

Attachment A

Q 2: Please provide the % of base pay increases for union employees over the past 3 years and any future years if part of a negotiated agreement with the union (do not provide prospective or budgeted increases). If the negotiated agreement includes wage adjusters please note, e.g., based on the consumer price index or another factor in addition to negotiated increases, please provide a brief description of your wage adjuster (Q3).

	2022	2023	2024	2025	2026	2027	2028
Northeast							
<i>Company 1</i>	[Union 1]: 2%, [Union 2]: 2.25%, [Union 3]: 4%, [Union 4]: 2%	[Union 1]: 2%, [Union 2]: 2.25%, [Union 3]: 3%, [Union 4]: 2%	[Union 1]: 2%, [Union 2]: 2%, [Union 3]: 2.5%, [Union 4]: 2%	[Union 3]: 2.5%, [Union 4]: 2%			
<i>Company 2</i>	2.75%	4%	3%	3%	3%		
Midwest							
<i>Company 3</i>	2.5 or 3.5 depending on contract	2.5 or 3.5 depending on contract	4 or contract negotiations depending on union	contract negotiations			
<i>Company 4</i>	3.5%	3.5%	3.0%	3.0%	3.0%		
West							
<i>Company 5</i>	1.5%	1.5%	2.5%				
<i>Company 6</i>	3.5%	3.5% + 1% COLA	not yet known	not yet known	not yet known	not yet known	not yet known

Q 4: Last year (2022) did you provide premium pay for your union employees in the following categories? If so, please provide the premium as an hourly amount or a % of base pay:

	Bilingual	High Angle work and/or Rescue Skills	Hazardous Waste/Emergency Response	Saturday/Sunday Pay as part of scheduled work week	Shift Work - swing or graveyard	Per Diem
Northeast						
<i>Company 1</i>	No	No	No	Roughly \$1.20/hour for all hours on Sat and Sun amongst all Union groups.	Roughly \$1.20/hour for second and third shift amongst all Union groups.	Ranges from \$40-\$45 depending on Union
Midwest						
<i>Company 3</i>	\$0.54	N/A	N/A	1.5x		
West						
<i>Company 6</i>	\$1.00/hour	\$2.50/hour	\$2.50/hour	\$2.75/hour	\$1.50/hour	\$66.00/day

Q 5: Do you have a policy or negotiated agreement term that offers pay or recognition for on-call assignments?

	On call assignment on a regular workday	On call assignment on a scheduled day off	On call assignment on a holiday	Annual recognition for on call assignments
Northeast				
<i>Company 1</i>	Half of their hourly rate for each increment of standby (1 increment equals 8 hours on standby).	Half of their hourly rate for each increment of standby (1 increment equals 8 hours on standby).	Half of their hourly rate for each increment of standby (1 increment equals 8 hours on standby).	No
Midwest				
<i>Company 3</i>	One-fourth of their regular rate of pay for each hour on call.	One-fourth of their regular rate of pay for each hour on call.	One-half of their regular rate of pay for each hour on call.	N/A
West				
<i>Company 5</i>	4 hours pay	4 hours pay	4 hours pay	None
<i>Company 6</i>	\$58.00/day	\$87.00/day	\$113.00/day	1.5% to 2.5% of earnings dependent on the # of assignments accepted