “A” Wages

Wage Increase:

Year 1: 3%
Year 2: 2.5%
Year 3: 2%
Year 4: 2%
Year 5: 2%

For specific details on hourly wage increase, see Appendix A (Attached)

2. SUPPLEMENT “A” WAGE SCALES AND JOB CLASSIFICATIONS

Effective September 11, 2021, the Company will remove the two-tier wage scale. Production Specialists will be paid per SUPPLEMENT “A” WAGE SCALES AND JOB CLASSIFICATIONS and according to the current contract language of \$3.00, \$2.00, and \$1.00 included in Article XVII WAGES AND SHIFT BONUS.

3. SUPPLEMENT “A” WAGE SCALES AND JOB CLASSIFICATIONS

Current Barrel Warehouse Production Specialist/Laborers will move to a rated job classification “Barrel Warehouse Specialist” with the following wage rate:

Barrel Warehouse Specialist: \$24.23/hour

Current Dump Room Laborer will move to a rated job classification “Dump Room Barrel Specialist” with the following wage rate:

Dump Room Barrel Specialist: \$24.23/hour

The current contract language regarding \$3, \$2, \$1 applies. Current employees would not need to re-bid, they would automatically move to these titles and wage rates.

As with all rated jobs, employees holding such jobs cannot hold a temporary and/or back-up job bid.

4. Article XXIV: Group Insurance

In understanding this is a priority for many employees, we are pleased to propose a plan that preserves your current healthcare plan design, allowing employees to continue enjoying an incredible plan design with minimal employee contribution through the current Healthcare Wage/Trigger Report concept, exceeding national trends and other plans across our competitors and the entire region including all plans administered by Anthem Blue Cross Blue Shield of Kentucky. Employee contribution rates are significantly lower than the competition resulting in higher take home pay for you.

Health Care Highlights

- Maintaining current PPO plan design
- Maintaining low base contribution rates from past contract for next 5 years. See chart below for base rates and 2021 estimated cost.

2021 Estimated Cost	Census	Base Rate	50% Cost Share	Total
Single	131	\$6.00	\$10.66	\$16.66
Single/Spouse	98	\$13.00	\$23.45	\$36.45
Single/Child	45	\$9.00	\$15.99	\$24.99
Family	79	\$18.00	\$31.98	\$49.98

- Increasing Health Care Wage (company contribution toward the cost of your health insurance) annually by 4.25%.
 - Equivalent to a \$7.38/hour wage payment for health care
 - Health Care Wage increase equivalent to \$0.30/hour raise each year
- Maintaining High Deductible Health Care Plan with company contributions to a Health Care Savings Account of \$1,000 to \$2,000 depending on tier of enrollment

Annual Healthcare Wages: Growing at 4.25% Each Year of the Contract

	Annual Amount	Per Hour Equivalent	Equivalent \$/Hour Increase
2020 (Base Wage):	\$14,725	\$7.08	
2021 Healthcare Wage:	\$15,351	\$7.38	+\$0.30
2022 Healthcare Wage:	\$16,003	\$7.69	+\$0.31
2023 Healthcare Wage:	\$16,683	\$8.02	+\$0.33
2024 Healthcare Wage:	\$17,392	\$8.36	+\$0.34

2025 Healthcare Wage:	\$18,131	\$8.72	+\$0.36
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Overall Growth in Healthcare Wage is 23% Over the 5 Year Period

Calculation for 2021 Employee Pre-Tax Healthcare Contributions for PPO Plan:

Healthcare Wage/Trigger Report Concept

The Company will provide an annual healthcare wage growing at 4.25% each year of this agreement for each employee with an inflation cap of 8% over previous year's actuals. The Employee and Company will share costs and savings, if any, 50/50 versus the healthcare wage, using the previous year's actual healthcare plan expenses. The healthcare wage for calendar year 2021 will be reflected in calendar year 2022. The base wage for calculating the healthcare wage is our 2020 healthcare wage of \$14,725 as reported above.

To provide you with options that best meet your individual needs, you will have multiple plan designs to choose from including: 1) Your current Anthem PPO Plan or 2) Anthem High Deductible Plan with a Health Savings Account (H.S.A.) which includes an Employer Contribution. A brief overview of the plan designs and associated costs are listed below and full details are attached.

Anthem PPO Plan (Current Plan) – Option #1

A summary of your PPO benefit plan includes (**no changes from current design**):

- | | |
|--|--|
| ▪ Physician Office Services | \$20 Co-Pay |
| ▪ Specialist Office Visit | \$20 Co-Pay |
| ▪ Preventive Services | Covered in Full |
| ▪ Outpatient Surgery | Covered in Full |
| ▪ Emergency Room | \$100 Co-Pay |
| ▪ Urgent Care Facility | \$50 Co-Pay |
| ▪ Prescription Drugs | \$10 Co-Pay (Generic Form)
\$20 Co-Pay (Brand Formulary)
\$30 Co-Pay (Non-Formulary)
\$30 (Tier 4 – Specialty Medications)
RX Annual Out-of-Pocket \$650/\$1,300 |
| ▪ Deductible (Single/Family) | \$250/\$500 |
| ▪ Out-of-Pocket Maximum
(Single/Family) | \$1,500/\$3,000 |
| ▪ Outpatient Care | 20% after deductible |

- Inpatient Care 20% after deductible

Anthem Health Savings Account – Option #2: High Deductible Health Plan

Your health program also includes a High Deductible Health Plan – Health Savings Account option, still operating under the Healthcare Wage concept.

This gives you an opportunity to:

1. Pay a lower premium contribution versus PPO plan
2. Receive employer Health Savings Account (HSA) contributions tax free which you can use to directly offset your medical expenses,
3. Contribute additional pre-tax dollars into the HSA.
4. Pay only 75% of any incremental contributions from Health Care wage concept (health care actuals > wage)
5. Receive 100% of any employee share of savings from Health Care Wage concept (health care actuals less than wage)
6. Dollars left in the HSA roll over from year to year and the account earns interest tax free.
 - a. You can also use the account for other qualified expenses such as dental, vision and some designated over the counter medicines.
 - b. After age 65, any balance in your HSA can be used for any purpose (like a 401K)

More information will be available during your annual open enrollment period in October 2021.

A summary of the Anthem High Deductible Plan w/Health Savings Account includes:

Deductible (Single/Family)	\$3,000/\$6,000
Coinsurance	10%
Out-of-Pocket Maximum	\$6,000/\$12,000
RX Co-Pays (After deductible is met)	\$15/\$40/\$60
Preventive Services	Covered at 100%
Physician Office Services	10% after deductible
Specialist Office Visit	10% after deductible
Outpatient Surgery	10% after deductible
Outpatient Care	10% after deductible
Inpatient Care	10% after deductible
Emergency Room	10% after deductible
Urgent Care	10% after deductible

Employer Contribution to HSA

Employee Only	\$1,000	=	\$0.48/hour
Employee/Spouse	\$1,500	=	\$0.72/hour
Employee Child (ren)	\$1,500	=	\$0.72/hour
Family	\$2,000	=	\$0.96/hour

The employer contribution will be granted on an annual basis. You may also contribute additional pre-tax dollars up to the IRS maximum.

Employee Contribution for HSA

Should you elect the Anthem Health Savings Account plan coverage for yourself, your spouse and/or dependent children, your cost for 2021 will be:

Employee Only:	Free (100% of Cost Covered by Heaven Hill)
Employee/Spouse:	\$32.48/pay period
Employee/Child (ren):	\$22.24/pay period
Family:	\$44.49/pay period

This plan will also utilize the healthcare wage concept to determine employee cost. However, your employee contributions in 2022 will be based on 2021 actual costs, less 25%. If Health Care actuals are less than health care wage, you will receive the same 50% savings of the difference as those on the PPO plan.

5. Article XXIV: Group Insurance

Sickness & Accident Benefits...Effective January 1, 2022, the weekly sickness and accident benefit is increased from \$375 to \$450 per week up to a maximum of sixteen (16) weeks.

6. Article XXIV: Group Insurance

Life Insurance Benefits...The Company will continue the group life insurance coverage, which, effective January 1, 2022, will increase the face amount from Twenty Thousand Dollars (\$20,000) to Twenty-Five Thousand Dollars (\$25,000). If an employee is on leave of absence for sickness or injury, that employee shall have his/her life insurance coverage continued in force for up to twelve (12) months.

7. Article XVIII: Section A: Vacations

The eligibility date for calculating vacation entitlement under Section A shall be the employees hire date. Employees shall be entitled to paid vacations as set forth below. However, scheduling of all vacation is subject to management approval.

- 1) One-week (5 days) of paid vacation to employees after six (6) months of continuous service
- 2) Two weeks (10 days) of paid vacation to employees with one (1) to eight (8) years of continuous service
- 3) Three weeks (15 days) of paid vacation to employees with nine (9) to fourteen (14) years of continuous service
- 4) Four weeks (20 days) of paid vacation to employees with fifteen (15) to nineteen (19) years of continuous service
- 5) Five weeks (25) days of paid vacation to employees with twenty (20) + years of continuous service

8. Article XXV: Section D: 401K Plan

Modify Language to: The Company is offering a company matching contribution on a percent (%) of salary basis. The company matching contribution is 50% up to a maximum of 8%, from previous maximum contribution of 7%.

9. Article IX: HOURS AND HOLIDAYS: Section E

Additional Holidays: The following additional paid holidays shall be recognized by the Employer:

- 1) Christmas Eve
- 2) Martin Luther King Day

10. Article II: Union Membership

SECTION A. The Company agrees that it will not interfere with, restrain or coerce any employee for the purpose of discouraging membership in the Union, or for the purpose of discouraging union activities not prohibited by this Agreement or by law. The Union agrees that neither the Union nor any of its officers, representatives or members will interfere with, restrain or coerce any employee for the purpose of encouraging membership in the Union.

The parties acknowledge Kentucky's right-to-work law that came into effect in 2017. If the Kentucky right-to-work law is repealed or modified to make union security (including any form thereof) lawful, the union security provisions of the 2016-2021 collective bargaining agreement (Article II Sections A & B) will again be in force and effect to the fullest extent permitted by law, including lesser forms of union security such as "fair share" or "agency fee" if those lesser forms of union security are all that is permitted by state law. In no circumstance will the above agreement between Union and Company be enforced in a manner that is unlawful or contrary to then current law and regulation, and any provision held invalid or inoperative with respect to then current law shall be severed from the 2016-2021 collective bargaining agreement (Article II Sections A & B).

SECTION B. Each employee shall have the option to become a member of the Union. No employee shall be required as a condition of employment or continuation of employment to become or remain a member of the Union; pay any fees to the Union, or; make payments to any charity or third party in lieu of payments to the Union.

SECTION C. The Company agrees to deduct the Union's initiation fee, dues, and authorized assessments of the Union, from the wages of employees who elect to join the Union and elect to execute a written dues authorization authorizing said deduction(s). Said deductions shall be made not later than the fifteenth (15th) of each month and all money so deducted shall be immediately transmitted to the Union.

The Union will hold the Company harmless with respect to any claim, suit, judgment, or other liability resulting from any deduction made from the employee's pay pursuant to the above authorization and assignment. The Union shall also indemnify and hold harmless the Company in any case where an individual has signed and delivered to the Union such authorization and assignment, but the Union has failed to so advise the Company in accordance with agreed procedures, and accordingly, deduction has not been made from the employee's pay. The Company will cooperate with the Union in the defense of any such claim, by notifying the Local Union immediately of any such claim and furnishing the Local Union with any applicable data.

The Union agrees to accept into its membership without discrimination all present and future employees who apply for membership, provided they meet the uniform, non-discriminatory requirements of the Union, and further agrees the Company shall not be required to discharge any employee because of non-membership in the Union.

SECTION E: Upon request, the Union shall be provided with a current list of bargaining unit employees addresses, cell phone numbers and email addresses.

11. Article III: Union Notification: (New Article)

Add Language:

SECTION A. It is hereby understood and agreed that any employee hired subsequent to the signing of this Agreement may become a member of the Union after having been employed by the Employer for a period of ninety (90) days. The Employer may release such employees within the first ninety (90) calendar days without assigning any cause therefor. The Union agrees that it will accept such employees into the Union upon payment of all regular fees and dues. It is understood and agreed that all employees will be considered probationary employees for the first ninety (90) days from the date of hire. No employee shall serve more than ninety (90) calendar days during his probationary period. The Company shall not discharge any employee without just cause. Prior to any proposed discharge, the Company shall notify the Steward and/or a Union Officer to be present when formal charges are made against an employee.

SECTION B. Prior to commencing work, newly hired employees shall be privileged to report to the Financial Secretary of the Union to be listed as potential members and may pay the prescribed potential membership fee.

12. Article VIII: CHECKOFF:

Delete Article VIII

13. Article IX: Hours and Holidays Section A:

Modify Language to: Overtime will be paid at the rate of time and one-half for all hours paid over 40 hours per week unless the day carries a higher premium.

14. Article IX: Hours and Holidays, Section A:

Add/Modify Language to: There may be two types of working schedules: the “traditional working schedule” and the “non-traditional working schedule.” All those employed at the execution of this Agreement, shall remain on the “traditional working schedule” unless and until such employee(s) bids into a position requiring a “non-traditional working schedule” (as specified on the job posting). It is understood that those employed at the execution of this Agreement on September 11, 2021 will not be forced onto a “non-traditional working schedule”; moving to a “non-traditional working schedule” will be done on a voluntary basis only.

Employees who bid on or are hired into a “non-traditional working schedule” which is defined as anything other than Monday – Friday, will have their 1st and 2nd days of rest defined in the job posting. For example, employees who bid on or are hired into a Thursday – Monday schedule, Tuesday, the 1st day of rest would be paid at time and one-half and Wednesday, the 2nd day of rest would be paid at double time.

15. Article IX: HOURS AND HOLIDAYS: Section E

Modify Language to: The eligibility for holiday pay shall be that the employee must have worked all hours offered in accordance with seniority rights on the employee’s last scheduled workday before the holiday and the next scheduled workday after the holiday unless approved absences including Jury Duty, Bereavement Leave, Military Leave, Approved Vacation or Union Business.

16. Article X: Section E: Delete First 2 Sentences of Article and Replace with:

Modify Language to: Promotions to all vacancies and new jobs created during the term of the Agreement will be filled by posting as provided in Section F hereof and will be made on the basis of the employee’s last period of continuous service with the Company (“seniority”), provided the employee to be promoted possesses the requisite ability and qualifications to perform the duties of the job (as described in the job posting) to which the employee is to be promoted.

17. Article X: Section M

Modify Language to: Employees bidding on the rated job classifications of Label Machine Operator, Working Foreperson, Bottling Utility, Support Utility and Processing Operator may not bid laterally or downward on any job within twenty-four (24) months. Any employee in the above classification who gives up one of the above permanent positions within twenty-four (24) months from first day of training, may not bid on any job for nine (9) months; such employee shall return to the base rate of pay in that department.

18. Article X: Section M

Add Language: Shift Preference – Employee may by seniority, exercise their shift preference to move to a more preferred shift. Employees under bidding restrictions or frozen status, who wish to exercise their shift preference, shall have this shift change counted as one of their four (4) career moves.

19. Article X: Seniority: Section N

Modify Language to: After employees have been away from work on a leave of absence for medical or other approved reasons for eighteen (18+) months, they shall be disqualified from their position and will be placed in a Production Specialist job. The employee will remain on their shift and in their department based on seniority, any employee on leave at the time of ratification of this agreement will be grandfathered in at twenty-four (24) months.

20. Article X: Seniority: Section N

Add Language: Any employee who has been away from work on a leave of absence for medical or other reasons for thirty-six (36) months, will be removed from the seniority list; with the exception of employees who have been on leave for forty-eight (48) months or less at the ratification of this contract will remain on the seniority list.

21. Article XII: LAYOFFS: Section D

Modify Language to: As business needs necessitate, a short-term shutdown period is defined as a period of 3 weeks or less. The company will communicate a short-term shut down as early as feasible. During such times, employees shall remain in their assigned home departments and may not bump or roll junior employees in other departments including the Bottling and Warehouse departments. If work is available, employees shall be allowed to sign up for work within their home department for any of the weeks based on seniority.

22. Article XIII: Leave of Absence

Modify Language to: Employees requesting a leave of absence may direct their request to the Human Resources Director or Manager.

23. Article XVIII: Vacations: Add New Section E to include Union/Company Side Agreement, dated December 16, 2020:

Vacation Scheduling Process:

- For seniority to prevail, employees should request vacation no later than January 31. After January 31, subsequent requests will be approved on first come, first served basis.
- Until all seniority window requests are finalized, approximately two weeks after January 31, new first come, first served vacation requests will be placed on hold to provide ample time for the seniority-based requests to be processed before allowing new requests.

Vacation days between January 1 – January 31 will be granted on a first come, first served basis for all up to the allowable limit.

During the seniority window (January 1 – 31), priority vacation approval will be given to all full week requests (5 weekdays consecutively) based on seniority, and then individual days and/or partial days by seniority after, up to the allowable limit. Holidays falling during a requested vacation week will not count as one of the 5 consecutive weekdays.

Full weeks, days or partial days requested after January 31, will be granted on a first come, first served basis for all up to the allowable limit.

Allowable Vacation Limits:

Up to 10% of employees may be approved for vacation each day rounding up to the nearest whole number and with a minimum number of 1 person. This 10% is independent of other absenteeism categories.

- The 10% will be based on coverage areas. For example, positions covered by support utilities in one group, positions covered by bottling utilities in another, etc.

Business needs and available coverage can affect the allowable percentage. If the allowable percentage decreases, the Company will alert the Union as soon as possible to allow for non-penalty schedule adjustments.

Cancellation Process:

Approved vacation days must be canceled no later than the end of shift of the preceding Monday. If the request is received late, the cancellation will only be permitted with supervisor approval in emergency situations, such as medical leave, bereavement, etc. If the cancellation is not approved, the employee will be required to use the day.

- Example: To cancel Friday, December 18, employee must cancel by no later than end of shift Monday, December 14. To cancel Monday, December 14, employee must cancel by no later than Monday, December 7.

Unused Days:

Earned but unused vacation days as of December 31, will be paid out to employees in January.

24. Article XVIII: Add Section G: Vacations

Add Language:

a) When Saturday overtime is mandated or scheduled, employees who have an approved vacation day on the preceding Friday, should not be mandated to work overtime on Saturday, when the vacation day is scheduled and approved prior to the posting of the overtime schedule. The employee does have the option to work Saturday, but it is their responsibility to sign the overtime list as explained in Article X, Section L. Once the overtime list is posted, indicating said employee is assigned overtime on the Saturday working list, the employee is expected to work the overtime.

b) When Sunday overtime is mandated or scheduled, employees who have an approved vacation day on the following Monday, should not be mandated to work overtime on Sunday, when the vacation day is scheduled and approved prior to the posting of the overtime schedule. The employee does have the option to work Sunday, but it is their responsibility to sign the overtime list as explained in Article X, Section L. Once the overtime list is posted, indicating said employee is assigned overtime on the Sunday working list, the employee is expected to work the overtime.

c) Employees with a full week of vacation scheduled Monday-Friday do have the option to work on Saturday and/or Sunday. It is the employee's responsibility to sign the overtime list as outlined in Article X, Section L. Once the overtime list is posted, indicating said employee is assigned overtime on the Saturday and/or Sunday list, the employee is expected to work the overtime.

It is the employee's responsibility to confirm if they have been assigned overtime on the overtime list/posting, and they are available for work.

25. Article XX: Specific Conditions: Section B:

Modify Language to: Employees working a straight eight (8) hour work schedule, the rest period shall be two (2) paid ten (10) minute rest periods, and a paid twenty (20) minute rest period for lunch.

Employees not working a straight eight (8) hour work schedule, the rest period shall be two (2) paid, fifteen (15) minute rest periods for each shift. This schedule will also have an unpaid thirty (30) minute rest period for lunch.

Employees assigned to the Barrel Warehouse Department shall have an extra five (5) minutes travel time from the warehouse to the rest area.

Article XX: Section K:

Modify Language to: Add Leave for official Union business, Bereavement Leave (paid funeral leave), Jury Duty, approved/scheduled Vacation, and Holidays will not count against perfect attendance.

26. SUPPLEMENT “B” WORKING RULES DISCHARGE WITHOUT NOTICE

Modify Language 3: Carelessness or willful disregard to safety policies and procedures which result in incident and/or injury to self or fellow co-workers

GENERAL HOUSEKEEPING/CONTRACT UPDATE:

27. SUPPLEMENT “A” WAGE SCALES AND JOB CLASSIFICATIONS

HOUSEKEEPING/CONTRACT UPDATE:

The language below reflects current job classifications, wage rates, and is an update to the current contract.

Change Industrial Maintenance Technician Apprentice wage rate from current \$24.52/hour to \$28.62/hour.

Change Industrial Maintenance Technician wage rate from current \$27.52/hour to \$31.62/hour.

Remove job classification/wage rate “Bottling Mechanic”.

28. SUPPLEMENT “A” WAGES SCALES AND JOB CLASSIFICATIONS

The language below reflects current job classifications, wage rates, and is an update to the current contract.

Effective September 11, 2021, the Company will add the following job classifications and hourly wage rates:

Bulk Glass Operator:	\$24.52/hour
Component Utility Operator:	\$24.23/hour
Change Parts Specialist:	\$24.52/hour
G/H Line Palletizer/Scrambler	\$24.52/hour

29. HOUSEKEEPING/CONTRACT UPDATE:

As part of the Company’s Diversity, Equity and Inclusion (DEI) goals, a thorough review of the contract will take place to ensure gender neutral and non-discriminatory language.

APPENDIX A

CLASSIFICATION	Rate 09/11/20	3.00%	2.50%	2.00%	2.00%	2.00%
		Y1	Y2	Y3	Y4	Y5
MAINTENANCE (General Plant)						
Working Foreperson	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
WAREHOUSE						
Working Foreperson	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Cooper	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Cistern Room Operator	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Assistant Cistern Room Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Truck Driver	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Barrel Warehouse Specialist	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Utility Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Pumper/Utility Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
BOTTLING						
Working Foreperson	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Processing Working Foreperson	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Bulk Glass Operator	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Change Parts Specialist	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
G/H Line Palletizer/Scrambler	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Label Supplier	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Dump & Reducing Foreperson	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Palletizer Operator	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
De-palletizer/Utility Operator	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Dump Room Operator	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Empty Barrel Robot Utility Operator	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
K Line Working Foreperson	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
K Line Filler/Capper/Labeler	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
K Line Palletizer Bottle Sorter	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
K Line Material Handler Supplier	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
K Line Shrink Bundler Erector Packer/Sealer	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Palletizer/De-palletizer Operator Utility	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Dump Room Specialist	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Dump Room Barrel Specialist	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
WLD Filler/Utility Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Component Utility Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Shipping/Utility	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Industrial Maintenance Technician Apprentice	\$ 28.62	\$ 29.48	\$ 30.22	\$ 30.82	\$ 31.44	\$ 32.06
Industrial Maintenance Technician	\$ 31.62	\$ 32.57	\$ 33.38	\$ 34.05	\$ 34.73	\$ 35.43
Label Machine Operator	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Case Sealer (Head)	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47

Bottling Utility	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Support Utility	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Assistant Label Supplier	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Rework/Utility Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Tank Change Operator	\$ 24.52	\$ 25.26	\$ 25.89	\$ 26.40	\$ 26.93	\$ 27.47
Dump & Reducing Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Case Sealer/Case Packer Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Forklift/Utility Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Empty Case Forklift\Utility	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Processing Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Empty Case Specialist	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Shipping Janitor/Utility Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Pumper Utility Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Oiler/Greaser/Utility Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Filler Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Scrambler/Utility Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Capsule Machine/Utility Operator	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Spotter Utility	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Spotter Driver	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Dump/Reducing Utility	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Bottling Technician	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Janitor	\$ 24.23	\$ 24.96	\$ 25.58	\$ 26.09	\$ 26.61	\$ 27.15
Back-Up Tank Change Operator	\$ 24.37	\$ 25.10	\$ 25.73	\$ 26.24	\$ 26.77	\$ 27.30
Back-Up Janitor	\$ 24.08	\$ 24.80	\$ 25.42	\$ 25.93	\$ 26.45	\$ 26.98
Back-Up Advertising	\$ 24.08	\$ 24.80	\$ 25.42	\$ 25.93	\$ 26.45	\$ 26.98
Back-Up Assistant Label Supplier	\$ 24.08	\$ 24.80	\$ 25.42	\$ 25.93	\$ 26.45	\$ 26.98
Back-Up Spotter/Garbage Truck/Rocket Driver	\$ 24.08	\$ 24.80	\$ 25.42	\$ 25.93	\$ 26.45	\$ 26.98
Laborer	\$ 23.43	\$ 24.13	\$ 24.74	\$ 25.23	\$ 25.74	\$ 26.25
Bottling Line Helper	\$ 23.43	\$ 24.13	\$ 24.74	\$ 25.23	\$ 25.74	\$ 26.25
Production Specialist	\$ 23.43	\$ 24.13	\$ 24.74	\$ 25.23	\$ 25.74	\$ 26.25
OVER THE ROAD						
Truck Driver	\$ 24.29	\$ 25.02	\$ 25.64	\$ 26.16	\$ 26.68	\$ 27.21