

Progression improvements

How does progression work today?

- You receive a \$0.50 increase to your base rate, also known as a progression step, every six months.
- On your 12th step in a labor grade, you automatically go to the maximum rate of that labor grade.
- If you are promoted, your progression counter resets.

Only one set of progression steps in a career



Moving forward, if you're currently in progression and are promoted, your **progression counter no longer resets**.

Day 1 impact:

- Employees currently in progression who have received progression steps in more than one labor grade will have their counters added together. If their counter ends up being 12 or more once combined, those employees will go to the max rate of their current labor grade.



Moving forward, if you're currently at the max rate and are promoted, you **move to the max rate of that new labor grade**.

What happens when you are promoted to a new labor grade?		
	CURRENT	NEW
In Progression	Progression counter resets	Progression counter carries over
At Max	Progression counter resets	Max → Max

