

Engineering and Scientific Confidential CN 40-Hours Plan Effective 7/1/2022

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
CN	11	Annual	\$46,699.00	\$48,035.00	\$49,419.00	\$50,823.00	\$52,238.00	\$53,546.00	\$54,884.00	\$56,257.00	\$57,664.00
		Bi-Wk	\$1,789.24	\$1,840.43	\$1,893.45	\$1,947.25	\$2,001.46	\$2,051.58	\$2,102.84	\$2,155.45	\$2,209.35
		Daily	\$178.93	\$184.05	\$189.35	\$194.73	\$200.15	\$205.16	\$210.29	\$215.55	\$220.94
		Hourly	\$22.37	\$23.01	\$23.67	\$24.35	\$25.02	\$25.65	\$26.29	\$26.95	\$27.62
CN	12	Annual	\$48,231.00	\$49,679.00	\$51,137.00	\$52,613.00	\$54,070.00	\$55,422.00	\$56,809.00	\$58,230.00	\$59,686.00
		Bi-Wk	\$1,847.94	\$1,903.41	\$1,959.28	\$2,015.83	\$2,071.65	\$2,123.45	\$2,176.60	\$2,231.04	\$2,286.82
		Daily	\$184.80	\$190.35	\$195.93	\$201.59	\$207.17	\$212.35	\$217.66	\$223.11	\$228.69
		Hourly	\$23.10	\$23.80	\$24.50	\$25.20	\$25.90	\$26.55	\$27.21	\$27.89	\$28.59
CN	13	Annual	\$51,561.00	\$53,339.00	\$55,132.00	\$56,914.00	\$58,709.00	\$60,176.00	\$61,683.00	\$63,226.00	\$64,807.00
		Bi-Wk	\$1,975.52	\$2,043.64	\$2,112.34	\$2,180.62	\$2,249.39	\$2,305.60	\$2,363.34	\$2,422.46	\$2,483.03
		Daily	\$197.56	\$204.37	\$211.24	\$218.07	\$224.94	\$230.56	\$236.34	\$242.25	\$248.31
		Hourly	\$24.70	\$25.55	\$26.41	\$27.26	\$28.12	\$28.82	\$29.55	\$30.29	\$31.04
CN	14	Annual	\$53,938.00	\$55,784.00	\$57,628.00	\$59,475.00	\$61,315.00	\$62,850.00	\$64,424.00	\$66,035.00	\$67,686.00
		Bi-Wk	\$2,066.60	\$2,137.32	\$2,207.97	\$2,278.74	\$2,349.24	\$2,408.05	\$2,468.36	\$2,530.08	\$2,593.34
		Daily	\$206.66	\$213.74	\$220.80	\$227.88	\$234.93	\$240.81	\$246.84	\$253.01	\$259.34
		Hourly	\$25.84	\$26.72	\$27.60	\$28.49	\$29.37	\$30.11	\$30.86	\$31.63	\$32.42
CN	15	Annual	\$56,456.00	\$58,354.00	\$60,252.00	\$62,166.00	\$64,059.00	\$65,663.00	\$67,303.00	\$68,986.00	\$70,711.00
		Bi-Wk	\$2,163.07	\$2,235.79	\$2,308.51	\$2,381.84	\$2,454.37	\$2,515.83	\$2,578.66	\$2,643.15	\$2,709.24
		Daily	\$216.31	\$223.58	\$230.86	\$238.19	\$245.44	\$251.59	\$257.87	\$264.32	\$270.93
		Hourly	\$27.04	\$27.95	\$28.86	\$29.78	\$30.68	\$31.45	\$32.24	\$33.04	\$33.87
CN	16	Annual	\$59,136.00	\$61,090.00	\$63,044.00	\$65,007.00	\$66,961.00	\$68,636.00	\$70,350.00	\$72,109.00	\$73,912.00
		Bi-Wk	\$2,265.75	\$2,340.62	\$2,415.48	\$2,490.69	\$2,565.56	\$2,629.74	\$2,695.41	\$2,762.80	\$2,831.88
		Daily	\$226.58	\$234.07	\$241.55	\$249.07	\$256.56	\$262.98	\$269.55	\$276.28	\$283.19
		Hourly	\$28.33	\$29.26	\$30.20	\$31.14	\$32.07	\$32.88	\$33.70	\$34.54	\$35.40
CN	17	Annual	\$61,986.00	\$63,993.00	\$66,009.00	\$68,015.00	\$70,028.00	\$71,781.00	\$73,576.00	\$75,416.00	\$77,302.00
		Bi-Wk	\$2,374.95	\$2,451.84	\$2,529.09	\$2,605.94	\$2,683.07	\$2,750.23	\$2,819.01	\$2,889.51	\$2,961.77
		Daily	\$237.50	\$245.19	\$252.91	\$260.60	\$268.31	\$275.03	\$281.91	\$288.96	\$296.18
		Hourly	\$29.69	\$30.65	\$31.62	\$32.58	\$33.54	\$34.38	\$35.24	\$36.12	\$37.03
CN	18	Annual	\$65,007.00	\$67,074.00	\$69,128.00	\$71,191.00	\$73,249.00	\$75,088.00	\$76,964.00	\$78,889.00	\$80,862.00
		Bi-Wk	\$2,490.69	\$2,569.89	\$2,648.59	\$2,727.63	\$2,806.48	\$2,876.94	\$2,948.82	\$3,022.57	\$3,098.17
		Daily	\$249.07	\$256.99	\$264.86	\$272.77	\$280.65	\$287.70	\$294.89	\$302.26	\$309.82
		Hourly	\$31.14	\$32.13	\$33.11	\$34.10	\$35.09	\$35.97	\$36.87	\$37.79	\$38.73

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CN	19	Annual	\$68,128.00	\$70,255.00	\$72,373.00	\$74,492.00	\$76,614.00	\$78,533.00	\$80,497.00	\$82,510.00	\$84,573.00
		Bi-Wk	\$2,610.27	\$2,691.77	\$2,772.92	\$2,854.10	\$2,935.41	\$3,008.93	\$3,084.18	\$3,161.31	\$3,240.35
		Daily	\$261.03	\$269.18	\$277.30	\$285.41	\$293.55	\$300.90	\$308.42	\$316.14	\$324.04
		Hourly	\$32.63	\$33.65	\$34.67	\$35.68	\$36.70	\$37.62	\$38.56	\$39.52	\$40.51
CN	20	Annual	\$71,479.00	\$73,650.00	\$75,820.00	\$77,993.00	\$80,166.00	\$82,172.00	\$84,227.00	\$86,333.00	\$88,492.00
		Bi-Wk	\$2,738.66	\$2,821.84	\$2,904.99	\$2,988.24	\$3,071.50	\$3,148.36	\$3,227.09	\$3,307.78	\$3,390.50
		Daily	\$273.87	\$282.19	\$290.50	\$298.83	\$307.15	\$314.84	\$322.71	\$330.78	\$339.05
		Hourly	\$34.24	\$35.28	\$36.32	\$37.36	\$38.40	\$39.36	\$40.34	\$41.35	\$42.39
CN	21	Annual	\$74,911.00	\$77,140.00	\$79,380.00	\$81,608.00	\$83,850.00	\$85,949.00	\$88,097.00	\$90,300.00	\$92,558.00
		Bi-Wk	\$2,870.16	\$2,955.56	\$3,041.38	\$3,126.75	\$3,212.65	\$3,293.07	\$3,375.37	\$3,459.78	\$3,546.29
		Daily	\$287.02	\$295.56	\$304.14	\$312.68	\$321.27	\$329.31	\$337.54	\$345.98	\$354.63
		Hourly	\$35.88	\$36.95	\$38.02	\$39.09	\$40.16	\$41.17	\$42.20	\$43.25	\$44.33
CN	22	Annual	\$77,678.00	\$80,323.00	\$82,977.00	\$85,627.00	\$88,278.00	\$90,486.00	\$92,749.00	\$95,068.00	\$97,445.00
		Bi-Wk	\$2,976.17	\$3,077.51	\$3,179.20	\$3,280.73	\$3,382.30	\$3,466.90	\$3,553.61	\$3,642.46	\$3,733.53
		Daily	\$297.62	\$307.76	\$317.92	\$328.08	\$338.23	\$346.69	\$355.37	\$364.25	\$373.36
		Hourly	\$37.21	\$38.47	\$39.74	\$41.01	\$42.28	\$43.34	\$44.43	\$45.54	\$46.67
CN	23	Annual	\$81,317.00	\$84,086.00	\$86,845.00	\$89,608.00	\$92,371.00	\$94,680.00	\$97,051.00	\$99,478.00	\$101,965.00
		Bi-Wk	\$3,115.60	\$3,221.69	\$3,327.40	\$3,433.26	\$3,539.12	\$3,627.59	\$3,718.43	\$3,811.42	\$3,906.71
		Daily	\$311.56	\$322.17	\$332.74	\$343.33	\$353.92	\$362.76	\$371.85	\$381.15	\$390.68
		Hourly	\$38.95	\$40.28	\$41.60	\$42.92	\$44.24	\$45.35	\$46.49	\$47.65	\$48.84
CN	24	Annual	\$85,200.00	\$88,083.00	\$90,958.00	\$93,832.00	\$96,715.00	\$99,132.00	\$101,611.00	\$104,152.00	\$106,756.00
		Bi-Wk	\$3,264.37	\$3,374.83	\$3,484.99	\$3,595.10	\$3,705.56	\$3,798.17	\$3,893.15	\$3,990.50	\$4,090.27
		Daily	\$326.44	\$337.49	\$348.50	\$359.51	\$370.56	\$379.82	\$389.32	\$399.05	\$409.03
		Hourly	\$40.81	\$42.19	\$43.57	\$44.94	\$46.32	\$47.48	\$48.67	\$49.89	\$51.13
CN	25	Annual	\$89,287.00	\$92,272.00	\$95,266.00	\$98,251.00	\$101,231.00	\$103,760.00	\$106,358.00	\$109,017.00	\$111,743.00
		Bi-Wk	\$3,420.96	\$3,535.33	\$3,650.04	\$3,764.41	\$3,878.59	\$3,975.48	\$4,075.02	\$4,176.90	\$4,281.35
		Daily	\$342.10	\$353.54	\$365.01	\$376.45	\$387.86	\$397.55	\$407.51	\$417.69	\$428.14
		Hourly	\$42.77	\$44.20	\$45.63	\$47.06	\$48.49	\$49.70	\$50.94	\$52.22	\$53.52
CN	26	Annual	\$93,626.00	\$96,715.00	\$99,810.00	\$102,908.00	\$105,997.00	\$108,645.00	\$111,362.00	\$114,147.00	\$117,001.00
		Bi-Wk	\$3,587.21	\$3,705.56	\$3,824.14	\$3,942.84	\$4,061.19	\$4,162.65	\$4,266.75	\$4,373.45	\$4,482.80
		Daily	\$358.73	\$370.56	\$382.42	\$394.29	\$406.12	\$416.27	\$426.68	\$437.35	\$448.28
		Hourly	\$44.85	\$46.32	\$47.81	\$49.29	\$50.77	\$52.04	\$53.34	\$54.67	\$56.04

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CN	27	Annual	\$98,176.00	\$101,370.00	\$104,576.00	\$107,777.00	\$110,986.00	\$113,759.00	\$116,606.00	\$119,522.00	\$122,511.00
		Bi-Wk	\$3,761.54	\$3,883.91	\$4,006.75	\$4,129.39	\$4,252.34	\$4,358.59	\$4,467.67	\$4,579.39	\$4,693.91
		Daily	\$376.16	\$388.40	\$400.68	\$412.94	\$425.24	\$435.86	\$446.77	\$457.94	\$469.40
		Hourly	\$47.02	\$48.55	\$50.09	\$51.62	\$53.16	\$54.49	\$55.85	\$57.25	\$58.68
CN	28	Annual	\$103,030.00	\$106,352.00	\$109,656.00	\$112,971.00	\$116,283.00	\$119,191.00	\$122,172.00	\$125,227.00	\$128,358.00
		Bi-Wk	\$3,947.51	\$4,074.79	\$4,201.38	\$4,328.40	\$4,455.29	\$4,566.71	\$4,680.92	\$4,797.97	\$4,917.94
		Daily	\$394.76	\$407.48	\$420.14	\$432.84	\$445.53	\$456.68	\$468.10	\$479.80	\$491.80
		Hourly	\$49.35	\$50.94	\$52.52	\$54.11	\$55.70	\$57.09	\$58.52	\$59.98	\$61.48
CN	29	Annual	\$104,629.00	\$108,285.00	\$111,933.00	\$115,588.00	\$119,235.00	\$122,216.00	\$125,273.00	\$128,405.00	\$131,616.00
		Bi-Wk	\$4,008.78	\$4,148.86	\$4,288.63	\$4,428.66	\$4,568.40	\$4,682.61	\$4,799.74	\$4,919.74	\$5,042.76
		Daily	\$400.88	\$414.89	\$428.87	\$442.87	\$456.84	\$468.27	\$479.98	\$491.98	\$504.28
		Hourly	\$50.11	\$51.87	\$53.61	\$55.36	\$57.11	\$58.54	\$60.00	\$61.50	\$63.04
CN	30	Annual	\$108,756.00	\$112,504.00	\$116,256.00	\$120,017.00	\$123,785.00	\$126,878.00	\$130,049.00	\$133,301.00	\$136,634.00
		Bi-Wk	\$4,166.90	\$4,310.50	\$4,454.26	\$4,598.36	\$4,742.73	\$4,861.23	\$4,982.73	\$5,107.32	\$5,235.02
		Daily	\$416.69	\$431.05	\$445.43	\$459.84	\$474.28	\$486.13	\$498.28	\$510.74	\$523.51
		Hourly	\$52.09	\$53.89	\$55.68	\$57.48	\$59.29	\$60.77	\$62.29	\$63.85	\$65.44
CN	31	Annual	\$113,034.00	\$116,899.00	\$120,771.00	\$124,638.00	\$128,510.00	\$131,723.00	\$135,015.00	\$138,391.00	\$141,851.00
		Bi-Wk	\$4,330.81	\$4,478.89	\$4,627.25	\$4,775.41	\$4,923.76	\$5,046.86	\$5,172.99	\$5,302.34	\$5,434.91
		Daily	\$433.09	\$447.89	\$462.73	\$477.55	\$492.38	\$504.69	\$517.30	\$530.24	\$543.50
		Hourly	\$54.14	\$55.99	\$57.85	\$59.70	\$61.55	\$63.09	\$64.67	\$66.28	\$67.94
CN	32	Annual	\$117,458.00	\$121,439.00	\$125,416.00	\$129,387.00	\$133,373.00	\$136,710.00	\$140,130.00	\$143,634.00	\$147,225.00
		Bi-Wk	\$4,500.31	\$4,652.84	\$4,805.22	\$4,957.36	\$5,110.08	\$5,237.94	\$5,368.97	\$5,503.22	\$5,640.81
		Daily	\$450.04	\$465.29	\$480.53	\$495.74	\$511.01	\$523.80	\$536.90	\$550.33	\$564.09
		Hourly	\$56.26	\$58.17	\$60.07	\$61.97	\$63.88	\$65.48	\$67.12	\$68.80	\$70.52
CN	33	Annual	\$122,093.00	\$126,179.00	\$130,270.00	\$134,353.00	\$138,451.00	\$141,912.00	\$145,462.00	\$149,099.00	\$152,827.00
		Bi-Wk	\$4,677.90	\$4,834.45	\$4,991.19	\$5,147.63	\$5,304.64	\$5,437.25	\$5,573.26	\$5,712.61	\$5,855.45
		Daily	\$467.79	\$483.45	\$499.12	\$514.77	\$530.47	\$543.73	\$557.33	\$571.27	\$585.55
		Hourly	\$58.48	\$60.44	\$62.39	\$64.35	\$66.31	\$67.97	\$69.67	\$71.41	\$73.20
CN	34	Annual	\$127,008.00	\$131,210.00	\$135,405.00	\$139,608.00	\$143,795.00	\$147,393.00	\$151,077.00	\$154,854.00	\$158,726.00
		Bi-Wk	\$4,866.21	\$5,027.21	\$5,187.94	\$5,348.97	\$5,509.39	\$5,647.25	\$5,788.40	\$5,933.11	\$6,081.46
		Daily	\$486.63	\$502.73	\$518.80	\$534.90	\$550.94	\$564.73	\$578.84	\$593.32	\$608.15
		Hourly	\$60.83	\$62.85	\$64.85	\$66.87	\$68.87	\$70.60	\$72.36	\$74.17	\$76.02

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CN	35	Annual	\$132,095.00	\$136,405.00	\$140,705.00	\$145,004.00	\$149,320.00	\$153,049.00	\$156,878.00	\$160,800.00	\$164,820.00
		Bi-Wk	\$5,061.12	\$5,226.25	\$5,391.00	\$5,555.71	\$5,721.08	\$5,863.95	\$6,010.66	\$6,160.92	\$6,314.95
		Daily	\$506.12	\$522.63	\$539.10	\$555.58	\$572.11	\$586.40	\$601.07	\$616.10	\$631.50
		Hourly	\$63.27	\$65.33	\$67.39	\$69.45	\$71.52	\$73.30	\$75.14	\$77.02	\$78.94
CN	36	Annual	\$137,453.00	\$141,866.00	\$146,285.00	\$150,695.00	\$155,114.00	\$158,993.00	\$162,964.00	\$167,039.00	\$171,215.00
		Bi-Wk	\$5,266.40	\$5,435.48	\$5,604.79	\$5,773.76	\$5,943.07	\$6,091.69	\$6,243.84	\$6,399.97	\$6,559.97
		Daily	\$526.64	\$543.55	\$560.48	\$577.38	\$594.31	\$609.17	\$624.39	\$640.00	\$656.00
		Hourly	\$65.83	\$67.95	\$70.06	\$72.18	\$74.29	\$76.15	\$78.05	\$80.00	\$82.00
CN	37	Annual	\$143,029.00	\$147,568.00	\$152,108.00	\$156,645.00	\$161,182.00	\$165,211.00	\$169,341.00	\$173,575.00	\$177,915.00
		Bi-Wk	\$5,480.04	\$5,653.95	\$5,827.90	\$6,001.73	\$6,175.56	\$6,329.93	\$6,488.17	\$6,650.39	\$6,816.67
		Daily	\$548.01	\$565.40	\$582.79	\$600.18	\$617.56	\$633.00	\$648.82	\$665.04	\$681.67
		Hourly	\$68.51	\$70.68	\$72.85	\$75.03	\$77.20	\$79.13	\$81.11	\$83.13	\$85.21
CN	38	Annual	\$148,772.00	\$153,412.00	\$158,060.00	\$162,698.00	\$167,346.00	\$171,527.00	\$175,815.00	\$180,211.00	\$184,717.00
		Bi-Wk	\$5,700.08	\$5,877.86	\$6,055.94	\$6,233.64	\$6,411.73	\$6,571.92	\$6,736.21	\$6,904.64	\$7,077.28
		Daily	\$570.01	\$587.79	\$605.60	\$623.37	\$641.18	\$657.20	\$673.63	\$690.47	\$707.73
		Hourly	\$71.26	\$73.48	\$75.70	\$77.93	\$80.15	\$82.15	\$84.21	\$86.31	\$88.47
CN	39	Annual	\$154,792.00	\$159,556.00	\$164,309.00	\$169,053.00	\$173,820.00	\$178,165.00	\$182,620.00	\$187,186.00	\$191,866.00
		Bi-Wk	\$5,930.73	\$6,113.26	\$6,295.37	\$6,477.13	\$6,659.78	\$6,826.25	\$6,996.94	\$7,171.88	\$7,351.19
		Daily	\$593.08	\$611.33	\$629.54	\$647.72	\$665.98	\$682.63	\$699.70	\$717.19	\$735.12
		Hourly	\$74.14	\$76.42	\$78.70	\$80.97	\$83.25	\$85.33	\$87.47	\$89.65	\$91.89
CN	40	Annual	\$161,062.00	\$165,911.00	\$170,770.00	\$175,619.00	\$180,479.00	\$184,989.00	\$189,616.00	\$194,357.00	\$199,216.00
		Bi-Wk	\$6,170.96	\$6,356.75	\$6,542.92	\$6,728.70	\$6,914.91	\$7,087.71	\$7,264.99	\$7,446.63	\$7,632.80
		Daily	\$617.10	\$635.68	\$654.30	\$672.87	\$691.50	\$708.78	\$726.50	\$744.67	\$763.28
		Hourly	\$77.14	\$79.46	\$81.79	\$84.11	\$86.44	\$88.60	\$90.82	\$93.09	\$95.41
CN	41	Annual	\$167,618.00	\$172,597.00	\$177,569.00	\$182,539.00	\$187,509.00	\$192,199.00	\$197,003.00	\$201,929.00	\$206,978.00
		Bi-Wk	\$6,422.15	\$6,612.92	\$6,803.41	\$6,993.84	\$7,184.26	\$7,363.95	\$7,548.01	\$7,736.75	\$7,930.20
		Daily	\$642.22	\$661.30	\$680.35	\$699.39	\$718.43	\$736.40	\$754.81	\$773.68	\$793.02
		Hourly	\$80.28	\$82.67	\$85.05	\$87.43	\$89.81	\$92.05	\$94.36	\$96.71	\$99.13
CN	42	Annual	\$174,419.00	\$179,489.00	\$184,584.00	\$189,661.00	\$194,756.00	\$199,627.00	\$204,615.00	\$209,731.00	\$214,975.00
		Bi-Wk	\$6,682.73	\$6,876.98	\$7,072.19	\$7,266.71	\$7,461.92	\$7,648.55	\$7,839.66	\$8,035.68	\$8,236.60
		Daily	\$668.28	\$687.70	\$707.22	\$726.68	\$746.20	\$764.86	\$783.97	\$803.57	\$823.66
		Hourly	\$83.54	\$85.97	\$88.41	\$90.84	\$93.28	\$95.61	\$98.00	\$100.45	\$102.96

Engineering and Scientific Confidential CN 40-Hours Plan Effective 7/1/2022

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
CN	43	Annual	\$181,591.00	\$186,773.00	\$191,965.00	\$197,142.00	\$202,329.00	\$207,386.00	\$212,573.00	\$217,888.00	\$223,336.00
		Bi-Wk	\$6,957.51	\$7,156.06	\$7,354.99	\$7,553.34	\$7,752.07	\$7,945.83	\$8,144.56	\$8,348.20	\$8,556.94
		Daily	\$695.76	\$715.61	\$735.50	\$755.34	\$775.21	\$794.59	\$814.46	\$834.82	\$855.70
		Hourly	\$86.97	\$89.46	\$91.94	\$94.42	\$96.91	\$99.33	\$101.81	\$104.36	\$106.97