



COLLECTIVE BARGAINING AGREEMENT

between

**GOVERNMENT OF THE VIRGIN ISLANDS
DEPARTMENT OF LICENSING AND CONSUMER AFFAIRS, DEPARTMENT OF
FINANCE, DEPARTMENT OF PROPERTY AND PROCUREMENT, VIRGIN ISLANDS
POLICE DEPARTMENT, DEPARTMENT OF HUMAN SERVICES, DIVISION OF
PERSONNEL, OFFICE OF THE LIEUTENANT GOVERNOR, TAX ASSESSOR'S
OFFICE, ST. JOHN ADMINISTRATOR'S OFFICE, DEPARTMENT OF
AGRICULTURE, DEPARTMENT OF TOURISM, DEPARTMENT OF EDUCATION
(School Monitors), VIRGIN ISLANDS ENERGY OFFICE, BUREAU OF INTERNAL
REVENUE AND LAW ENFORCEMENT PLANNING COMMISSION and THE
BUREAU OF MOTOR VEHICLES**

and

**UNITED STEEL, PAPER & FORESTRY, RUBBER,
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL
UNION,"UNITEDSTEELWORKERS"
AFL--CIO-CLC**

LOCAL UNION 8248 and 8249

**EFFECTIVE DATE: 10/01/09
EXPIRATION DATE: 09/30/13**

TABLE OF CONTENT

	<u>PAGE</u>
PREAMBLE	1
ARTICLE I - PURPOSE	2
ARTICLE II - SCOPE AND RECOGNITION	3
ARTICLE III - UNION SECURITY	5
Section 1 Union Membership	5
Section 2 Union Security	5
Section 3 Check-Off	6
ARTICLE IV - MANAGEMENT RIGHTS AND RESPONSIBILITIES	7
ARTICLE V – DISCIPLINE AND DISCHARGE	8
ARTICLE VI - GRIEVANCE AND ARBITRATION PROCEDURE	11
ARTICLE VII – SENIORITY	17
Section 1 Seniority Defined	17
A. Service Seniority	17
B. Department Seniority	17
C. Job Classification Seniority	17
Section 2 Probationary Period	17
Section 3 Application of Seniority	17
Section 4 Seniority Lists	18
Section 5 Qualified Employees of Layoff	18
Section 6 Termination of Seniority	18
Section 7 Part-Time and Temporary Employees	19
Section 8 Super Seniority	19
ARTICLE VIII - PROMOTIONS AND TRANSFERS	20
ARTICLE IX - REDUCTION AND RESTORATION OF FORCES	22
Section 1 Reduction in Work Forces	22
Section 2 Notification of Layoff	22
Section 3 Recall from Layoff	22
ARTICLE X - RATES OF PAY AND CLASSIFICATIONS	24
Section 1 Salary Increases and Application	24
Section 2 Specifications and Classification	26

ARTICLE XI - HOURS OF WORK AND OVERTIME	28
Section 1 Workweek and Flex Hours	28
Section 2 Overtime Pay	28
Section 3 Overtime Meal Allowance	29
Section 4 Rotating Shift	29
Section 5 Call-Back Pay	29
Section 6 Night Differential	29
 ARTICLE XII - LEAVE OF ABSENCE	 31
Section 1 Personal Leave	31
Section 2 Union Business Leave	31
Section 3 Convention Leave	31
Section 4 Bereavement Leave	32
Section 5 Maternity Leave	32
Section 6 Family Leave	33
 ARTICLE XIII – JURY AND WITNESS SERVICE	 38
Section 1 Jury Service	38
Section 2 Witness Service	38
 ARTICLE XIV - MILITARY SERVICE LEAVE	 39
 ARTICLE XV - HOLIDAYS	 40
 ARTICLE XVI - HEALTH, DISABILITY AND RETIREMENT BENEFITS	 42
 ARTICLE XVII - EVALUATION AND PERSONNEL RECORD	 42
 ARTICLE XVIII - EDUCATION AND TRAINING	 44
Section 3 In-Service Education	44
Section 10 Tuition Reimbursement Program	45
Section 11 Study Leave Program	46
 ARTICLE XIX - UNION ACTIVITIES	 48
Section 1 Negotiating Committee	48
Section 2 Grievance Committee	48
Section 3 Notice to Employer	48
Section 4 Bulletin Boards	48
Section 5 Union Access	48
Section 6 Facilities’	49
Section 7 Telephones	49

ARTICLE XX - LABOR-MANAGEMENT COMMITTEE	50
ARTICLE XXI - SAFETY AND HEALTH	41
ARTICLE XXII - PAYROLL STATEMENT	53
Section 1 Check-Stub Information	53
Section 2 Accrued Year to date Earnings and Deductions	53
ARTICLE XXIII - COPIES OF AGREEMENT	54
ARTICLE XXIV – NON-DISCRIMINATION	55
ARTICLE XXV - NO STRIKES OR LOCKOUT	56
ARTICLE XXVI - SAVINGS CLAUSE	57
ARTICLE XXVII - TOTALITY OF AGREEMENT	58
ARTICLE XXVIII - MISCELLANEOUS PROVISIONS	59
Section 28-1 Automation	59
Section 28-2 Individual Contracts	59
Section 28-3 Coffee Breaks	59
Section 28-4 Use of Personal Vehicles	59
Section 28-5 Equipment and Supplies	60
Section 28-6 Emergency Duty Transportation and Compensation	60
Section 28-7 Armed Escort	60
Section 28-8 Employee Lounge	60
Section 28-9 Docking	61
Section 28-10 Identification Tags	61
Section 28-11 Time Off in lieu of Holidays	61
Section 28-12 Illicit Drug Use	61
ARTICLE XXIX - DURATION AND TERMINATION	81
SIGNATURE PAGE	82
APPENDIX “A” – WAGE SCALE	83

PREAMBLE

This Agreement effective October 1, 2009, by and between the GOVERNMENT OF THE UNITED STATES VIRGIN ISLANDS, hereinafter referred to as the "Employer" or "Agency" or "Department" and the UNITED STEELWORKERS, AFL-CIO-CLC, hereinafter referred to as the "Union" on behalf of employees in the bargaining units set forth in Article II – Scope and Recognition – of this Agreement.

Except as otherwise expressly provided herein, the provisions of this Agreement shall be effective October 1, 2009.

ARTICLE I – PURPOSE

Section 1:

It is the purpose and intent of the parties to set forth certain agreements pertaining to terms and conditions of employment to be observed between the parties; to improve and promote the efficient functioning of the Department, to provide procedures for the prompt and equitable adjustment of grievances, to maintain good relations between the Employer and the employees; to insure the safety and welfare of all employees in the bargaining unit, and to foster and promote the best interests of the Employer and employees.

Section 2:

The Employer and the Union shall provide each other with such advance notice as is reasonable under the circumstances on all matters in the administration of the terms of this Agreement including changes or innovations affecting the relations between the parties.

Section 3:

The parties agree to combine their efforts to combat absenteeism, and tardiness, and to promote good will among the Employer, employees and the Union.

Section 4:

The headings used in this Agreement are for convenience and shall not be resorted to for purposes of interpretation or construction of this Agreement.

ARTICLE II – SCOPE AND RECOGNITION

Section 1:

The Employer hereby recognizes the Union as the exclusive bargaining representative for all personnel in the appropriate bargaining units in the following Agencies as certified under the corresponding Department of Labor Order Numbers or Public Employees Relations Board Case Numbers, which are attached and made a part hereof:

<u>AGENCY</u>	<u>CASE NO</u>
DEPARTMENT OF LICENSING AND CONSUMER AFFAIRS	GRC-0013-80
DEPARTMENT OF FINANCE (Data Processing Division)	GRC-0010-79
DEPARTMENT OF FINANCE (Various Divisions)	GRC- 007-80
DEPARTMENT OF FINANCE (Custodial Workers)	PERB-RC-82-3
DEPARTMENT OF PROPERTY AND PROCUREMENT	GRC- 002-81
V.I. POLICE DEPARTMENT (Non-Police Personnel)	GRC- 009-79
DEPARTMENT OF HUMAN SERVICES	GRC-0008-74
DIVISION OF PERSONNEL	GRC-0012-80
OFFICE OF THE LIEUTENANT GOVERNOR	GRC- 001-81
TAX ASSESSOR'S OFFICE	GRC-0011-80
ST. JOHN ADMINISTRATOR'S OFFICE	PERB-RC-83-5
ST. JOHN ADMINISTRATOR'S OFFICE	PERB-RC-85-2
DEPARTMENT OF AGRICULTURE	
DEPARTMENT OF TOURISM	PERB-RC-82-6
DEPARTMENT OF EDUCATION (School Monitors)	PERB-RC-88-1
V.I. ENERGY OFFICE	PERB-RC-83-7
BUREAU OF INTERNAL REVENUE	PERB-RC-82-1
LAW ENFORCEMENT PLANNING COMMISSION	PERB-RC-90-1
BUREAU OF MOTOR VEHICLES	PERB-RC-09-02

Section 2:

Supervisors or any other managerial personnel shall not perform the work of bargaining unit employees, except in cases of emergency, or for instructional

purpose.

Section 3:

Work performed by employees may be contracted out by the Employer when it is determined that it can be performed by the contractor more efficiently or more economically. The Employer shall retain any member of the bargaining unit affected. Such member shall participate in training programs made available by the Employer in order to become qualified for other available jobs within the department or agency.

Section 4:

Title 3, Chapter 25 – Personnel Merit System, as amended, is adopted by Agreement except insofar as any provision in said Chapter is not inconsistent or in conflict with any other provision of this Agreement.

Section 5:

Any practice or custom followed as a matter of departmental policy and which is in existence as of the date of the execution of this Agreement shall continue during the term of this Agreement, provided that it is not inconsistent with any other provision of this Agreement, and subject to Article IV, Section 2 of this Agreement.

ARTICLE III – UNION SECURITY

Section 1: Union Membership

The Employer recognizes that right of any employee or future employee in the Bargaining Unit to become a member of the Union and will not encourage, discourage, discriminate or in any way interfere with the right of any such employee to become or not to become a member of the Union.

Section 2: Union Security

- A. It shall be a condition of employment that each employee covered by this Agreement shall, as of the date of execution of this Agreement, or the employee's date of hire, whichever is later, commence and continue to pay to the Union either dues or payment-in-lieu of dues.
- B. The above paragraph shall not be construed to require any employee to become or remain a member of the Union as a condition of employment.
- C. A payment-in-lieu of dues shall be, as is provided in 24 V.I.C., § 373(d) (Act No. 4440), an amount equal to the costs to the Union for representation purposes proportioned among the members of the bargaining unit or an amount equal to the dues of a member, whichever is less. Provided, however, that if existing law is amended to eliminate the limitation of "whichever is less," then and in that event, as of the effective date of any such amendment, the preceding sentence shall be deemed amended to delete the words "whichever is less."
- D. It is the employee who shall choose whether to pay dues as a member or payment-in-lieu of dues as a non-member of the Union.

Section 3: Check-off

- A. The Employer agrees to establish and maintain a check-off procedure whereby the Employer, through the Department of Finance, shall make biweekly payroll deductions of regular periodic Union membership dues as designated by the International Secretary Treasurer of the Union. Membership dues shall be deducted on the basis of individually signed check-off authorization cards. Deductions on the basis of authorization cards submitted to the Employer shall commence with respect to dues for the month in which the Employer receives such authorization card.
- B. At the close of each month, all sums deducted shall be transmitted by check, together with an itemized statement showing the name of each paying employee, the amount deducted therefrom, the month for which said deduction is made, and the department the employee is in, to:

International Secretary -Treasurer
United Steelworkers
AFL-CIO-CLC
Five Gateway Center
Pittsburgh, Pennsylvania 15222

- C. The procedure for the check-off of payment-in-lieu of dues shall be the same as stated above for regular monthly dues.

Section 4:

Any employee hired in any Department whether temporary, part time, or permanent, upon performing in any classification within the bargaining unit as certified by PERB, the Department shall notify the Union within thirty (30) days of said employment.

ARTICLE IV – MANAGEMENT RIGHTS AND RESPONSIBILITIES

Section 1:

The Government as Employer shall have the right subject to the provisions of this Agreement to establish and execute public policy by:

- (a) Directing and supervising the employees of this unit;
- (b) Determining qualifications, standards for hiring, and the content of examinations therefor;
- (c) Hiring, promoting, transferring, assigning, retaining, disciplining, suspending, demoting or discharging employees
- (d) Maintaining efficiency of operations;
- (e) Determining methods, means and personnel by which the Employer's operations are to be conducted; and
- (f) Taking such actions as may be necessary to carry out the mission of the public employer in time of emergency

Section 2:

The Employer reserves the right to establish and enforce reasonable uniform Department-wide rules and regulations governing employment responsibilities of employees. Such rules and regulations and all amendments thereto shall be made known to all employees and to the Union at least thirty (30) days in advance of this implementation. The application of such rules, regulations and amendments shall not be discriminatory or inconsistent with the Agreement.

Section 3:

The Employer shall have the right, in its discretion, to adopt, amend, revise or revoke any job description or classification in the best interest of the Government, subject to the provisions of this Agreement.

ARTICLE V – DISCIPLINE AND DISCHARGE

Section 1: Rights of Discipline

The Department/Agency retains the exclusive right to discipline, discharge or suspend an employee for just cause.

Section 2: Disciplinary Procedure

Except as enumerated in Section 3 hereof, disciplinary action shall not be implemented and made part of employee's permanent personnel record until the employee shall have first been notified of the charges against him/her, is provided an explanation of the employer's evidence, and is given an opportunity to respond.

Section 3: Misconduct Warranting Immediate Disciplinary Action

Notwithstanding the procedure delineated in Section 2 of this Article, the Department/Agency shall have the right to immediately discipline an employee, up to and including discharge, for the commission of one of the following offenses:

- A. Theft; embezzlement, or any other conduct involving dishonesty;
- B. Fighting, on government premises;
- C. Gambling;
- D. Consumption of alcoholic beverages during working hours or reporting for work intoxicated;
- E. Sale, purchase or illegal use of narcotics or other forbidden drugs;
- F. Deliberate destruction or removal of Department's/Agency's property, or that of another employee;
- G. Giving or taking a bribe of any kind;
- H. Conviction of a felony;
- I. Gross insubordination;

The foregoing enumeration of causes for discipline is by way of illustration and shall not be deemed to exclude the Department's/Agency's right to discipline an employee, up to and including discharge, for any other cause. Where the

Department determines to discipline an employee for a cause not hereinabove enumerated, the Department shall have the right to suspend said employee, with pay, pending the processing of a grievance, if any, through Grievance and Arbitration Procedure contained in Article V.

Section 4: Employee's Right to Respond

An employee shall have the right to respond orally or in writing to any complaint made against him to the Department/Agency. No disciplinary action shall be taken by the Department/ Agency without an investigation and substantiation of the complaint. In any grievance arbitration the employee shall have the right to confrontation and cross-examination of his accuser.

Section 5: Employee Charged With Criminal Offenses

The Employer shall have the right to place an employee arrested and charged with a criminal offense on administrative leave, with pay, pending the outcome of an internal Department/Agency investigation to determine whether there is just cause to impose disciplinary action.

Section 6: Institution of Disciplinary Action

There shall be a thirty (30) working day limit for the Department or Agency to institute disciplinary action against an employee. The institution of disciplinary action shall commence when an employee is given written notice of the charges against him/her.

Section 7: Employee's Right to Compensation

If an employee is suspended or discharged for cause, his right to compensation shall remain unaffected until a grievance challenging the suspension or discharge has been finally disposed of or the time in which to file a grievance has expired, whichever occurs first. However, the parties recognize that it is essential that a proper balance be maintained between an employee's right to unaffected

compensation and the Employer's right to manage its departments and agencies. Accordingly, to ensure that balance, the right to unaffected compensation pursuant to this paragraph shall not apply to an employee who is suspended or discharged for any offense.

Section 8: Final Disposition or Grievance

For purposes of this Article, a grievance shall be considered finally, concluded through the administrative process, when the Commissioner (or agency head) issues a final written decision relating to the grievance or when the Union appeals the matter to arbitration, whichever occurs first.

ARTICLE VI - GRIEVANCE AND ARBITRATION PROCEDURE

Section 1:

For the purpose of this Agreement, a grievance is defined as a complaint, dispute or controversy between the parties, as to the interpretation, application or compliance with the provisions of this Agreement. The following procedure, including arbitration, may be initiated by either party and shall be the exclusive means of settlement of all grievances arising under the Agreement, except for those involving classification matters which shall be processed pursuant to Title 3, Chapter 25, Sub-Chapter 3, of the Virgin Islands Code.

Section 2:

Reasonable work time spent by the employee-grievant in the filing, discussion, investigation and/or processing of a grievance shall be with pay.

Section 3:

Should an employee believe he has a justifiable complaint or request under the terms of this Agreement, the complaint or request shall be handled in the following manner:

- A. **Step 1** The employee shall discuss the complaint or request with his immediate supervisor. The employee may elect to have a member of the Grievance Committee present during this discussion should he desire. The supervisor shall, within three (3) work days of said discussion, advise the employee in writing and, where appropriate, the Grievance Committee member of his decision.
- B. **Step 2** If the matter has not been resolved by the employee and his immediate supervisor in Step 1, it must be reduced to writing by the employee

or the Union within ten (10) work days and presented to the Division Head in order to be considered further. A meeting between the Division Head, the grievant and a member of the Grievance Committee shall be held to discuss the grievance within five (5) work days after it has been presented. Within ten (10) work days after this meeting has been held, the Division Head shall advise the grievant and the Chairman of the Grievance Committee, in writing, of his decision.

- C. **Step 3** If the Division Head's decision is not acceptable to the Union, then the Union, within five (5) work days after receiving the answer in Step 2, shall appeal the decision to the Commissioner/Director in writing. A meeting between the Commissioner/Director, the Representative of the International Union, the grievant and the Chairman of the Grievance Committee shall be held to discuss the grievance within ten (10) work days after it had been appealed to the Commissioner/Director. It is recognized that to accommodate the work schedule of the Representative of the International Union and the Commissioner/Director, it may be necessary to extend the time limits for this Step 3 meeting. Therefore it is agreed that should it be necessary to extend the limit of this Step 3 meeting, said time shall not be extended for more than twenty (20) work days from receipt of the Union's filing at Step 3. Within ten (10) work days after this meeting has been held, the Commissioner/Director shall advise the Representative of the International Union, the grievant and the Grievance Committee Chairman of his decision in writing. The decision shall contain a brief summary of the proceedings and the statement of the Commissioner's/Director's position. In the event of arbitration for the sole reason that the Employer has failed to observe the time limit of this Step 3, the Arbitrator's compensation and expenses shall be borne completely by the Employer.

Section 4:

Grievances which allege a violation directly affecting a large group of employees may be initiated by the Union at the Step 3 level of the grievance procedure outlined in this Article.

Section 5:

A grievance shall be submitted in writing and contain a clear and concise statement of the grievance, the issue involved, the relief sought, the date of the alleged violation, and the specific Article and/or Sections of this Agreement involved.

Section 6:

Grievances shall be presented promptly and in no event later than ten (10) work days after the employee or employees knew or should have reasonably known of the occurrence or non-occurrence of the incident which gave rise to the grievance.

Section 7:

- A. The time limits set forth in this Article shall be binding on the parties unless extended in writing and the processing of a grievance to arbitration shall not waive the rights of a party to assert before the arbitrator that the grievance was untimely processed.
- B. If the Union fails to process a grievance within the time limits provided, the grievance shall be considered disposed of on the last answer of the Department. The Union may withdraw a grievance at any step in the procedure by notifying the Department in writing. If the Department fails to process its response to a grievance within the time limits provided, the Union shall have the right of automatic appeal. If the Department initiated the grievance, the role shall be reversed.

Section 8:

If the grievance has not been resolved in Step 3 of the aforementioned procedure, the Representative of the International Union or his designee and the Employee may within five (5) work days after receiving the answer of the Commissioner, submit a written request to the Public Employees Relations Board (PERB) to refer the matter to mediation. The parties agree to utilize the rules and procedures for mediation as approved by the PERB.

Section 9:

- A. In the event a grievance remains unsettled under the foregoing procedures, the Representative of the International Union may, by written notice to the Commissioner within ten (10) work days of receipt of the latter's decision; appeal the matter to arbitration.
- B. The Arbitrator shall be selected by mutual agreement of the parties. For the purpose of selecting an impartial Arbitrator, the parties shall, within five (5) work days after the date of written designation of the grievance for arbitration, request from the Public Employees Relations Board a list of names and addresses of local impartial persons. The parties shall then make every effort to agree to one of the local persons on the list as the Arbitrator.
- C. In the event the parties are unable to agree on a local Arbitrator within ten (10) work days of the exchange of list, the parties acting jointly shall request the Federal Mediation and Conciliation Service to provide to the parties a panel of seven (7) arbitrators in accordance with the rules and procedures of the Service. Within ten (10) work days following receipt of such panel, the parties shall make every effort to agree to one of the persons from the panel as the Arbitrator.
- D. Each party, commencing with the one seeking arbitration, shall alternately strike one (1) name from the list and the name of the person last appearing on the list

shall be designated as the Arbitrator and his appointment shall be binding on both parties.

E. The Arbitrator's compensation and expenses shall be shared equally by the parties, except as otherwise provided for in this Article.

F. The Arbitrator shall have no jurisdiction or authority to add to, detract from, or alter in any way the provisions of this Agreement.

G. The decision of the Arbitrator shall be final and binding on both parties to this Agreement and the grievant. It shall be rendered in writing within thirty (30) days of the last hearing or submission of facts as provided herein.

Section 10:

A grievance not processed to arbitration or a grievance withdrawn from arbitration by the Union, or the grievant, shall be deemed settled on the basis of the written answer submitted by the Department.

Section 11:

All time limits set forth in this Article may be extended by mutual agreement, but only in writing. Whenever used in this Article, the term "work day" means a calendar Monday through Friday, exclusive of holidays. If an employee is suspended, discharged or disciplined for cause, his right to compensation will remain unaffected until a grievance challenging the suspension or discharge has been finally disposed of or the time in which to file a grievance has expired, whichever occurs earlier. The parties recognize that it is essential that a proper balance be maintained between the employee's right to unaffected compensation and the Employer's right to manage its departments and agencies. Accordingly, to ensure the balance, the right to unaffected compensation pursuant to this paragraph will not apply to an employee who is discharged for committing a felony.

Section 12:

Grievances arising from suspension, demotion or discharge shall be appealed in writing directly to the Commissioner within ten (10) workdays of notice of such action. Such grievance shall be heard by the Commissioner within ten (10) workdays and written decision shall be submitted to the Union within three (3) workdays. In the event the grievance remains unsettled, the Representative of the International Union may by written notice to the Commissioner, within ten (10) workdays of receipt of the latter's decision, appeal the matter to arbitration as set forth in Section 8 of this Article.

Section 13:

Any discussion on proposals made but not adopted during negotiations shall not be used or referred to in any way during or in connection with arbitration of any grievance arising under the provision of this Agreement.

SPECIAL NOTE

In those Agencies of the Government that do not have a Division Head or Commissioner, grievances shall be appealed at Step 2 & 3 to the representatives of the Employer who have been designated to hear grievances at such steps.

ARTICLE VII – SENIORITY

Section 1: Seniority Defined

- A. Service Seniority is defined as an employee's length of continuous service with the Government of the Virgin Islands from the date of first employment or re-employment following a break in continuous service.
- B. Department Seniority is defined as an employee's length of continuous service with the Department or Agency from the date of first employment or re-employment following a break in continuous service.
- C. Job Classification Seniority is defined as an employee's length of service in his job classification.

Section 2: Probationary Period

New employees and those hired after a break in continuity of service will be regarded as probationary employees for the first 180 days of employment and will receive no continuous service credit during such period. Probationary employees may initiate complaints under this Agreement, but may be laid off or discharged as exclusively determined by the Employer, provided that this will not be used for purposes of discrimination because of race, color, religion, creed, national origin, gender or sex, or because of membership in the Union. Upon completion of the probationary period, the employee shall accrue service, departmental and job classification seniority retroactive to date of hire. Employees whose positions are reclassified shall serve no probationary or trial period.

Section 3: Application of Seniority

Seniority shall be used to determine the relative rights of employees within the bargaining unit as expressly set forth in this Agreement.

Section 4: Seniority Lists

Within thirty (30) days of the effective date of this Agreement, and bi-annually thereafter, the Employer shall furnish to the Union and post on the bulletin boards a full and complete list of all bargaining unit employees and their dates of hire, dates of service within the Department and their current job classifications.

Section 5: Qualified Employees on Layoffs

New employees shall not be hired while qualified employees willing to perform the available work remain on the layoff list.

Section 6: Termination of Seniority

An employee shall lose all seniority and the employment relationship shall terminate if the employee:

- (a) Resigns and is not rehired within one (1) year;
- (b) Retires;
- (c) Is discharged for just cause and not reinstated;
- (d) Is laid off for a period in excess of two (2) years;
- (e) Fails to report to work after recall from layoff within ten (10) work days after receipt of or notification by certified mail by the Employer to the last known address of such employee as shown on the Employer's record, provided that the Employer shall extend the notification period for a valid reason;
- (f) Is absent exceeding the period for which a leave of absence has been granted or extended without legitimate excuse; and
- (g) Fails to report for work after being off due to a compensable occupational injury or accident within ten (10) work days after this authorization to return to work by his doctor, or
- (h) Is absent from work days ten (10) consecutive scheduled work days without first notifying the Department, unless such failure to notify the Department is due to reasons beyond the control of the employee.

Section 7: Part-Time and Temporary Employees

- A. A part-time employee is an employee who is regularly scheduled to work less than twenty (20) hours in a work week. A part-time employee shall not accrue any seniority rights.

- B. A temporary employee is an employee who is hired for an indefinite period on a non-permanent basis not to exceed one (1) year of the duration of the leave of absence of an employee whose vacancy is being filled. A temporary employee shall not accrue any seniority rights, provided, however, if the Employer decides to retain such employee at the termination of temporary employment, his seniority shall date from the original date of hire and he shall not be required to serve a further probation period.

Section 8: Super Seniority

Super Seniority shall apply to Local Union Officers and Shop Stewards who, notwithstanding their position on the seniority roster, shall have preferential seniority in the case of layoffs. The employees to whom Super Seniority will apply shall be designated to the Employer in writing.

ARTICLE VIII – PROMOTIONS AND TRANSFERS

Section 1:

Promotion is hereby defined as a move from a lower job classification to a higher job classification. It is the intention of the Employer to fill job vacancies from within the Department before hiring new employees provided employees are available with the necessary qualifications to fill the vacant position.

Section 2:

- A. Notice of all job vacancies shall be posted on all bulletin boards of the Department. This notice will remain on the bulletin boards for ten (10) work days and shall include job title, salary grade and brief description of job duties including qualifications and necessary skills. An employee on an authorized absence of no more than forty-five (45) calendar days shall within ten (10) work days of his return to work be afforded an opportunity to bid on any job posting during the authorized absence.
- B. Employees who are absent from duty during the posting period due to extended leave in excess of forty-five (45) calendar days will receive notification of vacancies in their grade level or above. Such employee shall be notified by certified mail by the Employer to the last reported address as shown on the Employer's records. This written notice shall be mailed on the same date that the vacancy is posted.

Section 3:

Departmental promotions shall be made on the basis of departmental seniority and qualifications to perform the work. In the event two or more employees have the same relative qualifications, the employee with the greatest departmental seniority shall be selected. An employee who is promoted shall be placed in the higher rated job for a trial period of sixty (60) calendar days, subject to an extension

of thirty (30) calendar days at the option of the Employer. If, in the judgement of the Employer, the employee does not perform satisfactorily the duties of the new position, he may be returned to his former position at any time within the trial period. The employee may choose to return to his former position at any time within the trial period, without loss of seniority in his former position.

Section 4:

For the purposes of this Article, an employee promoted to a new classified position shall retain his classification seniority in his old classification until he is permanently assigned to his new classification.

Section 5:

Transfer of an employee made solely for the convenience of the Department to replace an employee who is on a paid or unpaid leave of absence may last for the duration of such leave of absence. Transfers to fill a permanent vacancy on an interim basis shall last for a period of not longer than ninety (90) calendar days.

Section 6:

An employee may apply for and receive a transfer to a position of another classification within the same salary grade. Such transfer shall be made upon request of the employee at the discretion of the Employer. An employee so transferred shall receive the same salary as in his former position.

Section 7:

An employee has no obligation to accept an offer of a promotion or transfer to another island, and shall suffer no loss of seniority or other benefits by refusing same.

ARTICLE IX – REDUCTION AND RESTORATION OF FORCE

Section 1: Reduction in Work Force

In the event of a reduction in force, the following procedure will be followed:

- (a) Probationary employees in the affected job classification shall be laid off first, with seniority taking precedence.
- (b) If it is necessary to make additional reductions in the work force, employees in the affected job classification (or classifications) shall be laid off in reverse order of their job classification seniority.
- (c) An employee to be laid off may elect to be placed on layoff or to bump an employee with less Departmental seniority in a job classification of equivalent or lower salary grade, the duties of which the senior employee is able to perform properly without additional training.

Section 2: Notification of Layoff

An employee to be laid off shall be notified by the Department at least two (2) biweekly pay periods in advance of the date of layoffs. Such notice shall be in writing and copy thereof shall be sent to the Union.

Section 3: Recall from Layoff

- A. An employee shall be recalled from layoff in the reverse order in which he was laid off provided he has the ability to do the required work without additional training.
- B. An employee shall be notified of recall by certified mail, return receipt request, to the employee's last address contained in the Department records. Simultaneously, a copy of said notification shall be given to the Local Union.

- C. An employee who fails to notify the Department within ten (10) workdays after the receipt of the above recall letter of his intention to return to work within ten (10) work days shall be considered terminated provided that the Employer shall extend the notification period for a valid reason.

ARTICLE X – RATES OF PAY AND CLASSIFICATION

Section 1: Salary Increases and Application

1. The parites' successor agreement shall have a term of four (4) years, or from October 1, 2009 to September 30, 2013.
2. The right to bargain for salary increases, if any, is waived for the period October 1, 2005 through September 30, 2009.
3. Effective October 1, 2009 (Fiscal year 2010), the parties mutually agree to adopt the three (3) pay plans (FS, IS, and US), dated October 1, 2009, which are attached hereto and made a part of the Master Collective Bargaining Agreement effective October 1, 2009 to September 30, 2013.
4. Effective October 1, 2009 (Fiscal Year 2010), the parties mutually agree to adjust the FS, IS, and US pay plans to accommodate a minimum entry level of \$20,000 by increasing the starting rates for grades by \$3,462.00. **Employees covered by these Pay Plans shall maintain their current grade and step on the new Pay Plans for their respective positions.**
5. Effective October 1, 2009, (Fiscal Year 2010), the parties mutually agree to adopt the new SS Pay Plan, dated October 1, 2009, attached hereto. Employees covered by this new SS Pay Plan shall be slotted based on their respective years of experience for the life of the contract.
6. All employees hired, promoted, transferred into the Bargaining Unit on or prior to October 1, 2005, shall receive an increase of three (3) incremental steps on the pay plan dated October 1, 2009, which is applicable to their respective positions.

7. All employees hired promoted, transferred into the Bargaining Unit after October 1, 2005 but prior to October 1, 2006 shall receive an increase of two (2) incremental steps on the pay plan dated October 1, 2009, which is applicable to their respective positions.
8. All employees hired promoted, transferred into the Bargaining Unit after October 1, 2006 but prior to October 1, 2008 shall receive an increase of one (1) incremental steps on the pay plan dated October 1, 2009, which is applicable to their respective positions.
9. All employees hired, promoted or transferred into the Bargaining Unit after October 1, 2008 but prior to October 1, 2009 shall not receive a step increase on the pay plan dated October 1, 2009.
10. Effective October 1, 2010 (FY 2011), all employees in the Bargaining Unit covered by the respective pay plan shall receive a **2.5%** general salary increase. Such general salary increase shall be added to the various pay plans. In addition, each employee covered by the respective pay plan shall receive one (1) step incremental increase.
11. Effective October 1, 2011 (FY 2012), all employees in the Bargaining Unit covered by the respective pay plan shall receive a **2.25%** general salary increase. Such general salary increase shall be added to the various pay plans. In addition, each employee covered by the respective pay plan shall receive one (1) step incremental increase.
12. Effective October 1, 2012 (FY2013), all employees in the Bargaining Unit covered by the respective pay plan shall receive a **2.5%** general salary increase. Such general salary increase shall be added to the various pay plans. In addition, each employee covered by the respective pay plan shall receive one (1) step incremental increase.

13. This agreement shall not become effective unless ratified by the membership of the United Steelworkers and approved by the Governor of the United States Virgin Islands, the Honorable John P. de Jongh, Jr.
13. The incremental step increases provided herein shall not in any way affect the retroactive pay that is owed to employees of the bargaining unit under the terms of the Wage Agreements approved by the Governor on December 16, 1994 and September 28, 1998.
14. **All employees in the bargaining unit who retired on or after September 30, 2005, but before January 1, 2010 shall receive the credit of a three percent (3%) salary increase for each year worked or portion thereof between October 1, 2005 and September 30, 2009. Such retirees shall waive all retroactive pay corresponding to this increase, but shall receive retroactive pension adjustments from the Government Employee's Retirement System. The Employee's contribution shall be paid from such retroactive pension adjustment. The Employer shall pay its contributions to the Government Employee's Retirement System to allow for the recalculation of the Employee's pension.**

Section 2: Specifications and Classifications

- A. The job position titles including series and the corresponding job grades shall be those set forth in Appendix B of this Agreement.
- B. In the event of an amendment or revision of a job specification the compensation of the incumbent shall not be reduced.
- C. Any change in a job specification or classification shall be reported to the Union in writing thirty (30) days in advance of its effective date.

- D. An employee shall receive a copy of his job specifications, indicating the duties and responsibilities. An employee shall not be required to perform work, which is, unrelated to their job specifications. A copy of all job specifications shall be sent to the Union.

Section 3:

- A. In the event of any assignment to a higher classification made solely for the convenience of the Department for a period lasting for more than one (1) payroll period, the Employer shall either pay the employee: (1) at his regular rate of pay plus ten percent (10%) or the minimum rate of 10% or (2) the labor grade to which he is temporarily assigned, whichever is higher, commencing with the second payroll period after the assignment.
- B. An employee performing work in a position of a lower labor grade on a temporary basis at the request of the Department shall receive the applicable rate he otherwise would have received if he had not been temporarily assigned.

ARTICLE XI – HOURS OF WORK AND OVERTIME

Section 1: Workweek and Flex Hours

- A. An employee will be scheduled to work a normal period of forty (40) hours within the work week, beginning at 8:00 a.m. on Monday and ending at 5:00 p.m. on Friday, except for those employees currently occupying positions that are scheduled to begin or end at times other than specified herein. Each work day shall consist of eight (8) consecutive hours, excluding the lunch period.
- B. An employee may request a flexible eight (8) hour work schedule to begin at a time other than 8:00 a.m. to accommodate the special needs of the employee. Such request shall be granted if it does not unduly disrupt the operations of the department. Should a conflict arise regarding the scheduling of flex hours among employees on the same job, seniority shall be the determining factor.

Section 2: Overtime Pay

- A. Overtime at the rate of one and one-half times the Employee's straight time hourly rate of pay shall be paid for:
 - 1. Work performed in excess of eight (8) hours in any one (1) workday;
 - 2. Work performed in excess of forty (40) hours in any one (1) workweek.
- B. Overtime at the rate of two (2) times the Employee's straight time hourly base rate of pay shall be paid for:
 - 1. Work performed in excess of forty-eight (48) hours in any one (1) work week;
or
 - 2. Work performed on holidays provided pursuant to the Virgin Islands Code, Rules and Regulations, Executive Orders and/or directives.
- C. An employee eligible for overtime pay shall have the option to receive compensation at the applicable overtime rate or compensatory time off at the rate

of one and one-half (1 ½) hours for each hour worked. Compensatory time shall not accumulate in excess of forty (40) hours in any one (1) year and must be taken within ninety (90) days from the date earned. All compensatory time off shall be taken at times desired by the employee, subject to the approval of the Agency Head so that the public business will not be unduly affected. Compensatory time off not taken within the ninety (90) days shall be paid at the applicable overtime rate.

Section 3: Overtime Meal Allowance

Any employee who is required to work two (2) or more hours past his regular scheduled shift shall be furnished a meal with beverage or meal allowance not to exceed twelve dollars (\$12.00) at the Employer's expense on or before his twelfth hour of work.

Section 4: Rotating Shift

All employees who are on a regular rotating shift shall not be scheduled to work within sixteen (16) hours of the previous shift; except on the day the shift changes.

Section 5: Call-Back Pay

An employee who is recalled for work shall be guaranteed a minimum of two (2) hours pay at time and one-half (1 ½) his regular hourly salary rate.

Section 6: Night Differential

Pay Differentials shall be paid in accordance with Virgin Islands Code Title 3 Section 559 (c) Pay Differentials

(c) An employee who is assigned to regular night duty, that is, regularly scheduled work between the hours of 6:00 p.m. and 6:00 a.m., shall be paid differential at the following rates:

- (1) For night work of from 5 to 8 hours duration in a regular 8 hour shift, a differential of 10 percent of his basic rate of pay:
- (2) For more than 8 hours of night work, a differential of 15 percent of his basic rate of pay; Provided, That the night duty assignment was not made at the behest of the employee.

ARTICLE XII – LEAVES OF ABSENCE

Section 1: Personal Leave

- A. An employee, for good cause, shall be granted leave of absence without pay and without loss of seniority or other employment benefits, provided that such leave of absence do not unduly disrupt the operations of the Employer.
- B. Such leave of absence shall be for a limited time, not to exceed one (1) year.
- C. Only an employee who provides advance written notification of absence from work shall be entitled to a leave of absence. Notification given at least ten (10) work days before the start of a leave day, except in cases of emergency, shall be considered advance notification for this purpose. No departure from the above notice procedure shall be made except within the reasonable discretion of the Employer.

Section 2: Union Business Leave

Leave of absence, without pay, for the purpose of accepting positions with the International or Local Union, shall be available to not more than one (1) employee per agency at any given time. The leave must be approved by the Union and requested in writing by the employee. Such leave shall be for a period not to exceed twelve (12) months. Continuous service shall not be broken by leave for this purpose but shall continue to accrue.

Section 3: Convention Leave

An employee(s) who has been elected or appointed by the Union to attend the International Union Convention/Conference will be granted six (6) days convention leave per annum without loss of pay or deduction from annual leave. The Union shall provide thirty (30) days advance notice.

Section 4: Bereavement Leave

- A. An employee who suffers the death of his or her spouse, parents or legal guardian, children, grandchildren, grandparents, brothers, sisters, mother-in-law, or father-in-law shall be entitled to four (4) days bereavement leave without loss of pay or deduction from annual leave.
 - 1. An employee who has a death in their family not mentioned above, (specifically uncles, aunts, nieces, daughter-in-law, nephew and son-in-law) shall be granted one (1) day bereavement leave in order to attend the funeral.
- B. An employee who suffers the death of any other relative by blood or marriage in the same household shall be entitled to four (4) days bereavement leave without loss of pay or deduction from annual leave.
- C. If the circumstances necessitate additional time off, the employee may use annual and/or sick leave.

Section 5: Maternity Leave

- A. Upon presentation of medical certificate confirming pregnancy, an employee may apply for and shall be granted maternity leave.
- B. To the extent available, an employee shall be permitted to charge any portion or all of her maternity leave to sick and/or annual leave. Where an employee has exhausted any sick or annual leave to which she might be entitled, the employee shall be allowed maternity leave without pay.
- C. An employee on sick or annual leave pursuant to this Article shall continue to accrue annual leave, sick leave and seniority. An employee on leave without pay pursuant to this Article shall continue to accrue only seniority and will be reinstated to her former position at the termination of leave.

Section 6: Family Leave

- A. Any employee having a length of continuous governmental service of two (2) years or more may upon written request and appropriate substantiation be granted an unpaid leave of absence not to exceed six (6) months, surrounding the birth or adoption of a child or serious illness of a child, spouse, or parent. Such leave shall not be unreasonably withheld. To the extent available, an employee shall be permitted to charge any portion or all of such family leave to annual and /or sick leave.
- B. An employee on annual and/or sick leave pursuant to this Section shall continue to accrue annual leave, sick leave, and seniority. An employee on leave without pay shall continue to accrue only seniority and will be reinstated to his position at the termination of leave.
- C. Insurance coverage will remain in force provided that the employee on leave without pay contributes their share of premium cost.

Section 7:

Pursuant to the Virgin Islands Code, V.I. Rules and Regulations, Executive Orders and/or directives, as they currently exist or as they may be subsequently created, repealed, amended or revised, all sick and annual leave benefits applicable to employees of the Virgin Islands Government shall apply equally to the employees covered by this Agreement.

Section 8:

For the convenience of covered employees, the contents of selected provisions of the Virgin Islands Code pertaining to sick and annual leave are as follows:

A. Annual Leave (Title 3, Chapter 25, § 582):

Notwithstanding the provisions of section 581 of this title, and except as provided in section 41 of Title 2 of this Code, all employees of the Government of the Virgin Islands, regardless of tenure, who enter Government Service after June 30, 1968, shall accrue annual leave as follows:

- 1) one-half ($1/2$) day for each full biweekly pay period for an employee with less than three (3) years of service;
- 2) three-fourths ($3/4$) day for each full biweekly pay period, except that the accrual for the last full biweekly pay period in the year is one and one-fourth ($1 \frac{1}{4}$) day, for an employee with at least three (3) but less than 15 years of service; and
- 3) one (1) day for each full biweekly pay period for an employee with fifteen (15) or more years of service.

Section 9:

Annual leave shall be scheduled and shall be granted for periods of time requested by the employee if such time does not unduly disrupt the operations of the Agency. The employee shall be notified of any change in his scheduled vacation at least sixty (60) days prior to the starting date of said vacation. If two (2) or more employees request annual leave at the same time, the employee with the greatest seniority as it relates to total years of service with the Employer shall be given his choice of annual leave period.

Section 10:

If a holiday occurs during the work week in which annual leave is taken by an employee, the holiday shall not be charged to annual leave.

Section 11:

- A. An employee who becomes ill during his annual leave will not be charged annual leave for the period of illness provided he furnishes proof of such illness to the Employer upon his return to work.
- B. Employees who return to the Government service after an absence of no more than five years shall accrue leave at the rate accrued at the time of their most recent separation from Government Service unless such rate was less than specified above.
- C. The word "employees" when used in this section shall include all personnel in the Government Service, including "officers." The word "service" when used in this section shall include periods of active military service of up to ten years in the Armed Forces of the United States and periods of up to 10 years of Federal Government service in the Virgin Islands.

B. Sick Leave (Title 3, Chapter 25, § 583):

- 1) Except as provided in section 41 of Title 2 of this Code, all officers and employees of the Government of the Virgin Islands, regardless of tenure are entitled to sick leave which accrues at the rate of one-half (1/2) day for each full biweekly pay period.
- 2) Sick leave is a leave of absence from duty on account of any sickness, injury, or disability, which incapacitates the employee from work. This includes medical, dental, and optical treatment. Sick leave may be granted pursuant to prior requests in appropriate cases, or pursuant to request made after return to duty.
- 3) An employee must submit proof of sickness for any absence from work for which he requests sick leave, regardless of the length of such absence.

Unless sick leave has been granted pursuant to prior request, an employee shall inform his immediate supervisor within three (3) hours of the start of his workday that he will not be reporting for work that day due to sickness, injury, or disability. Failure to notify a supervisor in a timely fashion, without just cause that his absence is due to sickness, injury, or disability may result in the entire day's absence being treated as leave without pay.

- 4) Departments and Agencies shall keep accurate and complete records of all absences from duty by employees within the Department or Agency and all reports of illness and requests for sick leave by those employees. Anyone, who knowingly submits a falsified request for sick leave to be processed, shall be subject to suspension and/or dismissal.
- 5) Proof of sickness for an absence of three (3) or more consecutive work days shall include a certificate from a practicing physician certifying that the employee was incapacitated for work.
- 6) Proof of sickness for an absence of less than three (3) or more consecutive work days shall be, at the option of the employee, either (i) a certificate from a practicing physician certifying that the employee was incapacitated for work, or (ii) a signed statement by the employee stating that he was incapacitated and unable to report to work due to illness, injury, or disability; provided, however, that additional reasonable proof of incapacity to work, including a certificate from a practicing physician, may also be required by a Department or Agency Head in individual cases of continued or flagrant abuse. Any absence from duty of any employee whose request for sick leave is denied under this Section shall be charged to annual leave or leave without pay at the option of the employee.

- 7) When required by serious disability or ailments, up to one hundred eighty (180) days sick leave may be advanced upon approval by the Commissioner/Director or Agency Head.
- 8) Sick leave which is not used by an employee accumulates for use in succeeding years.
- 9) Any employee of the Government of Virgin Islands who has accumulated sick leave shall retain all rights to such sick leave upon separation from one department, commission or branch of the Government of the Virgin Islands and being reemployed in another department, commission or branch of the Government of the Virgin Islands; provided, however, that not more than six (6) months shall lapse between separation and reemployment. The provisions of this subsection shall apply if the employee is separated or separates from Government Service in order to enter the military service of the United States or to attend an institution of higher education except, that in such case, not more than six (6) months shall lapse between either (i) separation from the military service and reemployment with the Government of the Virgin Islands or (ii) failure to enroll for the next academic session of the institution of higher education and reemployment with the Government of the Virgin Islands.

ARTICLE XIII – JURY AND WITNESS SERVICE

Section 1: Jury Service

An employee shall be excused from duty without loss of pay or deduction from annual leave or sick leave for time required for jury service in the Superior Court of the U.S. Virgin Islands or the District Court of the U. S. Virgin Islands (3 V.I.C., § 586).

Section 2: Witness Service

An employee who is subpoenaed to serve as a witness for the Government of the Virgin Islands shall be excused from work without loss of pay or deduction from annual leave or sick leave for the time required for such witness duty.

ARTICLE XIV – MILITARY SERVICE LEAVE

Section 1:

An employee who is a member of an active reserve unit of any branch of the Armed Forces of the United States shall, in addition to any accrued leave, be entitled to administrative leave with pay for time spent in mandatory attendance at annual reserve summer training encampment, and at regular drills and training sessions conducted throughout the year (3 V.I.C., § 590).

Section 2:

An employee is entitled to leave without loss in pay, time or performance or efficiency rating for each day, not in excess of thirty (30) days in a calendar year in which he is on Federal active duty, Territorial Active Military Service or training duty as a Reserve of the Armed Forces, or a member of the National Guard (23 V.I.C., §1524).

ARTICLE XV – HOLIDAYS

Section 1:

Pursuant to the Virgin Islands Code, V.I. Rules and Regulations, Executive Orders and/or directives, as they currently exist or as they may be subsequently created, repealed or revised, all holidays applicable to employees of the Virgin Islands Government shall apply equally to employees covered by this Agreement.

Section 2:

For the convenience of covered employees, the contents of the Virgin Islands Code provisions pertaining to holidays are as follows:

January 1	(New Year's Day)
January 6	(Three King's Day)
January 15	(Martin Luther Kings Birthday)
3 rd Monday in February	(President's Day)
March 31	(Transfer Day)
Holy Thursday	
Good Friday	
Easter Monday	
Last Monday in May	(Memorial Day)
July 3	(V.I. Emancipation Day) (Danish West Indies Emancipation Day)
July 4	(Independence Day)
1 st Monday in September	(Labor Day)
2 nd Monday in October	(Columbus Day and Puerto Rico Friendship Day)
November 1	(Liberty Day)
November 11	(Veteran's Day)
4 th Thursday in November	(Thanksgiving Day)
December 25	(Christmas Day)

December 26

(Christmas Second Day)

And such other days as the President or the Governor may, by proclamation, declare to be holidays. Whenever any holiday (other than Sunday) falls upon a Sunday, the Governor by Proclamation may, in his discretion, grant administrative leave on the following Monday, except that Organic Act Day (Third Monday in June), Supplication Day (Fourth Monday in July) and Local Thanksgiving Day (Third Monday in October) shall be observed on the preceding Sunday.

ARTICLE XVI – HEALTH, DISABILITY AND RETIREMENT BENEFITS

Pursuant to the Virgin Islands Code, V.I. Rules and Regulations, Executive Orders and/or directives, as they currently exist, or as they may be subsequently created, repealed, amended or revised, the following provisions applicable to Government employees shall apply equally to the employees covered by this Agreement:

- A. Chapter 25, Subchapter VIII, entitled "Health Insurance";
- B. Chapter 27, entitled "Retirement";
- C. Chapter 25, entitled "Duty Connected Disability";
- D. Chapter 25, entitled "Miscellaneous Benefits," §§ 641-645.

ARTICLE XVII – EVALUATION AND PERSONNEL RECORD

Section 1:

An employee's performance rating shall be discussed between the employee and his supervisor prior to signature. Where an employee disagrees with a specific section or an overall rating, he has the right to request an informal review by the head of the Department. An informal review will be held as soon as possible after such request and the employee may elect to have a member of the Grievance Committee present during such review.

Section 2:

A copy of any document (s) placed in an employee's personnel record shall be given to the affected employee within ten (10) work days of its insertion, and any response submitted by the employee shall also become part of the employee's personnel record.

Section 3:

For purposes of disciplinary action, no record, which is over one (1) year old, may be considered.

ARTICLE XVIII – EDUCATION AND TRAINING

Section1:

The Agency and the Union agree that the training and development of employees within the unit is a matter of primary importance. The parties shall seek the maximum training and development of all employees, subject to the availability of funds.

Section 2:

All employees of the unit are entitled to full participation in training and developing projects initiated by the Agency. This includes in-service training as well as seminars, workshops and conferences held off-island.

Section 3: In-Service Education

Attendance at in-service training, educational workshops and conferences are mandatory. When an employee refuses to attend such training, he shall be subject to disciplinary action. Exception shall be made based on the following:

- (a) Personal illness;
- (b) Illness or death of a member of his immediate family;
- (c) Vacation; or
- (d) Other legitimate reasons.

Section 4:

If the workshop or conference is held outside the Department, but during the employee's regular working hours, the employee will be paid as straight time worked.

Section 5:

Accurate records of attendance and absences shall be maintained. Copies of said records shall be given to the employee(s) concerned upon request.

Section 6:

All classes, workshops and conferences shall be scheduled in advance with notice posted on the bulletin boards.

Section 7:

All employees are encouraged to further their education so that promotions can be made from within the Department.

Section 8:

The Department will post notices of job-related courses for employees. Application for the opportunity to attend such courses will be forwarded to the selection officer or committee through the appropriate Departmental supervisor. Employees who have the requisite qualifications will be considered.

Section 9: Tuition Reimbursement Program

In an effort to encourage employees to further their education in areas of study relating to their field of employ, the Department will, subject to the availability of funds therefor, establish and maintain a tuition reimbursement program for full-time employees meeting the following criteria:

- (a) The course (s) of study to be taken by the employee must relate to the employee's field of employ as exclusively determined by the Department;
- (b) The course (s) must be taken at an accredited educational institution;
- (c) If the course is offered at more than one scheduled time, the employee must choose the class schedules which will least conflict with the employee's regular work schedule. If the employee is unable to obtain a class schedule which does not conflict with his work schedule, the Department will release the employee from work without loss of pay for

that period of time reasonably necessary to attend class; provided, however, that said release does not unduly disrupt the Department's regular scheduling and performance of work;

(d) An employee will be released from work only after he has received approval of the course from the Department and have presented evidence of their enrollment in the course to the Department; and

(e) Upon submission of evidence of enrollment and passing grade on satisfactory completion of the course, the Department will reimburse to the employee tuition costs and fees, including books and similar course materials, not to exceed \$1000.00 per semester. No Employee shall receive tuition in full, pursuant to this contract, where such tuition has been paid by scholarship or grant. However, if a scholarship or grant does not fully cover the tuition, the Department or Agency shall make up the difference.

Section 10: Study Leave Program

A. Leave of absence with pay for study may be granted to an employee to improve his knowledge and skills in an appropriate field of study. Such leave shall not exceed twelve (12) calendar months subject to an extension for like period provided that no other employee within the agency has applied for such leave. Application for study leave from an institute that is accredited and recognized by the U.S. Department of Education shall be submitted by December 15 and notification of grant or denial of the application shall be made by March 1st.

B. An applicant for study leave must state his years of service in V.I. Government; period of leave sought; proof of acceptance from an accredited institution where study is to be pursued; plan of study and goal sought to be achieved. Applicant

must have at least three (3) years continuous service in the Department immediately prior to the date of application in order to be eligible.

- C. An applicant granted study leave with pay shall be obliged to submit interim academic progress reports signed by an academic advisor a responsible officer of the institution selected, and a final certificate of satisfactory completion of the study program. Failure to report satisfactory interim progress or final completion may be cause for withdrawal of leave status in whole or part.
- D. An employee granted study leave is required to perform at least two (2) years service with the Department following termination of such leave. If such employee resigns prior to the expiration of said two (2) year period, the Employer may offset pro-rata the cost of the year's pay against any cumulative annual leave payment, which may become due to the employee.

ARTICLE XIX – UNION ACTIVITIES

Section 1: Notice to Employer

The Union shall inform the Employer in writing of the names of the Union Officers, Grievance Committee members, Negotiating Committee members and others who are authorized to act as such representatives.

Section 2: Negotiating Committee

The Employer shall recognize members of the negotiating committee designated by the Union for the purpose of participating in contract negotiations. The Negotiating Committee shall suffer no loss of pay for reasonable work time spent in such activities only.

Section 3: Grievance Committee

The Union shall establish a Grievance Committee for the St. Thomas / St. John District and for the St. Croix District. Each committee shall consist of not more than three (3) members of the Union. A member of the Grievance Committee shall be granted reasonable administrative time without loss of pay to investigate and/or process a grievance including necessary meetings with Management Personnel for this purpose.

Section 4: Bulletin Boards

The Employer shall provide bulletin board space for the Union's use in areas conveniently accessible to employees. The Union shall use the space for the purpose of notifying employees of matters pertaining to Union business. All notices shall be signed by a representative of the Union.

Section 5: Union Access

Upon reasonable notice, officers and representatives of the Union shall be granted access to the Employer's facilities during working hours, unless prevented

by existing conditions, for the purpose of investigating, adjusting and discussing grievances, complaints, disputes, and/or other matters pertaining to this Agreement.

Section 6: Facilities

Union members or representatives will be permitted to use designated facilities on Employer's premises to conduct Union business during non-working hours upon obtaining permission from the Department Head or designee.

Section 7: Telephones

The Local Union shall be permitted the use of a telephone by officers and members of the Grievance Committees for the purpose of investigating, adjusting and discussing grievances, complaints, disputes and/or other matters pertaining to this Agreement. This use shall be restricted to local calls only and shall not interfere with the operations of the Department.

ARTICLE XX – LABOR-MANAGEMENT COMMITTEE

Section 1:

The Employer and the Union agree to establish a joint Labor-Management Committee. The Union Committee members shall be designated by the Union and the Management Committee members shall be designated by the Employer. The Committee will meet not less often than once each calendar quarter. Minutes and proceedings of the meeting shall be kept. Agenda items will be submitted by both parties three (3) work days in advance of each meeting.

Section 2:

An equal number of Union and Employer representatives will attend the scheduled meetings. Union representatives who are also employees will suffer no loss of pay for time spent in attendance at such meetings held during work time.

Section 3:

- A. The joint Labor-Management Committee will have as its purpose and shall give consideration to such matters as: the interpretation and application of rules, regulations and policies; the correction of conditions resulting in grievances and misunderstandings; the encouragement of good human relations in employee-supervisory relationships; the betterment of employee working conditions; the strengthening of employee morale; and the implementation of Equal Employment Opportunity and related matters.
- B. It is expressly agreed that individual grievances will not be discussed during Committee meetings.

ARTICLE XXI – SAFETY AND HEALTH

Section 1:

The Employer shall make reasonable provisions for the safety and health of the employees during the hours of their employment.

Section 2:

Cooling system, lighting system, ventilation system, lavatories and equipment shall be maintained in good working condition, except in instances beyond the control of the Department. Employees shall be trained in the use of fire extinguishers.

Section 3:

First aid facilities shall be provided by the Employer to the extent necessary to provide adequate first aid for all employees.

Section 4:

All grievances relative to Safety and Health shall be processed beginning with Step 3 of the Grievance Procedure.

Section 5:

The Employer and the Union mutually agree to abide by applicable provisions of the Occupational Safety and Health Act. The Employer will furnish to the Union copies of any reports required by law.

Section 6:

The Employer and the Union shall form a safety committee, which shall meet at reasonable times. The Grievance Committee shall represent the Union at such meetings.

Section 7: Unsafe and Unhealthy Conditions

- A. No employee shall be required to perform his duties under unsafe and unhealthy conditions. Employees shall not be required to perform their duties or remain in areas where there are malfunctioning air conditioners and lack of proper ventilation or where there is inadequate light.
- B. Whenever there is no running water on the premises, employees shall be permitted to leave the building for a reasonable time, subject to reporting to their Supervisor.

ARTICLE XXII – PAYROLL STATEMENT

Section 1: Check-Stub Information

The Employer shall provide each employee with an accurate itemized payroll statement (check-stub) each pay period, showing the pay period for which this employee has been paid, accrued annual and sick leave, gross earnings, deductions and net amount paid.

Section 2: Accrued Year to Date Earnings and Deduction

The Employer shall provide each employee with a quarterly itemized payroll statement showing the following: gross earnings, deductions, (FICA, Retirement Contributions, Withholding Tax and Other), net pay, pay period, hours worked and leave used.

Section 3:

An employee's individual request for an itemized statement including hours worked, accumulated sick leave and annual leave shall be furnished to the employee within five (5) work days. An employee's request must be made in writing to the appropriate payroll office; and an employee shall be limited to two (2) such requests per year unless such requests are made for the purpose of rectifying or correcting the statement of leave.

ARTICLE XXIII – COPIES OF AGREEMENT

The Employer and the Union agree to have the Agreement printed and distributed to all employees in the bargaining unit within sixty (60) days of the execution of this Agreement. It is further agreed that proof copies of the Agreement will be reviewed and approved by the Government and the Union prior to final printing. The parties agree to equally share the cost of printing.

ARTICLE XXIV – NON-DISCRIMINATION

Section 1:

The Employer and the Union agree that the provisions of this Agreement shall be applied to all employees and prospective employees covered thereby without regard to race, color, national origin, religion, political belief, gender, sex, marital status, age, place of birth, union membership or non-membership, and activity on behalf of the Union.

Section 2:

In referring to employees the masculine gender is used for convenience only and shall refer to both males and females and bears no suggestion or intent of discrimination.

ARTICLE XXV – NO STRIKES OR LOCKOUT

Section 1:

During the term of this Agreement there shall be no strikes or other work stoppage or lockout. Participation by employees in an act violating this section will be cause for immediate disciplinary action.

Section 2:

In the event of a strike or other work stoppage or lockout in violation of section one (1) of this Article, the Employer shall notify the International Union of any such act by fax or mail or other expedient means at the address shown below * and shall notify the Local Union by letter. Upon receipt thereof the Union shall instruct the employee(s) engaged in such activity to end such strike or other work stoppage or lockout forthwith.

*International President
United Steelworkers
Five Gateway Center
Pittsburgh, Pennsylvania 15222

ARTICLE XXVI – SAVINGS CLAUSE

Should Virgin Islands or Federal laws or regulations compel the cancellation or modification of any provision of this Agreement with respect to application at any time during the term of the Agreement, it is agreed that such provision shall thereupon be inoperative and the Employer and the Union will, within ten (10) days thereafter, meet for the purpose of negotiating changes made necessary by applicable laws or regulations. Any cancellations or modifications so required and made shall not invalidate any other provisions of this Agreement.

ARTICLE XXVII – TOTALITY OF AGREEMENT

This Agreement constitutes the entire Agreement between the parties and except as otherwise specifically provided herein, no alteration, understanding, variation, waiver, change or modification of any of the terms or conditions of this Agreement shall be applicable unless agreed to in writing by the Employer and the Union.

ARTICLE XXVIII – MISCELLANEOUS PROVISIONS

Section 1: Automation

- A. When the installation of mechanical or electronic equipment may have an effect on the job status of the employees in the bargaining unit covered by this Agreement, the Employer shall review the matter with the Local Union not less than thirty (30) days in advance of the date of such installation.
- B. Should such equipment have an effect on the job status of employees in the bargaining Unit, the Employer shall utilize existing employees where possible, in the operation of said mechanical and electronic equipment and shall provide reasonable training for said employees when necessary.
- C. The provisions of this section shall not be construed as limiting the rights of the Employer under the provisions of Article IV, Management Rights and Responsibilities, of this Agreement.

Section 2: Individual Contracts

There shall be no individual contracts concerning terms and conditions of employment between the Employer and any employee covered by this Agreement.

Section 3: Coffee Break

All employees shall be entitled to one fifteen (15) minute coffee break in the morning and one fifteen (15) minute coffee break in the afternoon. Coffee breaks may be taken outside the office provided that the employee uses no more than the allotted fifteen (15) minutes.

Section 4: Use of Personal Vehicles

No employee shall be required to use his personal vehicle on Department business unless compensated therefor, in accordance with the applicable Executive

Order. Personnel required to use public transportation for departmental business shall be reimbursed therefor.

Section 5: Equipment and Supplies

The Employer shall provide reasonable and adequate equipment and supplies to each employee for the proper performance of his duty. A specific inventory of need will be considered by the Labor/Management Committee.

Section 6: Emergency Duty Transportation and Compensation

In the event that the Governor or his designee proclaims a state of emergency as a result of a natural disaster and an employee is required to report to his duty station, while other employees remain on administrative leave, he shall be provided with transportation from home to his usual place or other station and return to the extent necessary. Such employee shall be paid time and one-half (1-1/2) for the time required to perform his duties during the period of emergency. In addition such employee shall receive a meal or meal allowance for eight (8) hours of reported duty.

Section 7: Armed Escort

The Employer shall provide an armed escort to any employee required to physically transport cash in the discharge of his duties.

Section 8: Employee Lounge

The Employer shall provide an adequate, enclosed employee lounge equipped with comfortable furniture and a first aid kit. Such lounge shall be maintained in a sanitary condition so that employees may use it as an eating facility. In instances where space does not permit the Employer to provide a lounge, employees may, with discretion, eat at their work site or designated areas agreed upon by the Employer and employees.

Section 9: Docking

Employees shall be docked only for the amount of time they arrive on the job late after any applicable grace period. Any docking of time from annual leave first, then sick leave, and finally leave without pay. However, no actual time shall be deducted from an employee's leave until the employee has accumulated thirty (30) minutes or more in a pay period, which accumulation shall not extend into a succeeding pay period.

Section 10: Identification Tags

Each employee shall be furnished with a suitable identification tag, which shall be worn at all times during working hours.

Section 11: Time Off in lieu of Holidays

If a paid holiday falls on an employee's scheduled day off, he shall receive a day off in lieu of such holiday. An in-lieu-of day shall be granted at a time most desired by the employee, if, in the discretion of the Agency Head, the public service of the Department will not suffer thereby; provided, however, that an in-lieu-of day earned shall be granted within six (6) months after the date upon which such time was earned. Time off earned in lieu of a holiday shall be recorded in a separate category.

Section 12: Illicit Drug Use

An employee who has tested positive for illicit drug use for the first time must agree to attend drug abuse counseling or he shall be subject to disciplinary action. An employee covered by this Agreement who has tested positive for illicit drug use on two (2) separate occasions shall be terminated from his employment if he fails to enroll in and complete a drug treatment program. An employee who has tested positive for illicit drug use for a third time shall be terminated from his employment without the right of appeal.

MISCELLANEOUS PROVISIONS APPLICABLE TO THE DEPARTMENT OF HUMAN SERVICES ONLY

Section 13: Transportation Need

The Employer shall develop an effective method for meeting transportation needs for the conduct of official business. Through establishment of a car pool or other arrangement for deployment of departmental vehicles, Employer will move to insure that individual program units have consistent access to needed transportation. Vehicles shall be properly maintained to insure the personal safety of each employee and employees shall not be required to operate vehicles determined by the Employer to be unsafe.

Section 14: Adequate Safeguards

In work sites where actual violence is a problem, the Employer shall provide adequate safeguards, including security guards where necessary.

Section 15: Case Load Size

- A. For the purpose of determining the maximum caseload to be maintained by any social worker within the Department of Human Services, a case shall be defined as each individual receiving services from the appropriate unit/division.
- B. The Union and Management agree that the maximum caseload to be maintained by any social worker, at any time, shall be forty (40) cases.

Section 16:

All district offices, where possible, shall be equipped with a suitably furnished client waiting room.

Section 17: On-Call Pay

Social Workers working in Intake and Emergency Services, shall receive a \$2,500 differential added to their annual pay in compensation for remaining on call outside working hours.

Section 18: Hazardous Duty Pay

All Social Workers shall receive ten percent (10%) hazardous duty pay added to their base pay per annum.

Section 19: Equipment

Social Workers, Vocational Rehab Counselors and Front End/Fraud Investigators, working in the field, should be provided with the use of a communication device.

**MISCELLANEOUS PROVISIONS APPLICABLE TO
LPN'S / RN'S ONLY**

Section 13: Continuing Education Program

The parties agree to incorporate by reference the provisions of Article XVIII – Education and Training of the USWA Master Agreement as applicable to the nurses of the Herbert Grigg Home for the Aged, Queen Louise Home and Lucinda Millin Home/ Whim Gardens.

The Employer, at no cost to the LPN/RN, shall provide CPR certification classes following AHA guidelines. The Employer shall provide sufficient CPR classes to follow adequate opportunity for the nurse to obtain this certification prior to its expiration.

- A. Where an LPN/RN is on duty and attends in-service programs his/her time shall be computed at straight time. When a LPN/RN is off duty and attends mandatory in-service programs he/she shall be compensated at time and one half.
- B. The In-Service Education Program shall maintain attendance record of each in-service provided. The Employer is responsible for maintaining a current Contact Hours Provider number to insure that educational offerings are eligible for Contact Hours. Each LPN/RN will be responsible for maintaining an annual continuing educational profile for the purpose of licensure renewal and performance evaluation.
- C. The In-Service Education Program of each agency shall post at each work site the title, date, time and subject matter of the In-Service Program, at least fifteen (15) days whenever possible, in advance of said offering.

Section 14: Work Schedule

- A. All LPN/RN shift employees shall not have scheduled personal or lunch periods, but shall be continuously on-duty for the eight hours. These employees, consistent with good operations, will be permitted reasonable time for necessary personal or meal time. The Employer will provide a suitable area for consumption of meals.
- B. Shift schedules shall be maintained for a period of four (4) weeks; no LPN/RN shall be required to work more than two shifts scheduled during this period, except in instances of a shortage of available staff or other emergency situations.

Section 15: Annual Health Screening and Immunization Revisit

The Employer will provide, an annual health screening to all LPNs/RNs covered by this Agreement. The health screening and immunizations shall include:

- A. PPD;
- B. Blood and Urine Analysis;
- C. Post Exposure Titers with Follow-Up Testing;
- D. Hepatitis B Screening and Booster;
- E. Pneumococcal and Influenza;
- F. HIV (with employees consent) and
- G. TB

All cost associated with these tests which the LPN/RN's health insurance does not cover shall be paid by the Employer.

Section 16: Uniform Allowance

Each LPN/RN functioning in areas of patient care and who are required through the Employer's Policies and Procedures to wear a uniform shall receive an initial three hundred and fifty dollars (\$350) uniform allowance and one hundred fifty dollars (\$150) for each subsequent year thereafter for maintenance.

Section 17: Compensation for Additional Responsibilities

Nurse in Charge	\$2.50/hr
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(A staff nurse temporarily assigned to oversee the management of the unit in the absence of the Assistant Head Nurse or Head Nurse.)

A. Weekend Pay	\$1.00/hr
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(Weekend pay does not apply to those nurses choosing to work the weekend option.)

B. On call pay

LPN	\$3.50/hr
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RN	\$4.25/hr
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(On call time is time that an employee's is not actually on duty but is directed to be continually available for immediate return to duty by furnishing the supervisor with a location where he/she can be reached.)

C. Pursuant to Title 3 V.I.C. Section 559 (c), an employee who is assigned to regular night duty, that is, regularly scheduled to work between the hours of 6:00 p.m. and 6:00 a.m. shall be paid differential at the following rates:

1. For night work from 5 to 8 hours duration in a regular 8 hour shift, a differential of 10% of his basic rate of pay:
2. For more than 8 hours of night work, a differential of 15% of his basic rate of pay: provided that the night duty assignment was not made at the request of the Employee.

Section 18: Education Adjustments

Effective October 1, 2009, all RNs covered by the agreement shall have the following educational adjustments added to their base rates of pay;

BSN/BAN	\$2,000
MA/MSN/MBA/MD	\$3,000
PhD	\$4,000

However a nurse will receive the adjustment only for the highest educational level achieved. If during the life of this agreement a nurse attains a higher degree, the nurse's salary will be adjusted to accommodate that degree.

**MISCELLANEOUS PROVISIONS APPLICABLE TO
NON-POLICE EMPLOYEES IN THE V.I. POLICE DEPARTMENT ONLY**

Section 13: Seventh Consecutive Day

Because of the special nature of their work, Dispatchers shall be paid at the rate of one and one-half (1 1/2) times the regular hourly rate of pay for the seventh (7th) consecutive scheduled day, provided the hours worked in the workweek as a result of such scheduling is more than forty (40) hours for both the sixth (6th) and seventh (7th) consecutive scheduled day. For the purpose of this Section, Holiday, Sick Leave, Annual Leave and Bereavement Leave shall be counted as time worked.

Section 14: Pay Differential

In the above absence of a shift Supervisor, a Police Dispatcher shall be assigned as a shift leader and shall be paid a differential of ten percent (10%) of his base rate of pay. In the event two (2) or more dispatchers demonstrate the ability to perform shift leader duties in such an assignment, seniority shall be the determining factor.

Section 15: Personal Days

Police Dispatchers shall be granted two (2) personal days of (birthday and another day) with pay without conditions. Police Radio Dispatchers shall be granted three (3) additional personal days off per year with pay, under the following conditions. The radio dispatchers/employees who was not absent more than five (5) days or late more than ten (10) times in the preceding year. Such personal days off shall be schedule at the request of the employee at such time or times as it will not unduly disrupt dispatching operations. Personal days off provided herein shall not be charge to annual or sick leave or regular days off.

Section 16: Meal Period

All Dispatchers shall be entitled to and granted a meal period of forty-five (45) minutes during his regular tour of duty.

Section 17: Training

The Employer shall provide a continuing in-service training program for all Dispatchers to improve their efficiency.

Section 18:

All employees engaged in trades such as mechanics and auto body repair, are required to provide the basic tools as identified by "Craftsmen Checklist" provided.

Auto Body Repairman: Hammer and dollies, wrench set (metric and standard), sockets (metric and standard), hacksaw, screwdrivers (flat and Phillips), vise grip, pliers, vise clamps, sanding block, wire brush, glass removing tool, hex wrenches, allen wrenches, tape measures and snips.

Mechanic: Complete tool box including; one set distributor wrenches, low circuit tester, brake spring tool, brake spring pliers, brake adjusting tool, feeler gauge, torque wrench, line wrenches (3/4 to 11/16), box wrench (3/8 to 3/4), open end wrench (3/8 to 3/4), metric wrenches (6mm to 19mm), metric hex keys (2mm to 10mm), hex keys (1/16 to 3/8) torque, screwdrivers, grove lock pliers, long nose pliers, cutting pliers, slip joint pliers, vice grip pliers, adjustable wrenches, punch and chisel set, 16oz. ball peen hammer, spark plug socket (5/8 or 13/16), deep socket (3/8 or 1/2 drive) standard drive socket (3/8 or 1/2 drive), metric sockets (3/8 drive 6mm to 19mm), 1/4 inch drive sockets, 3/8 and 1/2 drive extensions, one set universal sockets, single cut file and hacksaw and blade.

All craftsmen already employed in the Department shall have a period of three (3) months (90 days) after the ratification of this agreement to acquire these tools.

**MISCELLANEOUS PROVISIONS APPLICABLE TO THE DEPARTMENT OF
FINANCE (TREASURY DIVISION ENFORCEMENT OFFICERS) ONLY**

Section 13: Equipment and Uniforms

- A. Upon entry into the Department, each officer shall be issued five (5) pairs of slacks, six (6) shirts, and two (2) pairs of shoes. One of the pairs of shoes shall be safety shoes. Uniforms and shoes shall be replaced annually upon submission of damage items.
- B. Effective fiscal year 2002 each enforcement officer shall receive an annual uniforms maintenance allowance of \$300.00 of which fifty percent (50%) shall be payable on the last day of the second quarter, and the last day of the fourth quarter of the fiscal year. All new employees shall be provided uniforms allowance on a pro-rata basis.
- C. All equipment issued shall be returned to the Employer upon termination for whatever reason. Employees are liable for all shortages and/or damages due to the employees' negligence.
- D. Weapons and badges shall be turned in upon suspension. If an employee leaves the Virgin Islands on leave status or goes on extended sick leave (which for purposes of this Section of the Agreement shall be defined as fifteen (15) working days), the weapon shall be turned in.

Section 14: Training

- A. All newly hired officers shall be trained for a period of no less than six (6) weeks.
- B. The Employer shall furnish firearms training as required by the Police Department for all officers. The equipment necessary for such training shall be provided by the Employer. The Department shall arrange and be responsible for

annual seminars or workshops to provide all officers with an update of all relevant changes in the law.

C. Upon satisfactory completion of training, the officers shall be issued firearms.

D. Recertification shall be held as required by the Virgin Islands Police Department.

Section 15: Statutory Benefits

In accordance with applicable law, any officer who is injured while acting in his official authorized capacity shall be compensated and entitled to all statutory benefits as though he was performing his regular duties.

Section 16: Bullet Proof Vests

Enforcement Officers shall not be mobilized for special police action which entails high personal risk unless they are provided bullet-proof vests.

Section 17: Physical Examination

When employees are required by the Employer to take a physical examination, the cost, if any, shall be borne by the Employer.

Section 18: Personal Property

Authorized personal property of an employee that is lost or damaged in the performance of duty shall be replaced or repaired, or its monetary value reimbursed to the employee by the Employer within a reasonable time provided that:

- (a) such loss or damage did not result from negligence of the employee;
- (b) said authorization is in writing; and
- (c) total reimbursement for any item shall not exceed \$250.00.

Section 19: Badges

Officers on field duty shall be issued badges, which will identify them as Enforcement Officers.

Section 20: Communications

Officers on field duty shall be provided with two-way radio communication capability. This section shall apply to the Department of Licensing and Consumer Affairs when funds are available.

Section 21: Emergency Equipped Vehicles

All vehicles being driven by Inspectors/Enforcement Officers/Peace Officers shall be equipped with first aid kits and fire extinguishers.

Section 22: Secured Facility

A locker with combinations etc, or other secured facility shall be provided for each officer at headquarters.

Section 23: Vehicle

Vehicles assigned to Inspectors/Enforcement Officers/Peace Officers shall be properly maintained to insure the personal safety of each officer, and officers shall not be required to operate any vehicle determined to be unsafe.

**MISCELLANEOUS PROVISIONS APPLICABLE TO
THE DEPARTMENT OF PROPERTY AND PROCUREMENT ONLY**

Section 13:

- A. All Mechanics, Tradeshelper (Mechanics), Autobody Repairman, Tradeshelper (autobody repair), Chauffeur, Messengers, Custodial workers, General Maintenance workers and Warehouse Personnel (excluding office personnel), shall be issued three (3) pairs of slacks and five (5) shirts with Department emblems. Uniforms shall be replaced as needed, upon submission of worn, damaged items.
- B. Each employee as classified above shall receive an annual uniform maintenance allowance of \$300.00, which shall be payable on or before the last day of the second and fourth quarter of each fiscal year.
- C. All equipment/uniforms issued shall be returned to the employer upon termination of employment for whatever reason. Employees are liable for all shortages and/or damages due to employees' negligence.

Section 14:

No Mechanic, Autobody Repairman or Tradeshelper (Auto Mechanic/Autobody Repair) shall be required to work in the open yard for an extended period of time.

Section 15:

No Mechanic, Autobody Repairmen, Tradeshelper (Auto Mechanic/Autobody Repair) shall be required to work under a vehicle without creepers, wheel shocks and jack stands.

Section 16:

No Mechanics, Autobody Repairmen, Tradeshelper (Auto Mechanic/Auto Repair) shall be required to work in the Mechanic Shop under flooding conditions.

Section 17:

- A. When employees are required to perform duties in freezers, they shall be provided with freezer jackets, gloves and rubber boots.
- B. When employees are required to load and unload merchandise, a conveyor belt shall be provided for the vehicle through the warehouse.

Section 18:

In the event employees are required to perform duties in inclement weather, they shall be provided with a rain coat.

Section 19:

All employees engaged in trades such as mechanics, carpentry, masonry and auto body repair are required to provide the basic tools as identified by the "Craftsmen Checklist" provided.

Carpenter: Claw hammer, hand saw, hatchet, rule, big square, or framing square, jack flame.

Mason: Trowel, chipping hammer, float, spirit level, cord line claw hammer.

Auto Body Repairman: Hammer and dollies, wrench set (metric and standard) sockets (metric and standard), hacksaw, screwdrivers (flat and phillips), vise grip, pliers, vise clamps, sanding block, wire brush, glass removing tool, hex wrenches, allen wrenches, tape measures and snips.

Mechanic: Compete tool box including; one set distributor wrenches, low circuit tester, brake spring tool, brake spring pliers, brake adjusting tool, feeler gauge, torque wrench, line wrenches (3/4 to 11/16), box wrench (3/8 to 3/4), open end wrench (3/8 to 3/4), metric wrenches (6mm to 19mm), metric hex keys (2mm to 10mm), hex keys (1/16 to 3/8), torque, screwdrivers, grove lock pliers, long nose pliers, cutting pliers, slip joint pliers, vice grip pliers, adjustable wrenches, punch and chisel set, 16 oz. ball peen hammer, spark plug socket (5/8 to 13/16), deep socket (3/8 or 1/2 drive) standard drive socket (3/8 or 1/2 drive), metric sockets (3/8 drive 6mm to 19mm), 1/4 inch drive sockets, 3/8 and 1/2 drive extensions, one set universal sockets, single cut file and hacksaw and blade.

All craftsmen already employed in the Department shall have a period of ninety (90) days after the ratification of this agreement to acquire these tools.

MISCELLANEOUS PROVISIONS APPLICABLE TO THE V.I. BUREAU OF INTERNAL REVENUE ONLY

Section 13: Monies Collected

No employee is allowed to take home monies collected. Such funds will be deposited regularly or in the alternative they will be safely stored in the proper facilities provided for such purposes according to the Bureau's policy. A supervisor shall be available to receive all monies collected by the employees. All receipts in duplicate shall be signed by both parties (management and employee) indicating the amount received.

Section 14:

Employees shall be introduced to Shop Steward within five (5) working days of commencing duty.

Section 15:

- A. When through Administrative error, an employee receives benefits or pay in excess of which he is entitled, such employee shall be permitted to pay the excess as expeditiously as possible through an arrangement agreeable to both parties.
- B. If an employee terminates his employment with the Bureau prior to any liquidation of any over-payment described in "A" above, the Employer retains the right to satisfy any outstanding balance from any funds due and owing the employee prior to the effective date of his separation.

Section 16:

Bullet proof windows shall be installed in the cashier's booth.

Section 17:

Prior to the close of business an employee shall be given the time necessary to balance the day's receipts, while another employee continues to handle customers. All collections made after the employee balances the day's receipt will be carried over to the following day.

Section 18: Uniforms

Upon entry into the Department, each officer shall be issued five (5) pairs of slacks and six (6) shirts. Uniforms shall be replaced annually upon submission of damaged items.

Section 19: Training

All Revenue Officers, Revenue Officer Trainee, Revenue Agents and Revenue Agent Trainees shall receive Federal Training and/or refresher courses at least once (1) every three (3) years.

Section 20: Badges

Revenue Officer Trainee, Revenue Agent and Revenue Trainees shall be issued badges, which will identify them as such.

**MISCELLANEOUS PROVISIONS APPLICABLE TO
THE DEPARTMENT OF EDUCATION (SCHOOL MONITORS) ONLY**

Section 13: Communications

All school monitors shall be provided with two-way radios for communicating with the main office. Damage or stolen radios during active duty shall be replaced or repaired by the Department of Education or the school where the monitor works.

Section 14: Uniforms

The Department shall provide each monitor with two (2) caps, six (6) polo shirts with the departmental or school emblem, and I.D. tags and sanitary gloves. Uniforms shall be replaced as needed upon submission of worn or damaged items.

Section 15: Description and classification Review

The Office of Collective Bargaining shall facilitate discussions with the Department of Education, the Division of Personnel and the V.I. Police Department to develop appropriate job specifications for the School Monitors. The Commissioner of Education agrees to forward the Committee's findings to the Division of Personnel to determine the appropriate grade for the School Monitors.

Section 16: Monitors Certification

All certification training in one district will be offered in the other district.

Section 17: Calendar School Year and Summer

The department will arrange for all school monitors to take their vacation during the year in accordance with their annual leave balance.

**MISCELLANEOUS PROVISIONS APPLICABLE TO
THE DEPARTMENT OF TOURISM ONLY**

Section 13: Work Schedule

Because of the special nature of their work, Information Officers may be scheduled to begin work on a day other than Monday to provide assistance to tourists on Saturday and/or Sunday including holidays. Such schedule shall be rotated among Information Officers and shall include two (2) full days off.

ARTICLE XXIX – DURATION AND TERMINATION

Section 1:

This Agreement shall become operative at 12:01 a.m. of the first (1st) day of October 2009, and shall expire at midnight of the thirtieth (30th) day of September 2013.

Section 2:

This Agreement shall have no effect and shall be unenforceable unless signed by the Governor of the Virgin Islands provided, further, that any portion of this Agreement requiring legislative action to permit its implementation by providing additional funds therefor, shall not become effective until the Legislature of the Virgin Islands has enacted appropriate implementing legislation.

Section 3:

The Government is fully aware of the social and economic consequences of layoffs. The Government will therefore continue to make every effort to improve its fiscal position by all means, including the collection of outstanding accounts receivable, before resorting to layoffs. The Government also agrees to meet and discuss with the Union any such plans prior to implementation.

IN WITNESS WHEREOF, the parties hereunto have set their hands and seals this 14th day of October, 2000. 2010 vol. 1A

GOVERNMENT OF THE VIRGIN ISLANDS

BY: [Signature]
DR. VALDEMAR A. HILL, JR.
Chief Negotiator

APPROVED:

[Signature]
Honorable JOHN P. DE JONGH, JR.
Governor, U.S. Virgin Islands

DATE: 10/23, 2000.

UNITED STEELWORKERS
AFL-CIO, CLC

BY: [Signature]
LEO GERARD
International President

BY: [Signature]
STANLEY W. JOHNSTON
International Sec. Treasurer

BY: [Signature]
THOMAS CONWAY
International Vice President
(Administration)

BY: [Signature]
FRED REDMOND
International Vice President
(Human Affairs)

BY: [Signature]
R. DANIEL FLIPPO
Director, District 9

BY: [Signature]
RANDOLPH V. ALLEN, SR.
Staff Representative-STT

BY: [Signature]
GERARD JACKSON
Staff Representative-STX

BY: [Signature]
CINDY BARRY
President, Local Union 8677

BY: [Signature]
IRA HOBSON
President, Local Union 8248

BY: [Signature]
LUIS A. "TITO" MORALES
President, Local Union 8249

APPENDIX A – STANDARD PAY PLANS

The five (5) pay plans (FS, IS, SS, and US) dated October 1, 2009, which are contained in the Wage Agreement Stipulation, agreed to by the parties on July 20th, 2010 and July 30th, 2010 and confirmed by the Governor on _____, _____, are incorporated herein by reference.

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2009

Finance Pay Plan
\$20,000 Minimum Hiring Rate

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS01	20,000	20,788	21,657	22,326	23,056	23,801	24,632	25,467	26,343	27,217	28,175	29,175	30,226
16,538	769.23	799.54	832.96	858.70	886.78	915.42	947.37	979.48	1,013.18	1,046.82	1,083.66	1,122.13	1,162.53
	9,99423	9,99423	10,41199	10,73372	11,08471	11,44275	11,84210	12,24355	12,66473	13,08520	13,54579	14,02667	14,53163
FS02	20,450	21,313	22,176	22,901	23,641	24,466	25,296	26,166	27,034	27,986	28,979	29,979	31,053
16,988	786.54	819.73	852.93	880.82	909.27	941.00	972.90	1,006.37	1,039.78	1,076.38	1,114.60	1,153.05	1,194.33
	9,83173	10,24663	10,66162	11,01025	11,36588	11,76255	12,16130	12,57965	12,99730	13,45480	13,93245	14,41312	14,92911
FS03	20,963	21,818	22,735	23,469	24,288	25,111	25,975	26,838	27,782	28,769	29,761	30,880	32,069
17,501	806.27	839.17	874.41	902.65	934.16	965.82	999.05	1,032.22	1,068.55	1,106.48	1,144.66	1,187.70	1,233.42
	10,07837	10,48956	10,93012	11,28317	11,67695	12,07280	12,48810	12,90271	13,35688	13,83105	14,30822	14,84621	15,41779
FS04	21,474	22,329	23,307	24,120	24,938	25,796	26,652	27,590	28,570	29,555	30,667	31,887	33,163
18,012	825.92	858.79	896.41	927.69	959.14	992.14	1,025.08	1,061.16	1,098.83	1,136.74	1,179.48	1,226.43	1,275.48
	10,32404	10,73494	11,20513	11,59618	11,98929	12,40173	12,81346	13,26450	13,75539	14,20926	14,74353	15,33032	15,94353
FS05	21,987	22,954	23,962	24,774	25,627	26,477	27,409	28,383	29,362	30,466	31,678	32,939	34,243
18,535	845.65	882.86	921.62	952.86	985.64	1,018.37	1,054.21	1,091.64	1,129.30	1,171.76	1,218.39	1,266.89	1,317.06
	10,57067	11,03578	11,52025	11,91079	12,32052	12,72956	13,17764	13,64545	14,11622	14,64699	15,22994	15,83609	16,46320
FS06	22,555	23,561	24,607	25,872	26,296	27,222	28,188	29,161	30,257	31,461	32,713	34,006	35,349
19,093	867.50	906.19	946.43	995.07	1,011.39	1,046.99	1,084.16	1,121.56	1,163.73	1,210.05	1,258.21	1,307.91	1,359.57
	10,84375	11,32738	11,83032	12,43840	12,64238	13,08740	13,55200	14,01954	14,54668	15,12564	15,72764	16,34888	16,99466
FS07	23,190	24,187	25,268	26,107	27,026	27,986	28,951	30,040	31,235	32,478	33,761	35,125	36,548
19,728	891.92	930.28	971.86	1,004.12	1,039.47	1,076.37	1,113.51	1,155.37	1,201.36	1,249.17	1,298.51	1,350.97	1,405.69
	11,14904	11,62845	12,14824	12,55156	12,99338	13,45464	13,91883	14,44217	15,01697	15,61465	16,23143	16,88717	17,57111
FS08	23,794	24,867	25,936	26,849	27,803	28,762	29,843	31,031	32,266	33,540	34,895	36,260	37,674
20,332	915.15	956.43	997.55	1,032.67	1,069.33	1,106.22	1,147.81	1,193.50	1,241.00	1,290.02	1,342.13	1,394.61	1,449.00
	11,43942	11,95534	12,46942	12,90834	13,36659	13,82774	14,34766	14,91870	15,51246	16,12520	16,77666	17,43263	18,11250

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2009

Finance Pay Plan
\$20,000 Minimum Hiring Rate

	14	15	16	17	18	19	20	21	22	23	24	25
FS01	31,356	32,554	33,801	35,095	36,440	37,835	39,284	40,789	42,351	43,973	45,657	47,406
16,538	1,206.01	1,252.08	1,300.03	1,349.82	1,401.52	1,455.20	1,510.94	1,568.80	1,628.89	1,691.28	1,756.05	1,823.31
	15,075.11	15,650.98	16,250.41	16,872.81	17,519.03	18,190.01	18,886.69	19,610.05	20,361.12	21,140.95	21,950.64	22,791.35
FS02	32,195	33,377	34,608	35,886	37,210	38,583	40,006	41,483	43,013	44,601	46,246	47,953
16,988	1,238.28	1,283.72	1,331.09	1,380.21	1,431.14	1,483.95	1,538.71	1,595.49	1,654.36	1,715.41	1,778.70	1,844.34
	15,478.50	16,046.56	16,638.68	17,252.64	17,889.27	18,549.38	19,233.85	19,943.58	20,679.50	21,442.57	22,233.80	23,054.23
FS03	33,304	34,589	35,921	37,307	38,747	40,243	41,797	43,410	45,085	46,826	48,633	50,511
17,501	1,280.91	1,330.35	1,381.57	1,434.90	1,490.29	1,547.81	1,607.56	1,669.61	1,734.06	1,800.99	1,870.51	1,942.71
	16,011.38	16,629.42	17,269.65	17,936.26	18,628.60	19,347.66	20,094.48	20,870.13	21,675.71	22,512.40	23,381.38	24,283.90
FS04	34,489	35,865	37,300	38,792	40,343	41,957	43,635	45,381	47,196	49,084	51,047	53,089
18,012	1,326.50	1,379.43	1,434.61	1,491.99	1,551.67	1,613.74	1,678.29	1,745.42	1,815.23	1,887.84	1,963.36	2,041.89
	16,581.27	17,242.87	17,932.58	18,649.88	19,395.88	20,171.71	20,978.58	21,817.73	22,690.43	23,598.05	24,541.97	25,523.65
FS05	35,603	37,013	38,478	40,006	41,594	43,246	44,962	46,747	48,603	50,533	52,539	54,625
18,525	1,369.34	1,423.57	1,479.94	1,538.70	1,599.78	1,663.29	1,729.33	1,797.98	1,869.36	1,943.57	2,020.73	2,100.96
	17,116.79	17,794.61	18,499.28	19,233.70	19,997.28	20,791.17	21,616.58	22,474.76	23,367.01	24,294.68	25,259.17	26,261.96
FS06	36,749	38,204	39,713	41,282	42,916	44,616	46,383	48,219	50,129	52,114	54,178	56,323
19,093	1,413.41	1,469.38	1,527.42	1,587.76	1,650.63	1,716.00	1,783.95	1,854.59	1,928.04	2,004.39	2,083.76	2,166.28
	17,667.65	18,367.29	19,092.79	19,846.96	20,632.90	21,449.96	22,299.38	23,182.44	24,100.46	25,054.84	26,047.01	27,078.47
FS07	38,024	39,561	41,163	42,830	44,569	46,378	48,261	50,221	52,260	54,381	56,589	58,887
19,728	1,462.48	1,521.56	1,583.19	1,647.30	1,714.19	1,783.78	1,856.20	1,931.56	2,009.99	2,091.59	2,176.51	2,264.88
	18,280.98	19,019.53	19,789.82	20,591.31	21,427.32	22,297.26	23,202.53	24,144.56	25,124.83	26,144.89	27,206.38	28,310.95
FS08	39,140	40,666	42,252	43,900	45,612	47,391	49,244	51,164	53,160	55,233	57,387	59,625
20,332	1,505.37	1,564.08	1,625.07	1,688.45	1,754.30	1,822.72	1,893.99	1,967.85	2,044.60	2,124.34	2,207.19	2,293.27
	18,817.08	19,550.94	20,313.43	21,105.66	21,928.78	22,784.00	23,674.85	24,598.17	25,557.50	26,554.24	27,589.86	28,665.86

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2009

Finance Pay Plan
\$20,000 Minimum Hiring Rate

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS09													
20,999	24,461	25,525	26,669	27,615	28,568	29,642	30,822	32,049	33,315	34,661	36,016	37,492	39,033
	940.81	981.73	1,025.71	1,062.13	1,098.77	1,140.08	1,185.46	1,232.64	1,281.33	1,333.10	1,385.22	1,442.01	1,501.28
	11,76010	12,27166	12,82143	13,27659	13,73463	14,25106	14,81825	15,40801	16,01663	16,66370	17,31525	18,02518	18,76601
FS10													
21,666	25,128	26,266	27,440	28,387	29,454	30,627	31,846	33,104	34,441	35,788	37,255	38,723	40,248
	966.46	1,010.24	1,055.40	1,091.81	1,132.86	1,177.95	1,224.83	1,273.21	1,324.65	1,376.45	1,432.88	1,489.34	1,548.02
	12,08077	12,62803	13,19250	13,64764	14,16079	14,72439	15,31042	15,91519	16,55816	17,20558	17,91101	18,61671	19,33020
FS11													
22,399	25,861	26,989	28,203	29,263	30,428	31,639	32,889	34,218	35,556	37,013	38,472	40,018	41,623
	994.65	1,038.02	1,084.73	1,125.52	1,170.31	1,216.89	1,264.96	1,316.06	1,367.52	1,423.59	1,479.68	1,539.16	1,600.88
	12,43317	12,97526	13,55915	14,06897	14,62891	15,21115	15,81199	16,45079	17,09402	17,79487	18,49599	19,23953	20,01103
FS12													
23,130	26,592	27,751	29,083	30,241	31,445	32,687	34,007	35,337	36,786	38,235	39,772	41,347	42,980
	1,022.77	1,067.36	1,118.60	1,163.12	1,209.41	1,257.18	1,307.97	1,359.11	1,414.83	1,470.58	1,529.70	1,590.27	1,653.09
	12,78462	13,34202	13,98244	14,53894	15,11759	15,71474	16,34961	16,98888	17,68543	18,38223	19,12120	19,87840	20,66360
FS13													
23,925	27,387	28,655	30,053	31,250	32,484	33,796	35,118	36,557	37,998	39,525	41,091	42,730	44,354
	1,053.35	1,102.12	1,155.90	1,201.90	1,249.38	1,299.85	1,350.68	1,406.06	1,461.46	1,520.21	1,580.41	1,643.46	1,705.92
	13,16683	13,77645	14,44874	15,02380	15,61724	16,24818	16,88348	17,57571	18,26819	19,00257	19,75507	20,54330	21,32394
FS14													
24,808	28,270	29,616	31,049	32,275	33,579	34,892	36,323	37,754	39,272	40,827	42,456	44,086	45,784
	1,087.31	1,139.06	1,194.19	1,241.36	1,291.52	1,342.01	1,397.04	1,452.08	1,510.45	1,570.27	1,632.92	1,695.63	1,760.91
	13,59135	14,23829	14,92743	15,51706	16,14395	16,77518	17,46296	18,15100	18,88067	19,62835	20,41152	21,19532	22,01134
FS15													
25,759	29,221	30,603	32,066	33,361	34,666	36,087	37,509	39,017	40,562	42,180	43,800	45,421	47,201
	1,123.88	1,177.04	1,233.31	1,283.13	1,333.30	1,387.97	1,442.65	1,500.65	1,560.07	1,622.32	1,684.62	1,746.95	1,815.43
	14,04856	14,71305	15,41634	16,03916	16,66629	17,34961	18,03318	18,75812	19,50094	20,27902	21,05774	21,83688	22,69288
FS16													
26,714	30,176	31,630	33,161	34,458	35,871	37,284	38,783	40,319	41,927	43,537	45,148	46,756	48,425
	1,160.62	1,216.56	1,275.44	1,325.31	1,379.65	1,434.00	1,491.65	1,550.72	1,612.59	1,674.52	1,736.47	1,798.29	1,862.49
	14,50769	15,20696	15,94298	16,56635	17,24557	17,92505	18,64563	19,38400	20,15742	20,93147	21,70593	22,47866	23,28115

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2009

Finance Pay Plan
\$20,000 Minimum Hiring Rate

	14	15	16	17	18	19	20	21	22	23	24	25
FS09												
20,999	40,638	42,304	44,025	45,817	47,682	49,623	51,642	53,744	55,932	58,208	60,577	63,043
	1,562.98	1,627.07	1,693.29	1,762.20	1,833.93	1,908.57	1,986.25	2,067.09	2,151.22	2,238.77	2,329.89	2,424.72
	19,53730	20,33833	21,16610	22,02756	22,92408	23,85709	24,82807	25,83857	26,89020	27,98464	29,12361	30,30894
FS10												
21,666	41,834	43,482	45,104	46,787	48,532	50,342	52,220	54,168	56,188	58,284	60,458	62,713
	1,609.01	1,672.40	1,734.78	1,799.49	1,866.61	1,936.24	2,008.46	2,083.37	2,161.08	2,241.69	2,325.31	2,412.04
	20,11260	20,90504	21,68480	22,49364	23,33265	24,20296	25,10573	26,04217	27,01355	28,02115	29,06634	30,15052
FS11												
22,399	43,284	44,933	46,645	48,422	50,267	52,182	54,170	56,234	58,376	60,601	62,910	65,306
	1,664.76	1,728.19	1,794.03	1,862.38	1,933.34	2,007.00	2,083.47	2,162.85	2,245.25	2,330.79	2,419.60	2,511.78
	20,80947	21,60231	22,42536	23,27977	24,16673	25,08748	26,04331	27,03556	28,06562	29,13492	30,24496	31,39729
FS12												
23,130	44,592	46,269	48,008	49,818	51,691	53,635	55,657	57,750	59,921	62,174	64,512	66,938
	1,715.08	1,779.57	1,846.48	1,916.09	1,988.13	2,062.89	2,140.66	2,221.15	2,304.66	2,391.32	2,481.23	2,574.53
	21,43848	22,24457	23,08096	23,95111	24,85168	25,78610	26,75824	27,76435	28,80828	29,89148	31,01540	32,18157
FS13												
23,925	46,044	47,798	49,624	51,519	53,488	55,531	57,652	59,854	62,141	64,515	66,979	69,538
	1,770.91	1,838.38	1,908.61	1,981.52	2,057.21	2,135.80	2,217.38	2,302.09	2,390.03	2,481.33	2,576.11	2,674.52
	22,13639	22,97978	23,85761	24,76897	25,71514	26,69746	27,71731	28,77611	29,87535	31,01659	32,20143	33,43152
FS14												
24,808	47,551	49,386	51,298	53,283	55,345	57,487	59,711	62,022	64,422	66,916	69,505	72,195
	1,828.88	1,899.47	1,972.98	2,049.34	2,128.65	2,211.02	2,296.59	2,385.47	2,477.79	2,573.68	2,673.28	2,776.73
	22,86098	23,74341	24,66228	25,61671	26,60808	27,63781	28,70739	29,81837	30,97234	32,17097	33,41599	34,70919
FS15												
25,759	48,839	50,656	52,535	54,490	56,517	58,619	60,800	63,061	65,407	67,840	70,364	72,982
	1,878.43	1,948.30	2,020.59	2,095.75	2,173.71	2,254.58	2,338.45	2,425.44	2,515.66	2,609.24	2,706.31	2,806.98
	23,48032	24,35379	25,25732	26,19689	27,17141	28,18219	29,23057	30,31795	31,44577	32,61556	33,82885	35,08729
FS16												
26,714	50,158	51,954	53,819	55,751	57,753	59,826	61,974	64,199	66,503	68,891	71,364	73,926
	1,929.17	1,998.23	2,069.97	2,144.28	2,221.26	2,301.01	2,383.61	2,469.18	2,557.83	2,649.65	2,744.77	2,843.31
	24,11462	24,97792	25,87463	26,80353	27,76577	28,76256	29,79514	30,86478	31,97283	33,12066	34,30969	35,54140

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2009

Finance Pay Plan
\$20,000 Minimum Hiring Rate

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS17	31,194	32,682	34,251	35,655	37,060	38,550	40,076	41,675	43,276	44,877	46,474	48,147	49,756
27,732	1,199.77	1,257.00	1,317.33	1,371.34	1,425.38	1,482.68	1,541.39	1,602.89	1,664.44	1,726.03	1,787.47	1,851.82	1,913.67
	14,99712	15,71248	16,46668	17,14181	17,81720	18,53345	19,26737	20,03614	20,80553	21,57533	22,34342	23,14778	23,92092
FS18	32,252	33,807	35,446	36,843	38,324	39,841	41,431	43,022	44,614	46,202	47,865	49,608	51,418
28,790	1,240.46	1,300.25	1,363.31	1,417.03	1,473.99	1,532.36	1,593.50	1,654.70	1,715.92	1,777.01	1,840.98	1,907.99	1,977.63
	15,50577	16,25315	17,04142	17,71286	18,42491	19,15454	19,91881	20,68369	21,44899	22,21257	23,01222	23,84987	24,72039
FS19	33,341	34,968	36,636	38,109	39,618	41,199	42,785	44,364	45,943	47,597	49,329	51,135	53,006
29,879	1,282.35	1,344.92	1,409.08	1,465.72	1,523.77	1,584.56	1,645.57	1,706.29	1,767.03	1,830.65	1,897.28	1,966.72	2,038.71
	16,02933	16,81156	17,61347	18,32153	19,04706	19,80704	20,56961	21,32863	22,08793	22,88310	23,71604	24,58405	25,48382
FS20	34,502	36,158	37,897	39,398	40,970	42,543	44,117	45,688	47,333	49,056	50,851	52,687	54,589
31,040	1,327.00	1,390.70	1,457.59	1,515.31	1,575.77	1,636.28	1,696.82	1,757.23	1,820.49	1,886.75	1,955.81	2,026.41	2,099.57
	16,58750	17,38370	18,21986	18,94136	19,69712	20,45349	21,21027	21,96536	22,75611	23,58443	24,44762	25,33018	26,24460
FS21	35,691	37,418	39,188	40,752	42,317	43,883	45,445	47,081	48,795	50,580	52,406	54,340	56,351
32,229	1,372.73	1,439.17	1,507.24	1,567.38	1,627.57	1,687.79	1,747.88	1,810.80	1,876.71	1,945.40	2,015.63	2,090.01	2,167.34
	17,15913	17,98964	18,84055	19,59228	20,34463	21,09738	21,84845	22,63499	23,45890	24,31750	25,19536	26,12507	27,09170
FS22	36,917	38,715	40,546	42,103	43,661	45,215	46,843	48,548	50,325	52,142	54,066	56,028	58,062
33,455	1,419.88	1,489.03	1,559.46	1,619.35	1,679.26	1,739.05	1,801.65	1,867.23	1,935.57	2,005.45	2,079.45	2,154.93	2,233.15
	17,74856	18,61291	19,49330	20,24185	20,99079	21,73807	22,52064	23,34039	24,19465	25,06807	25,99309	26,93663	27,91443
FS23	38,214	40,037	41,891	43,440	44,987	46,606	48,303	50,071	51,878	53,793	55,745	57,808	59,953
34,752	1,469.77	1,539.88	1,611.17	1,670.79	1,730.27	1,792.56	1,857.81	1,925.80	1,995.32	2,068.95	2,144.05	2,223.38	2,305.87
	18,37212	19,24847	20,13967	20,88484	21,62834	22,40696	23,22257	24,07252	24,94153	25,86188	26,80066	27,79229	28,83338
FS24	39,506	41,331	43,241	44,780	46,392	48,081	49,841	51,640	53,545	55,489	57,542	59,671	61,879
36,044	1,519.46	1,589.66	1,663.10	1,722.31	1,784.31	1,849.26	1,916.94	1,986.15	2,059.44	2,134.19	2,213.16	2,295.04	2,379.96
	18,99327	19,87076	20,78879	21,52887	22,30391	23,11577	23,96181	24,82683	25,74294	26,67741	27,66447	28,68806	29,74951

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2009

Finance Pay Plan
\$20,000 Minimum Hiring Rate

	14	15	16	17	18	19	20	21	22	23	24	25
FS17	51,691	53,562	55,507	57,521	59,609	61,773	64,016	66,339	68,748	71,243	73,829	76,509
27,732	1,988.12	2,060.08	2,134.87	2,212.36	2,292.67	2,375.89	2,462.14	2,551.51	2,644.13	2,740.12	2,839.58	2,942.66
	24,851.44	25,751.06	26,685.82	27,654.52	28,658.38	29,698.68	30,776.74	31,893.94	33,051.69	34,251.46	35,494.79	36,783.25
FS18	53,290	55,240	57,262	59,358	61,531	63,783	66,117	68,537	71,045	73,646	76,341	79,135
28,790	2,049.62	2,124.63	2,202.39	2,283.00	2,366.56	2,453.18	2,542.96	2,636.03	2,732.51	2,832.52	2,936.19	3,043.66
	25,620.21	26,557.91	27,529.93	28,537.52	29,582.00	30,664.70	31,787.03	32,950.43	34,156.42	35,406.54	36,702.42	38,045.73
FS19	54,952	56,968	59,065	61,238	63,492	65,829	68,251	70,763	73,367	76,067	78,866	81,768
29,879	2,113.53	2,191.09	2,271.73	2,355.32	2,442.00	2,531.87	2,625.04	2,721.64	2,821.80	2,925.64	3,033.30	3,144.93
	26,419.08	27,388.66	28,396.56	29,441.56	30,525.01	31,648.33	32,812.98	34,020.50	35,272.46	36,570.48	37,916.28	39,311.60
FS20	56,565	58,618	60,746	62,951	65,236	67,604	70,058	72,601	75,237	77,968	80,798	83,731
31,040	2,175.57	2,254.55	2,336.39	2,421.20	2,509.09	2,600.17	2,694.55	2,792.36	2,893.73	2,998.77	3,107.62	3,220.43
	27,194.66	28,181.82	29,204.82	30,264.96	31,363.57	32,502.07	33,681.90	34,904.55	36,171.59	37,484.61	38,845.31	40,255.39
FS21	58,436	60,604	62,852	65,184	67,602	70,110	72,711	75,409	78,207	81,108	84,117	87,238
32,229	2,247.53	2,330.91	2,417.39	2,507.07	2,600.08	2,696.55	2,796.59	2,900.34	3,007.95	3,119.54	3,235.28	3,355.30
	28,094.09	29,136.38	30,217.34	31,338.40	32,501.06	33,706.85	34,957.37	36,254.29	37,599.33	38,994.26	40,440.95	41,941.31
FS22	60,175	62,366	64,642	67,002	69,447	71,982	74,609	77,333	80,155	83,081	86,113	89,257
33,455	2,314.44	2,398.69	2,486.24	2,576.99	2,671.05	2,768.54	2,869.59	2,974.33	3,082.90	3,195.42	3,312.05	3,432.94
	28,930.52	29,983.59	31,077.99	32,212.34	33,388.09	34,606.75	35,869.90	37,179.15	38,536.19	39,942.76	41,400.67	42,911.80
FS23	62,177	64,490	66,889	69,377	71,958	74,635	77,411	80,291	83,278	86,376	89,589	92,922
34,752	2,391.42	2,480.38	2,572.65	2,668.35	2,767.61	2,870.57	2,977.35	3,088.11	3,202.99	3,322.14	3,445.73	3,573.91
	29,892.73	31,004.74	32,158.11	33,354.40	34,595.18	35,882.12	37,216.94	38,601.41	40,037.38	41,526.77	43,071.56	44,673.83
FS24	64,175	66,562	69,031	71,599	74,263	77,025	79,891	82,863	85,945	89,142	92,459	95,898
36,044	2,468.26	2,560.08	2,655.06	2,753.82	2,856.27	2,962.52	3,072.72	3,187.03	3,305.59	3,428.56	3,556.10	3,688.38
	30,853.22	32,000.96	33,188.20	34,422.80	35,703.33	37,031.49	38,409.06	39,837.88	41,319.85	42,856.95	44,451.22	46,104.81

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2009

Finance Pay Plan
\$20,000 Minimum Hiring Rate

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS25	40,794	42,654	44,591	46,196	47,878	49,630	51,421	53,319	55,254	57,299	59,419	61,611	63,885
37,332	1,569.00	1,640.55	1,715.03	1,776.77	1,841.44	1,908.84	1,977.75	2,050.73	2,125.17	2,203.80	2,285.34	2,369.67	2,457.11
	19,61250	20,50683	21,43784	22,20960	23,01803	23,86049	24,72186	25,63409	26,56461	27,54750	28,56676	29,62087	30,71388
FS26	42,085	44,012	46,011	47,685	49,431	51,215	53,105	55,033	57,069	59,181	61,364	63,653	66,027
38,623	1,618.65	1,692.79	1,769.64	1,834.06	1,901.18	1,969.81	2,042.50	2,116.64	2,194.96	2,276.17	2,360.16	2,448.20	2,539.52
	20,23317	21,15985	22,12051	22,92570	23,76478	24,62269	25,53126	26,45805	27,43699	28,45216	29,50205	30,60247	31,74395
FS27	43,439	45,394	47,500	49,239	51,016	52,899	54,819	56,847	58,950	61,126	63,406	65,758	68,204
39,977	1,670.73	1,745.91	1,826.92	1,893.79	1,962.16	2,034.56	2,108.41	2,186.42	2,267.32	2,350.99	2,438.68	2,529.15	2,623.24
	20,88413	21,82392	22,83655	23,67237	24,52694	25,43198	26,35517	27,33031	28,34153	29,38733	30,48348	31,61442	32,79047
FS28	44,830	46,883	49,049	50,820	52,695	54,608	56,628	58,724	60,891	63,162	65,505	67,955	70,503
41,368	1,724.23	1,803.20	1,886.51	1,954.61	2,026.74	2,100.31	2,178.02	2,258.61	2,341.95	2,429.30	2,519.43	2,613.66	2,711.67
	21,55288	22,54001	23,58136	24,43264	25,33421	26,25384	27,22523	28,23256	29,27435	30,36628	31,49287	32,67070	33,89585
FS29	46,282	48,402	50,633	52,501	54,407	56,420	58,508	60,667	62,930	65,264	67,705	70,224	72,836
42,820	1,780.08	1,861.60	1,947.42	2,019.28	2,092.58	2,170.01	2,250.30	2,333.34	2,420.37	2,510.17	2,604.05	2,700.92	2,801.39
	22,25096	23,27006	24,34281	25,24105	26,15730	27,12513	28,12875	29,16671	30,25462	31,37707	32,55057	33,76145	35,01738
FS30	47,799	49,983	52,313	54,212	56,217	58,297	60,449	62,703	65,030	67,462	69,971	72,623	75,383
44,337	1,838.42	1,922.44	2,012.02	2,085.06	2,162.21	2,242.21	2,324.95	2,411.67	2,501.14	2,594.68	2,691.21	2,793.20	2,899.34
	22,98029	24,03049	25,15031	26,06326	27,02761	28,02763	29,06185	30,14585	31,26426	32,43355	33,64008	34,91503	36,24181

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2009

Finance Pay Plan
\$20,000 Minimum Hiring Rate

	14	15	16	17	18	19	20	21	22	23	24	25
FS25												
66,249	68,700	71,242	73,878	76,611	79,446	82,385	85,433	88,595	91,873	95,272	98,797	
2,548.02	2,642.30	2,740.07	2,841.45	2,946.58	3,055.61	3,168.66	3,285.90	3,407.48	3,533.56	3,664.30	3,799.88	
31,85029	33,02876	34,25082	35,51810	36,83227	38,19506	39,60828	41,07379	42,59352	44,16948	45,80375	47,49849	
FS26												
68,497	71,065	73,730	76,495	79,364	82,340	85,428	88,631	91,955	95,403	98,981	102,693	
2,634.49	2,733.29	2,833.79	2,942.13	3,052.46	3,166.92	3,285.68	3,408.90	3,536.73	3,669.36	3,806.96	3,949.72	
32,93117	34,16609	35,44732	36,77659	38,15571	39,58655	41,07105	42,61121	44,20913	45,86698	47,58699	49,37150	
FS27												
70,741	73,380	76,117	78,956	81,901	84,956	88,125	91,412	94,822	98,359	102,028	105,833	
2,720.82	2,822.31	2,927.58	3,036.78	3,150.05	3,267.55	3,389.43	3,515.85	3,647.00	3,783.03	3,924.13	4,070.51	
34,01028	35,27886	36,59476	37,95975	39,37565	40,84436	42,36785	43,94817	45,58744	47,28785	49,05169	50,88132	
FS28												
73,154	75,905	78,759	81,720	84,801	87,998	91,316	94,758	98,331	102,038	105,885	109,876	
2,813.63	2,919.42	3,029.19	3,143.09	3,261.58	3,384.54	3,512.14	3,644.55	3,781.95	3,924.53	4,072.48	4,226.01	
35,17034	36,49274	37,86487	39,28859	40,76977	42,30679	43,90175	45,55685	47,27434	49,05658	50,90602	52,82517	
FS29												
75,553	78,371	81,294	84,327	87,472	90,735	94,119	97,630	101,271	105,049	108,967	113,032	
2,905.88	3,014.27	3,126.70	3,243.33	3,364.31	3,489.79	3,619.96	3,754.99	3,895.05	4,040.34	4,191.04	4,347.37	
36,32353	37,67840	39,08380	40,54163	42,05383	43,62244	45,24955	46,93736	48,68813	50,50419	52,38800	54,34207	
FS30												
78,248	81,221	84,315	87,528	90,863	94,315	97,909	101,639	105,512	109,532	113,705	118,037	
3,009.52	3,123.88	3,242.90	3,366.46	3,494.72	3,627.52	3,765.73	3,909.20	4,058.14	4,212.76	4,373.26	4,539.88	
37,61899	39,04852	40,53626	42,08070	43,68397	45,34396	47,07157	48,86499	50,72675	52,65944	54,66576	56,74853	

APPROVED:

Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 9/29/10


Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 9-28-2010


Honorable John P. DeJongh, Jr.
Governor of the United States Virgin Islands
Date: 10/23/10

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2010

Finance Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS01	20,500	21,308	22,198	22,884	23,633	24,396	25,247	26,103	27,001	27,898	28,880	29,905	30,981
20,000	788.46	819.53	853.78	880.17	908.95	938.31	971.05	1,003.97	1,038.51	1,072.99	1,110.76	1,150.19	1,191.59
	9.85577	10.24409	10.67229	11.00206	11.36183	11.72882	12.13815	12.54964	12.98134	13.41232	13.88444	14.37734	14.89492
FS02	20,961	21,846	22,731	23,474	24,232	25,078	25,928	26,820	27,710	28,686	29,704	30,729	31,829
20,450	806.20	840.22	874.25	902.84	932.00	964.53	997.23	1,031.53	1,065.78	1,103.29	1,142.46	1,181.88	1,224.19
	10.07752	10.50280	10.92816	11.28551	11.65003	12.05662	12.46534	12.89414	13.32223	13.79117	14.28076	14.77345	15.30233
FS03	21,487	22,364	23,303	24,056	24,895	25,739	26,625	27,509	28,477	29,488	30,505	31,652	32,871
20,963	826.43	860.14	896.27	925.22	957.51	989.97	1,024.02	1,058.02	1,095.26	1,134.15	1,173.27	1,217.39	1,264.26
	10.33032	10.75180	11.20338	11.56525	11.96887	12.37462	12.80031	13.22528	13.69081	14.17683	14.66593	15.21737	15.80324
FS04	22,011	22,887	23,889	24,723	25,561	26,440	27,318	28,280	29,284	30,294	31,433	32,684	33,992
21,474	846.57	880.26	918.82	950.89	983.12	1,016.94	1,050.70	1,087.69	1,126.30	1,165.16	1,208.97	1,257.09	1,307.37
	10.58214	11.00331	11.48525	11.88609	12.28903	12.71177	13.13380	13.59611	14.07877	14.56449	15.11211	15.71358	16.34212
FS05	22,537	23,528	24,561	25,394	26,267	27,139	28,095	29,092	30,096	31,227	32,470	33,763	35,100
21,987	866.80	904.93	944.66	976.68	1,010.28	1,043.82	1,080.57	1,118.93	1,157.53	1,201.05	1,248.85	1,298.56	1,349.98
	10.83494	11.31168	11.80826	12.20856	12.62853	13.04780	13.50708	13.98659	14.46912	15.01316	15.61069	16.23199	16.87478
FS06	23,119	24,150	25,222	26,519	26,954	27,902	28,893	29,890	31,014	32,248	33,531	34,856	36,233
22,555	889.19	928.85	970.09	1,019.95	1,036.68	1,073.17	1,111.26	1,149.60	1,192.83	1,240.30	1,289.67	1,340.61	1,393.56
	11.11484	11.61057	12.12607	12.74936	12.95844	13.41458	13.89080	14.37003	14.91035	15.50378	16.12083	16.75760	17.41953
FS07	23,770	24,792	25,900	26,760	27,702	28,685	29,675	30,791	32,016	33,290	34,605	36,003	37,462
23,190	914.22	953.53	996.16	1,029.23	1,065.46	1,103.28	1,141.34	1,184.26	1,231.39	1,280.40	1,330.98	1,384.75	1,440.83
	11.42776	11.91916	12.45194	12.86535	13.31821	13.79101	14.26680	14.80323	15.39240	16.00501	16.63721	17.30935	18.01038
FS08	24,389	25,489	26,585	27,521	28,498	29,481	30,589	31,807	33,073	34,379	35,768	37,166	38,616
23,794	938.03	980.34	1,022.49	1,058.48	1,096.06	1,133.87	1,176.51	1,223.33	1,272.02	1,322.27	1,375.69	1,429.48	1,485.23
	11.72541	12.25422	12.78116	13.23105	13.70076	14.17343	14.70635	15.29167	15.90027	16.52833	17.19608	17.86845	18.56532

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2010

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS01												
20,000	32,140	33,368	34,646	35,973	37,351	38,781	40,266	41,809	43,410	45,072	46,799	48,591
	1,236.16	1,283.38	1,332.53	1,383.57	1,436.56	1,491.58	1,548.71	1,608.02	1,669.61	1,733.56	1,799.95	1,868.89
	15,45199	16,04226	16,65667	17,29463	17,95701	18,64476	19,35886	20,10030	20,87014	21,66947	22,49941	23,36114
FS02												
20,450	33,000	34,211	35,474	36,783	38,140	39,547	41,007	42,520	44,089	45,716	47,402	49,152
	1,269.24	1,315.82	1,364.37	1,414.72	1,466.92	1,521.05	1,577.18	1,635.37	1,695.72	1,758.29	1,823.17	1,890.45
	15,86546	16,44772	17,05464	17,68396	18,33650	19,01312	19,71470	20,44217	21,19649	21,97864	22,78965	23,63059
FS03												
20,963	34,136	35,454	36,819	38,240	39,716	41,249	42,841	44,495	46,213	47,996	49,849	51,773
	1,312.93	1,363.61	1,416.11	1,470.77	1,527.54	1,586.51	1,647.75	1,711.35	1,777.41	1,846.02	1,917.27	1,991.28
	16,41166	17,04515	17,70139	18,38466	19,09431	19,83135	20,59684	21,39188	22,21761	23,07521	23,96591	24,89099
FS04												
21,474	35,351	36,762	38,232	39,762	41,352	43,006	44,726	46,515	48,376	50,311	52,323	54,416
	1,359.66	1,413.91	1,470.47	1,529.29	1,590.46	1,654.08	1,720.24	1,789.05	1,860.62	1,935.04	2,012.44	2,092.94
	16,99580	17,67394	18,38089	19,11613	19,88078	20,67601	21,50305	22,36317	23,25770	24,18800	25,15552	26,16174
FS05												
21,987	36,493	37,938	39,440	41,006	42,634	44,327	46,087	47,916	49,818	51,796	53,853	55,991
	1,403.58	1,459.16	1,516.94	1,577.16	1,639.78	1,704.88	1,772.56	1,842.93	1,916.09	1,992.16	2,071.25	2,153.48
	17,54471	18,23948	18,96176	19,71454	20,49721	21,31095	22,15699	23,03663	23,95118	24,90204	25,89065	26,91851
FS06												
22,555	37,667	39,159	40,706	42,314	43,989	45,731	47,542	49,425	51,382	53,417	55,532	57,731
	1,448.75	1,506.12	1,565.61	1,627.45	1,691.90	1,758.90	1,828.55	1,900.96	1,976.24	2,054.50	2,135.85	2,220.43
	18,10934	18,82647	19,57011	20,34313	21,14872	21,98621	22,85686	23,76200	24,70297	25,68121	26,69819	27,75543
FS07												
23,190	38,975	40,550	42,192	43,901	45,683	47,538	49,468	51,476	53,566	55,741	58,004	60,359
	1,499.04	1,559.60	1,622.77	1,688.49	1,757.04	1,828.38	1,902.61	1,979.85	2,060.24	2,143.88	2,230.92	2,321.50
	18,73800	19,49502	20,28457	21,10609	21,96300	22,85470	23,78260	24,74817	25,75295	26,79852	27,88654	29,01873
FS08												
23,794	40,118	41,683	43,308	44,997	46,752	48,575	50,475	52,443	54,489	56,614	58,822	61,116
	1,543.00	1,603.18	1,665.70	1,730.66	1,798.16	1,868.29	1,941.34	2,017.05	2,095.72	2,177.45	2,262.37	2,350.60
	19,28751	20,03972	20,82127	21,63330	22,47700	23,35360	24,26672	25,21313	26,19644	27,21810	28,27961	29,38251

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2010

Finance Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS09	25,073	26,163	27,335	28,306	29,282	30,383	31,593	32,850	34,147	35,527	36,916	38,430	40,009
24,461	964,33	1,006,28	1,051,36	1,088,68	1,126,24	1,168,59	1,215,10	1,263,46	1,313,36	1,366,42	1,419,85	1,478,06	1,538,81
	12,05410	12,57845	13,14197	13,60851	14,07800	14,60733	15,18870	15,79321	16,41705	17,08030	17,74814	18,47581	19,23516
FS10	25,756	26,923	28,126	29,097	30,191	31,392	32,642	33,931	35,302	36,682	38,186	39,691	41,255
25,128	990,62	1,035,50	1,081,79	1,119,11	1,161,19	1,207,40	1,255,45	1,305,05	1,357,77	1,410,86	1,468,70	1,526,57	1,586,72
	12,38279	12,94373	13,52231	13,98883	14,51481	15,09250	15,69318	16,31307	16,97211	17,63572	18,35879	19,08212	19,83396
FS11	26,508	27,663	28,908	29,995	31,189	32,430	33,711	35,073	36,444	37,939	39,433	41,019	42,664
25,861	1,019,52	1,063,97	1,111,85	1,153,66	1,199,57	1,247,31	1,296,58	1,348,96	1,401,71	1,459,18	1,516,67	1,577,64	1,640,90
	12,74400	13,29964	13,89812	14,42069	14,99464	15,59142	16,20729	16,86206	17,52137	18,23974	18,95839	19,72052	20,51131
FS12	27,257	28,445	29,811	30,997	32,231	33,504	34,857	36,220	37,705	39,191	40,766	42,381	44,055
26,592	1,048,34	1,094,05	1,146,56	1,192,19	1,239,64	1,288,61	1,340,67	1,393,09	1,450,21	1,507,34	1,567,94	1,630,03	1,694,41
	13,10423	13,67558	14,33200	14,90242	15,49553	16,10761	16,75835	17,41361	18,12756	18,84179	19,59923	20,37536	21,18019
FS13	28,072	29,371	30,805	32,031	33,296	34,641	35,996	37,471	38,948	40,513	42,118	43,798	45,463
27,387	1,079,68	1,129,67	1,184,80	1,231,95	1,280,61	1,332,35	1,384,45	1,441,21	1,497,99	1,558,21	1,619,92	1,684,55	1,748,56
	13,49600	14,12086	14,80996	15,39940	16,00767	16,65438	17,30557	18,01510	18,72489	19,47763	20,24895	21,05688	21,85704
FS14	28,977	30,356	31,825	33,082	34,419	35,765	37,231	38,698	40,254	41,848	43,517	45,188	46,928
28,270	1,114,49	1,167,54	1,224,05	1,272,40	1,323,80	1,375,56	1,431,96	1,488,38	1,548,22	1,609,52	1,673,74	1,738,02	1,804,93
	13,93113	14,59425	15,30061	15,90499	16,54755	17,19456	17,89954	18,60478	19,35269	20,11906	20,92181	21,72520	22,56162
FS15	29,952	31,368	32,868	34,195	35,533	36,989	38,447	39,992	41,576	43,235	44,895	46,556	48,381
29,221	1,151,98	1,206,47	1,264,14	1,315,21	1,366,64	1,422,67	1,478,72	1,538,17	1,599,08	1,662,88	1,726,73	1,790,62	1,860,82
	14,39977	15,08088	15,80175	16,44014	17,08295	17,78335	18,48401	19,22707	19,98846	20,78600	21,58418	22,38280	23,26020
FS16	30,930	32,421	33,990	35,319	36,768	38,216	39,752	41,327	42,976	44,626	46,277	47,925	49,635
30,176	1,189,63	1,246,97	1,307,32	1,358,44	1,414,14	1,469,85	1,528,94	1,589,49	1,652,91	1,716,38	1,779,89	1,843,25	1,909,05
	14,87038	15,58714	16,34155	16,98051	17,67671	18,37317	19,11177	19,86860	20,66136	21,45475	22,24858	23,04063	23,86318

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2010

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS09	41,654	43,361	45,126	46,963	48,874	50,863	52,933	55,088	57,330	59,663	62,092	64,619
24,461	1,602,06	1,667,74	1,735,62	1,806,26	1,879,77	1,956,28	2,035,90	2,118,76	2,205,00	2,294,74	2,388,14	2,485,33
	20,02573	20,84678	21,69525	22,57825	23,49718	24,45352	25,44877	26,48454	27,56246	28,68425	29,85170	31,06666
FS10	42,880	44,570	46,232	47,956	49,745	51,601	53,525	55,522	57,593	59,741	61,969	64,281
25,128	1,649,23	1,714,21	1,778,15	1,844,48	1,913,28	1,984,64	2,058,67	2,135,46	2,215,11	2,297,73	2,383,44	2,472,34
	20,61542	21,42766	22,22692	23,05598	23,91597	24,80803	25,73337	26,69323	27,68889	28,72168	29,79300	30,90428
FS11	44,366	46,056	47,811	49,632	51,523	53,487	55,524	57,640	59,836	62,116	64,482	66,939
25,861	1,706,38	1,771,39	1,838,88	1,908,94	1,981,67	2,057,17	2,135,55	2,216,92	2,301,38	2,389,06	2,480,09	2,574,58
	21,32971	22,14237	22,98600	23,86176	24,77090	25,71467	26,69440	27,71145	28,76726	29,86329	31,00108	32,18222
FS12	45,707	47,425	49,209	51,064	52,984	54,976	57,049	59,194	61,419	63,729	66,125	68,611
26,592	1,757,96	1,824,05	1,892,64	1,963,99	2,037,84	2,114,46	2,194,18	2,276,68	2,362,28	2,451,10	2,543,26	2,638,89
	21,97444	22,80068	23,65799	24,54989	25,47297	26,43075	27,42719	28,45845	29,52849	30,63876	31,79078	32,98611
FS13	47,195	48,993	50,864	52,807	54,825	56,919	59,093	61,351	63,694	66,127	68,653	71,276
27,387	1,815,18	1,884,34	1,956,32	2,031,06	2,108,64	2,189,19	2,272,82	2,359,64	2,449,78	2,543,36	2,640,52	2,741,38
	22,68980	23,55428	24,45405	25,38819	26,35802	27,36490	28,41024	29,49551	30,62224	31,79201	33,00646	34,26731
FS14	48,740	50,621	52,580	54,615	56,728	58,924	61,204	63,573	66,033	68,589	71,243	74,000
28,270	1,874,60	1,946,96	2,022,31	2,100,57	2,181,86	2,266,30	2,354,01	2,445,11	2,539,73	2,638,02	2,740,11	2,846,15
	23,43250	24,33700	25,27884	26,25713	27,27328	28,32876	29,42508	30,56383	31,74665	32,97525	34,25139	35,57692
FS15	50,060	51,922	53,849	55,852	57,929	60,084	62,320	64,638	67,042	69,536	72,123	74,806
29,221	1,925,39	1,997,01	2,071,10	2,148,14	2,228,06	2,310,94	2,396,91	2,486,07	2,578,55	2,674,48	2,773,97	2,877,16
	24,06733	24,96264	25,88875	26,85181	27,85070	28,88675	29,96133	31,07589	32,23192	33,43095	34,67458	35,96447
FS16	51,412	53,253	55,165	57,145	59,197	61,322	63,523	65,804	68,166	70,613	73,148	75,774
30,176	1,977,40	2,048,19	2,121,72	2,197,89	2,276,79	2,358,53	2,443,20	2,530,91	2,621,77	2,715,89	2,813,39	2,914,40
	24,71748	25,60237	26,52149	27,47361	28,45992	29,48163	30,54002	31,63640	32,77215	33,94867	35,16743	36,42994

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2010

Finance Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS17	31,974	33,499	35,107	36,546	37,986	39,513	41,078	42,717	44,357	45,999	47,636	49,351	50,999
31,194	1,229,76	1,288,42	1,350,27	1,405,63	1,461,01	1,519,74	1,579,92	1,642,96	1,706,05	1,769,18	1,832,16	1,898,12	1,961,52
	15,37204	16,10529	16,87834	17,57036	18,26263	18,99679	19,74906	20,53705	21,32567	22,11472	22,90200	23,72647	24,51894
FS18	33,058	34,652	36,332	37,764	39,282	40,837	42,467	44,098	45,729	47,357	49,062	50,848	52,704
32,252	1,271,47	1,332,76	1,397,40	1,452,45	1,510,84	1,570,67	1,633,34	1,696,06	1,758,82	1,821,43	1,887,00	1,955,69	2,027,07
	15,89341	16,65948	17,46746	18,15568	18,88554	19,63340	20,41678	21,20078	21,98521	22,76788	23,58753	24,44611	25,33840
FS19	34,175	35,842	37,552	39,062	40,608	42,229	43,854	45,473	47,091	48,787	50,563	52,413	54,332
33,341	1,314,40	1,378,55	1,444,30	1,502,37	1,561,86	1,624,18	1,686,71	1,748,95	1,811,21	1,876,41	1,944,72	2,015,89	2,089,67
	16,43006	17,23185	18,05381	18,77957	19,52324	20,30222	21,08385	21,86185	22,64013	23,45517	24,30894	25,19865	26,12092
FS20	35,365	37,062	38,845	40,383	41,994	43,607	45,220	46,830	48,516	50,282	52,122	54,004	55,953
34,502	1,360,18	1,425,46	1,494,03	1,553,19	1,615,16	1,677,19	1,739,24	1,801,16	1,866,00	1,933,92	2,004,71	2,077,07	2,152,06
	17,00219	17,81829	18,67535	19,41490	20,18955	20,96483	21,74053	22,51449	23,32501	24,17404	25,05881	25,96344	26,90072
FS21	36,583	38,354	40,168	41,771	43,375	44,980	46,581	48,258	50,014	51,845	53,717	55,699	57,759
35,691	1,407,05	1,475,15	1,544,92	1,606,57	1,668,26	1,729,99	1,791,57	1,856,07	1,923,63	1,994,03	2,066,02	2,142,26	2,221,52
	17,58811	18,43938	19,31156	20,08209	20,85324	21,62481	22,39466	23,20086	24,04538	24,92544	25,82525	26,77820	27,76899
FS22	37,840	39,683	41,560	43,156	44,752	46,346	48,014	49,762	51,583	53,445	55,417	57,429	59,514
36,917	1,455,38	1,526,26	1,598,45	1,659,83	1,721,25	1,782,52	1,846,69	1,913,91	1,983,96	2,055,58	2,131,43	2,208,80	2,288,98
	18,19227	19,07824	19,98064	20,74789	21,51556	22,28152	23,08365	23,92390	24,79951	25,69477	26,64291	27,61005	28,61229
FS23	39,169	41,038	42,938	44,526	46,112	47,772	49,511	51,323	53,175	55,138	57,139	59,253	61,451
38,214	1,506,51	1,578,37	1,651,45	1,712,56	1,773,52	1,837,37	1,904,25	1,973,95	2,045,21	2,120,67	2,197,65	2,278,97	2,363,52
	18,83142	19,72968	20,64316	21,40696	22,16905	22,96713	23,80313	24,67433	25,56507	26,50842	27,47068	28,48710	29,54397
FS24	40,494	42,364	44,322	45,900	47,552	49,283	51,087	52,931	54,884	56,876	58,981	61,163	63,426
39,506	1,557,45	1,629,40	1,704,68	1,765,37	1,828,92	1,895,49	1,964,87	2,035,80	2,110,92	2,187,55	2,268,49	2,352,42	2,439,46
	19,46810	20,36753	21,30851	22,06709	22,86151	23,69366	24,56085	25,44750	26,38651	27,34434	28,35608	29,40526	30,49325

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2010

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS17												
	52,983	54,901	56,894	58,959	61,100	63,318	65,616	67,998	70,466	73,024	75,675	78,422
31,194	2,037.82	2,111.59	2,188.24	2,267.67	2,349.99	2,435.29	2,523.69	2,615.30	2,710.24	2,808.62	2,910.57	3,016.23
	25,47272	26,39484	27,35297	28,34588	29,37484	30,44114	31,54616	32,69128	33,87798	35,10775	36,38216	37,70283
FS18												
	54,622	56,621	58,694	60,842	63,069	65,377	67,770	70,250	72,821	75,487	78,250	81,113
32,252	2,100.86	2,177.75	2,257.45	2,340.08	2,425.72	2,514.51	2,606.54	2,701.94	2,800.83	2,903.34	3,009.60	3,119.75
	26,26071	27,22186	28,21818	29,25096	30,32155	31,43132	32,58170	33,77419	35,01033	36,29170	37,61998	38,99687
FS19												
	56,325	58,393	60,541	62,769	65,079	67,474	69,957	72,532	75,201	77,968	80,838	83,812
33,341	2,166.36	2,245.87	2,328.52	2,414.21	2,503.05	2,595.16	2,690.66	2,789.68	2,892.34	2,998.78	3,109.13	3,223.55
	27,07956	28,07338	29,10648	30,17760	31,28813	32,43953	33,63331	34,87101	36,15427	37,48475	38,86418	40,29439
FS20												
	57,979	60,084	62,265	64,525	66,867	69,294	71,810	74,417	77,118	79,917	82,818	85,824
34,502	2,229.96	2,310.91	2,394.80	2,481.73	2,571.81	2,665.17	2,761.92	2,862.17	2,966.07	3,073.74	3,185.32	3,300.94
	27,87452	28,88637	29,93494	31,02158	32,14766	33,31462	34,52395	35,77716	37,07588	38,42173	39,81644	41,26178
FS21												
	59,897	62,119	64,423	66,813	69,292	71,863	74,529	77,294	80,162	83,136	86,220	89,419
35,691	2,303.72	2,389.18	2,477.82	2,569.75	2,665.09	2,763.96	2,866.50	2,972.85	3,083.14	3,197.53	3,316.16	3,439.19
	28,79644	29,86479	30,97277	32,12186	33,31359	34,54952	35,83131	37,16065	38,53931	39,96912	41,45197	42,98984
FS22												
	61,680	63,925	66,258	68,677	71,183	73,782	76,475	79,266	82,159	85,158	88,266	91,488
36,917	2,372.30	2,458.65	2,548.40	2,641.41	2,737.82	2,837.75	2,941.33	3,048.69	3,159.97	3,275.31	3,394.86	3,518.77
	29,65378	30,73318	31,85494	33,01765	34,22279	35,47192	36,76665	38,10863	39,49960	40,94133	42,43569	43,98459
FS23												
	63,731	66,102	68,561	71,112	73,757	76,501	79,347	82,298	85,360	88,535	91,829	95,245
38,214	2,451.20	2,542.39	2,636.97	2,735.06	2,836.80	2,942.33	3,051.79	3,165.32	3,283.07	3,405.20	3,531.87	3,663.25
	30,64005	31,77986	32,96207	34,18826	35,46006	36,77917	38,14736	39,56644	41,03831	42,56494	44,14835	45,79067
FS24												
	65,779	68,226	70,757	73,389	76,119	78,951	81,888	84,934	88,094	91,371	94,770	98,295
39,506	2,529.96	2,624.08	2,721.43	2,822.67	2,927.67	3,036.58	3,149.54	3,266.71	3,388.23	3,514.27	3,645.00	3,780.59
	31,62455	32,80098	34,01790	35,28337	36,59591	37,95728	39,36929	40,83382	42,35284	43,92837	45,56250	47,25743

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2010

Finance Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS25													
40,794	41,814	43,721	45,705	47,351	49,074	50,871	52,707	54,652	56,636	58,731	60,904	63,152	65,482
	1,608.23	1,681.56	1,757.90	1,821.19	1,887.48	1,956.56	2,027.19	2,102.00	2,178.30	2,258.90	2,342.47	2,428.91	2,518.54
	20,10281	21,01950	21,97379	22,76484	23,59348	24,45700	25,33990	26,27494	27,22872	28,23619	29,28093	30,36139	31,48173
FS26													
42,085	43,137	45,113	47,161	48,878	50,667	52,496	54,433	56,409	58,496	60,660	62,898	65,244	67,678
	1,659.12	1,735.11	1,813.88	1,879.91	1,948.71	2,019.06	2,093.56	2,169.56	2,249.83	2,333.08	2,419.17	2,509.40	2,603.00
	20,73900	21,68885	22,67352	23,49884	24,35890	25,23825	26,16954	27,11950	28,12292	29,16347	30,23960	31,36754	32,53755
FS27													
43,439	44,525	46,529	48,688	50,469	52,291	54,221	56,189	58,268	60,424	62,654	64,991	67,402	69,909
	1,712.50	1,789.56	1,872.60	1,941.13	2,011.21	2,085.42	2,161.12	2,241.09	2,324.01	2,409.76	2,499.65	2,592.38	2,688.82
	21,40624	22,36952	23,40746	24,26418	25,14011	26,06778	27,01405	28,01356	29,05007	30,12201	31,24557	32,40478	33,61023
FS28													
44,830	45,951	48,055	50,275	52,090	54,013	55,973	58,044	60,192	62,413	64,741	67,143	69,654	72,266
	1,767.34	1,848.28	1,933.67	2,003.48	2,077.40	2,152.81	2,232.47	2,315.07	2,400.50	2,490.03	2,582.42	2,679.00	2,779.46
	22,09171	23,10351	24,17089	25,04346	25,96756	26,91018	27,90586	28,93838	30,00620	31,12544	32,28019	33,48747	34,74325
FS29													
46,282	47,439	49,612	51,899	53,814	55,767	57,831	59,971	62,183	64,503	66,896	69,398	71,979	74,657
	1,824.58	1,908.14	1,996.11	2,069.77	2,144.90	2,224.26	2,306.56	2,391.67	2,480.88	2,572.92	2,669.15	2,768.44	2,871.43
	22,80724	23,85181	24,95138	25,87208	26,81124	27,80325	28,83197	29,89587	31,01099	32,16150	33,36434	34,60549	35,89281
FS30													
47,799	48,994	51,233	53,620	55,567	57,623	59,755	61,960	64,271	66,655	69,148	71,721	74,439	77,268
	1,884.38	1,970.50	2,062.33	2,137.19	2,216.26	2,298.27	2,383.07	2,471.96	2,563.67	2,659.55	2,758.49	2,863.03	2,971.83
	23,55480	24,63125	25,77907	26,71485	27,70330	28,72832	29,78839	30,89950	32,04587	33,24439	34,48108	35,78791	37,14785

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2010

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS25												
67,905	70,417	73,023	75,725	78,526	81,432	84,445	87,569	90,809	94,169	97,654	101,267	
40,794	2,611.72	2,708.36	2,808.57	2,912.48	3,020.25	3,132.00	3,247.88	3,368.05	3,492.67	3,621.90	3,755.91	3,894.88
32,64655	33,85447	35,10709	36,40605	37,75308	39,14994	40,59849	42,10063	43,65836	45,27371	46,94884	48,68595	
FS26												
70,209	72,842	75,574	78,408	81,348	84,399	87,563	90,847	94,254	97,788	101,455	105,260	
42,085	2,700.36	2,801.62	2,906.68	3,015.68	3,128.77	3,246.10	3,367.83	3,494.12	3,625.15	3,761.09	3,902.13	4,048.46
33,75445	35,02024	36,33350	37,69601	39,10961	40,57622	42,09783	43,67649	45,31436	47,01365	48,77666	50,605789	
FS27												
72,510	75,215	78,020	80,930	83,949	87,080	90,328	93,698	97,192	100,818	104,578	108,479	
43,439	2,788.84	2,892.87	3,000.77	3,112.70	3,228.80	3,349.24	3,474.16	3,603.75	3,738.17	3,877.60	4,022.24	4,172.27
34,86053	36,16083	37,50963	38,90874	40,36004	41,86547	43,42705	45,04688	46,72712	48,47005	50,27798	52,15335	
FS28												
74,983	77,803	80,728	83,763	86,921	90,198	93,599	97,127	100,789	104,589	108,532	112,623	
44,830	2,883.97	2,992.40	3,104.92	3,221.66	3,343.12	3,469.16	3,599.94	3,735.66	3,876.50	4,022.64	4,174.29	4,331.66
36,04959	37,40506	38,81149	40,27080	41,78901	43,36446	44,99930	46,69577	48,45620	50,28300	52,17867	54,14580	
FS29												
77,442	80,330	83,327	86,435	89,659	93,003	96,472	100,070	103,803	107,675	111,691	115,857	
46,282	2,978.53	3,089.63	3,204.87	3,324.41	3,448.41	3,577.04	3,710.46	3,848.86	3,992.43	4,141.34	4,295.82	4,456.05
37,23162	38,62036	40,06090	41,55517	43,10517	44,71300	46,38079	48,11080	49,90533	51,76680	53,69770	55,70062	
FS30												
80,204	83,251	86,423	89,716	93,134	96,673	100,357	104,180	108,149	112,270	116,547	120,988	
47,799	3,084.76	3,201.98	3,323.97	3,450.62	3,582.09	3,718.20	3,859.87	4,006.93	4,159.59	4,318.07	4,482.59	4,653.38
38,55947	40,02473	41,54967	43,13271	44,77607	46,47756	48,24836	50,08662	51,99492	53,97592	56,03241	58,16724	

Approved:

Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 9/29/10


Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 9-28-2010


Honorable John P. Belongh, Jr.
Governor of the United States Virgin Islands
Date: 10/23/10

United Steeworkers
Finance (FS) Pay Plan
Effective October 1, 2011

Finance Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS01	21,013	21,840	22,753	23,456	24,223	25,006	25,879	26,756	27,676	28,595	29,602	30,652	31,756
20,500	808.17	840.02	875.13	902.17	931.67	961.76	995.33	1,029.07	1,064.47	1,099.81	1,138.52	1,178.94	1,221.38
	10,10216	10,50019	10,93910	11,27711	11,64588	12,02204	12,44161	12,86338	13,30588	13,74763	14,23155	14,73677	15,26729
FS02	21,485	22,392	23,299	24,060	24,838	25,704	26,576	27,490	28,403	29,402	30,446	31,497	32,624
20,961	826.35	861.22	896.10	925.40	955.29	988.63	1,022.15	1,057.31	1,092.41	1,130.86	1,171.01	1,211.41	1,254.78
	10,32934	10,76524	11,20123	11,56751	11,94114	12,35789	12,77682	13,21634	13,65512	14,13578	14,63760	15,14260	15,68471
FS03	22,024	22,923	23,886	24,657	25,518	26,383	27,290	28,196	29,189	30,225	31,268	32,443	33,692
21,487	847.08	881.64	918.67	948.35	981.44	1,014.72	1,049.62	1,084.47	1,122.64	1,162.50	1,202.60	1,247.82	1,295.86
	10,58855	11,02056	11,48342	11,85434	12,26805	12,68394	13,12027	13,55586	14,03303	14,53120	15,03253	15,59775	16,19826
FS04	22,561	23,459	24,487	25,341	26,200	27,102	28,001	28,987	30,016	31,052	32,219	33,502	34,842
22,011	867.74	902.28	941.80	974.67	1,007.71	1,042.37	1,076.98	1,114.89	1,154.47	1,194.30	1,239.20	1,288.52	1,340.06
	10,84677	11,27847	11,77247	12,18332	12,59634	13,02965	13,46224	13,93611	14,43084	14,92870	15,49002	16,10653	16,75079
FS05	23,100	24,117	25,176	26,029	26,924	27,818	28,798	29,820	30,849	32,009	33,282	34,607	35,978
22,537	888.48	927.57	968.29	1,001.12	1,035.55	1,069.94	1,107.60	1,146.92	1,186.49	1,231.10	1,280.09	1,331.04	1,383.75
	11,10597	11,59464	12,10364	12,51395	12,94443	13,37419	13,84496	14,33646	14,83106	15,38871	16,00118	16,63803	17,29690
FS06	23,697	24,754	25,853	27,182	27,628	28,600	29,615	30,637	31,789	33,054	34,370	35,727	37,139
23,119	911.42	952.07	994.34	1,045.45	1,062.60	1,100.00	1,139.05	1,178.35	1,222.65	1,271.32	1,321.91	1,374.13	1,428.41
	11,39278	11,90089	12,42929	13,06816	13,28248	13,75002	14,23815	14,72936	15,28319	15,89146	16,52394	17,17663	17,85511
FS07	24,364	25,412	26,548	27,429	28,395	29,403	30,417	31,561	32,817	34,123	35,471	36,904	38,399
23,770	937.09	977.38	1,021.07	1,054.97	1,092.10	1,130.87	1,169.89	1,213.88	1,262.19	1,312.42	1,364.27	1,419.38	1,476.87
	11,71358	12,21727	12,76338	13,18712	13,65131	14,13593	14,62362	15,17347	15,77737	16,40531	17,05332	17,74227	18,46084
FS08	24,999	26,126	27,250	28,209	29,210	30,218	31,354	32,602	33,900	35,239	36,662	38,096	39,581
24,389	961.49	1,004.85	1,048.06	1,084.95	1,123.47	1,162.23	1,205.93	1,253.92	1,303.83	1,355.33	1,410.09	1,465.22	1,522.37
	12,01862	12,56066	13,10077	13,56191	14,04336	14,52786	15,07410	15,67405	16,29788	16,94165	17,62609	18,31527	19,02956

United Steeworkers
Finance (FS) Pay Plan
Effective October 1, 2011

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS01	32,944	34,202	35,512	36,872	38,284	39,751	41,273	42,854	44,495	46,199	47,969	49,806
20,500	1,267.06	1,315.47	1,365.85	1,418.16	1,472.47	1,528.87	1,587.43	1,648.22	1,711.35	1,776.90	1,844.95	1,915.61
	15,83829	16,44331	17,07309	17,72699	18,40594	19,11088	19,84283	20,60281	21,39190	22,21121	23,06190	23,94517
FS02	33,825	35,066	36,360	37,702	39,093	40,535	42,031	43,582	45,190	46,858	48,587	50,380
20,961	1,300.95	1,348.70	1,398.46	1,450.07	1,503.57	1,559.06	1,616.59	1,676.24	1,738.09	1,802.23	1,868.73	1,937.69
	16,26190	16,85872	17,48080	18,12584	18,79469	19,48821	20,20733	20,95298	21,72614	22,52784	23,35911	24,22106
FS03	34,990	36,340	37,739	39,196	40,709	42,280	43,912	45,607	47,368	49,196	51,095	53,067
21,487	1,345.75	1,397.70	1,451.51	1,507.54	1,565.73	1,626.17	1,688.94	1,754.13	1,821.84	1,892.16	1,965.20	2,041.05
	16,82189	17,47122	18,14386	18,84421	19,57160	20,32707	21,11169	21,92660	22,77297	23,65200	24,56497	25,51318
FS04	36,235	37,681	39,188	40,756	42,386	44,082	45,845	47,679	49,586	51,569	53,632	55,777
22,011	1,393.67	1,449.27	1,507.24	1,567.53	1,630.23	1,695.44	1,763.26	1,833.79	1,907.14	1,983.43	2,062.77	2,145.28
	17,42082	18,11591	18,84055	19,59417	20,37793	21,19305	22,04077	22,92240	23,83930	24,79287	25,78459	26,81597
FS05	37,406	38,887	40,427	42,032	43,701	45,436	47,239	49,115	51,065	53,092	55,200	57,391
22,537	1,438.69	1,495.66	1,554.89	1,616.62	1,680.80	1,747.52	1,816.90	1,889.03	1,964.03	2,042.00	2,123.06	2,207.35
	17,98358	18,69573	19,43608	20,20770	21,00994	21,84404	22,71125	23,61288	24,55031	25,52496	26,53830	27,59187
FS06	38,609	40,138	41,724	43,372	45,089	46,875	48,731	50,661	52,667	54,753	56,921	59,175
23,119	1,484.97	1,543.78	1,604.76	1,668.15	1,734.20	1,802.88	1,874.27	1,948.49	2,025.65	2,105.87	2,189.26	2,275.96
	18,56217	19,29723	20,05948	20,85182	21,67756	22,53599	23,42841	24,35618	25,32068	26,32338	27,36579	28,44947
FS07	39,950	41,564	43,247	44,999	46,826	48,727	50,705	52,764	54,906	57,135	59,455	61,869
23,770	1,536.53	1,598.61	1,663.35	1,730.72	1,800.98	1,874.10	1,950.19	2,029.37	2,111.76	2,197.50	2,286.72	2,379.56
	19,20665	19,98260	20,79190	21,63397	22,51231	23,42631	24,37742	25,36714	26,39705	27,46877	28,58400	29,74451
FS08	41,121	42,725	44,391	46,122	47,921	49,790	51,737	53,755	55,851	58,029	60,292	62,644
24,389	1,581.59	1,643.27	1,707.35	1,773.94	1,843.12	1,915.01	1,989.88	2,067.49	2,148.12	2,231.90	2,318.94	2,409.38
	19,76982	20,54084	21,34193	22,17427	23,03906	23,93759	24,87355	25,84361	26,85151	27,89872	28,98677	30,11726

United Steeworkers
Finance (FS) Pay Plan
Effective October 1, 2011

Finance Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS09	25,700	26,818	28,019	29,014	30,015	31,143	32,383	33,672	35,002	36,416	37,840	39,391	41,010
25,073	988.45	1,031.45	1,077.66	1,115.92	1,154.42	1,197.82	1,245.50	1,295.07	1,346.22	1,400.61	1,455.37	1,515.05	1,577.31
	12.35569	12.89316	13.47077	13.94898	14.43022	14.97280	15.56872	16.18835	16.82779	17.50763	18.19218	18.93806	19.71642
FS10	26,400	27,596	28,829	29,824	30,945	32,177	33,458	34,779	36,184	37,599	39,141	40,683	42,286
25,756	1,015.38	1,061.38	1,108.82	1,147.08	1,190.21	1,237.58	1,286.83	1,337.66	1,391.70	1,446.12	1,505.41	1,564.72	1,626.37
	12.69226	13.26722	13.86026	14.33844	14.87757	15.46970	16.08539	16.72076	17.39628	18.07648	18.81761	19.55902	20.32965
FS11	27,171	28,355	29,631	30,745	31,969	33,242	34,555	35,951	37,356	38,888	40,420	42,045	43,731
26,508	1,045.03	1,090.59	1,139.67	1,182.52	1,229.58	1,278.52	1,329.02	1,382.71	1,436.78	1,495.69	1,554.62	1,617.11	1,681.96
	13.06284	13.63238	14.24583	14.78148	15.36978	15.98150	16.61277	17.28392	17.95972	18.69607	19.43270	20.21389	21.02447
FS12	27,938	29,157	30,556	31,772	33,037	34,342	35,729	37,126	38,648	40,171	41,786	43,441	45,156
27,257	1,074.55	1,121.41	1,175.23	1,222.01	1,270.64	1,320.83	1,374.20	1,427.93	1,486.47	1,545.04	1,607.15	1,670.79	1,736.79
	13.43194	14.01757	14.69041	15.27509	15.88304	16.51042	17.17744	17.84908	18.58089	19.31298	20.08936	20.88490	21.70985
FS13	28,774	30,106	31,575	32,832	34,129	35,508	36,896	38,409	39,922	41,527	43,171	44,894	46,600
28,072	1,106.68	1,157.92	1,214.43	1,262.77	1,312.64	1,365.68	1,419.07	1,477.26	1,535.46	1,597.18	1,660.43	1,726.68	1,792.30
	13.83356	14.47405	15.18039	15.78456	16.40805	17.07094	17.73841	18.46569	19.19324	19.96481	20.75541	21.58355	22.40373
FS14	29,701	31,115	32,621	33,910	35,280	36,659	38,162	39,666	41,260	42,894	44,606	46,319	48,102
28,977	1,142.36	1,196.74	1,254.66	1,304.22	1,356.91	1,409.97	1,467.77	1,525.60	1,586.93	1,649.78	1,715.60	1,781.48	1,850.07
	14.27953	14.95924	15.68326	16.30275	16.96138	17.62457	18.34718	19.07006	19.83668	20.62221	21.44504	22.26853	23.12586
FS15	30,701	32,153	33,690	35,051	36,421	37,915	39,409	40,993	42,616	44,316	46,018	47,721	49,592
29,952	1,180.80	1,236.65	1,295.76	1,348.11	1,400.82	1,458.26	1,515.71	1,576.64	1,639.08	1,704.48	1,769.93	1,835.42	1,907.37
	14.76000	15.45815	16.19705	16.85141	17.51030	18.22822	18.94641	19.70806	20.48850	21.30599	22.12414	22.94273	23.84209
FS16	31,703	33,231	34,840	36,202	37,686	39,171	40,746	42,359	44,049	45,741	47,433	49,122	50,876
30,930	1,219.36	1,278.13	1,339.99	1,392.38	1,449.47	1,506.58	1,567.15	1,629.20	1,694.21	1,759.27	1,824.36	1,889.31	1,956.76
	15.24195	15.97661	16.74988	17.40480	18.11839	18.83226	19.58932	20.36505	21.17762	21.99084	22.80450	23.61634	24.45944

United Steeworkers
Finance (FS) Pay Plan
Effective October 1, 2011

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS09												
25,073	42,696	44,446	46,255	48,138	50,097	52,136	54,258	56,466	58,764	61,156	63,645	66,235
	1,642.14	1,709.47	1,779.04	1,851.45	1,926.81	2,005.23	2,086.84	2,171.77	2,260.16	2,352.15	2,447.89	2,547.51
	20,52676	21,36836	22,23805	23,14314	24,08507	25,06533	26,08549	27,14717	28,25206	29,40191	30,59857	31,84393
FS10												
25,756	43,952	45,683	47,387	49,155	50,988	52,890	54,863	56,910	59,032	61,234	63,518	65,887
	1,690.45	1,757.05	1,822.59	1,890.58	1,961.09	2,034.24	2,110.12	2,188.83	2,270.47	2,355.16	2,443.01	2,534.13
	21,13064	21,96319	22,78241	23,63220	24,51368	25,42804	26,37650	27,36035	28,38089	29,43950	30,53759	31,67664
FS11												
26,508	45,476	47,208	49,007	50,874	52,812	54,825	56,913	59,082	61,333	63,670	66,095	68,614
	1,749.07	1,815.71	1,884.89	1,956.70	2,031.25	2,108.64	2,188.98	2,272.38	2,358.96	2,448.83	2,542.13	2,638.99
	21,86334	22,69634	23,56107	24,45874	25,39062	26,35801	27,36225	28,40475	29,48697	30,61042	31,77668	32,98737
FS12												
27,257	46,850	48,611	50,439	52,341	54,309	56,351	58,475	60,674	62,955	65,322	67,778	70,327
	1,801.92	1,869.67	1,939.97	2,013.11	2,088.80	2,167.34	2,249.05	2,333.61	2,421.35	2,512.40	2,606.86	2,704.88
	22,52397	23,37087	24,24961	25,16382	26,10998	27,09172	28,11308	29,17013	30,26693	31,40496	32,58579	33,81101
FS13												
28,072	48,375	50,218	52,137	54,128	56,196	58,343	60,571	62,885	65,287	67,781	70,371	73,059
	1,860.58	1,931.47	2,005.26	2,081.86	2,161.38	2,243.95	2,329.67	2,418.66	2,511.05	2,606.97	2,706.56	2,809.95
	23,25731	24,14341	25,06569	26,02320	27,01729	28,04935	29,12083	30,23325	31,38816	32,58719	33,83202	35,12440
FS14												
28,977	49,959	51,887	53,895	55,981	58,147	60,397	62,735	65,163	67,684	70,304	73,025	75,851
	1,921.48	1,995.65	2,072.88	2,153.10	2,236.43	2,322.98	2,412.88	2,506.26	2,603.25	2,703.99	2,808.64	2,917.33
	24,01852	24,94564	25,91103	26,91379	27,95535	29,03723	30,16097	31,32820	32,54060	33,79992	35,10797	36,46665
FS15												
29,952	51,312	53,221	55,196	57,249	59,379	61,588	63,879	66,255	68,720	71,276	73,927	76,677
	1,973.55	2,046.97	2,122.91	2,201.88	2,283.79	2,368.75	2,456.87	2,548.26	2,643.06	2,741.38	2,843.36	2,949.13
	24,66941	25,58711	26,53639	27,52354	28,54742	29,60938	30,71085	31,85330	33,03824	34,26726	35,54200	36,86417
FS16												
30,930	52,697	54,584	56,543	58,573	60,676	62,854	65,110	67,448	69,869	72,378	74,976	77,668
	2,026.81	2,099.37	2,174.73	2,252.81	2,333.68	2,417.46	2,504.25	2,594.15	2,687.28	2,783.76	2,883.69	2,987.22
	25,33509	26,24209	27,18418	28,16009	29,17104	30,21828	31,30311	32,42690	33,59102	34,79694	36,04615	37,34021

United Steeworkers
Finance (FS) Pay Plan
Effective October 1, 2011

Finance Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS17	32,773	34,337	35,985	37,460	38,936	40,501	42,105	43,785	45,467	47,149	48,827	50,585	52,275
31,974	1,260.51	1,320.64	1,384.03	1,440.78	1,497.54	1,557.74	1,619.43	1,684.05	1,748.71	1,813.42	1,877.97	1,945.58	2,010.56
	15,75642	16,50800	17,30038	18,00970	18,71928	19,47180	20,24288	21,05057	21,85891	22,66769	23,47466	24,31975	25,13203
FS18	33,884	35,518	37,240	38,708	40,264	41,858	43,528	45,200	46,872	48,541	50,288	52,119	54,021
33,058	1,303.25	1,366.06	1,432.32	1,488.75	1,548.60	1,609.92	1,674.16	1,738.45	1,802.77	1,866.95	1,934.16	2,004.56	2,077.73
	16,29060	17,07581	17,90398	18,60940	19,35750	20,12406	20,92701	21,73060	22,53464	23,33687	24,17700	25,05704	25,97162
FS19	35,029	36,739	38,491	40,039	41,624	43,285	44,951	46,610	48,269	50,007	51,827	53,724	55,691
34,175	1,347.28	1,413.03	1,480.43	1,539.95	1,600.93	1,664.80	1,728.90	1,792.70	1,856.52	1,923.35	1,993.36	2,066.32	2,141.95
	16,84105	17,66289	18,50541	19,24933	20,01160	20,81006	21,61125	22,40870	23,20645	24,04189	24,91701	25,82897	26,77431
FS20	36,249	37,989	39,816	41,393	43,045	44,698	46,351	48,002	49,730	51,540	53,426	55,355	57,353
35,365	1,394.20	1,461.12	1,531.40	1,592.04	1,655.56	1,719.14	1,782.75	1,846.21	1,912.68	1,982.30	2,054.85	2,129.03	2,205.89
	17,42746	18,26398	19,14248	19,90052	20,69455	21,48922	22,28432	23,07765	23,90844	24,77871	25,68561	26,61286	27,57358
FS21	37,498	39,312	41,172	42,815	44,459	46,104	47,745	49,464	51,264	53,141	55,059	57,091	59,203
36,583	1,442.21	1,512.02	1,583.54	1,646.72	1,709.95	1,773.22	1,836.35	1,902.46	1,971.71	2,043.87	2,117.65	2,195.80	2,277.04
	18,02768	18,90022	19,79420	20,58399	21,37441	22,16527	22,95435	23,78071	24,64633	25,54838	26,47068	27,44745	28,46300
FS22	38,786	40,675	42,599	44,235	45,871	47,504	49,214	51,006	52,873	54,781	56,803	58,865	61,002
37,840	1,491.77	1,564.42	1,638.42	1,701.33	1,764.28	1,827.09	1,892.86	1,961.76	2,033.56	2,106.98	2,184.72	2,264.03	2,346.21
	18,64712	19,55523	20,48019	21,26663	22,05350	22,83860	23,66079	24,52204	25,41955	26,33720	27,30904	28,30036	29,32766
FS23	40,148	42,063	44,011	45,639	47,264	48,965	50,748	52,605	54,504	56,515	58,567	60,734	62,987
39,169	1,544.16	1,617.82	1,692.72	1,755.35	1,817.85	1,883.29	1,951.84	2,023.28	2,096.32	2,173.67	2,252.58	2,335.92	2,422.58
	19,30203	20,22274	21,15905	21,94194	22,72307	23,54110	24,39800	25,29096	26,20397	27,17089	28,15720	29,19901	30,28229
FS24	41,506	43,424	45,430	47,047	48,741	50,515	52,364	54,255	56,257	58,299	60,456	62,693	65,012
40,494	1,596.40	1,670.15	1,747.31	1,809.52	1,874.66	1,942.90	2,014.01	2,086.71	2,163.71	2,242.26	2,325.22	2,411.25	2,500.47
	19,95498	20,87690	21,84141	22,61896	23,43325	24,28622	25,17509	26,08391	27,04641	28,02819	29,06524	30,14065	31,25585

United Steeworkers
Finance (FS) Pay Plan
Effective October 1, 2011

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS17	54,308	56,274	58,317	60,434	62,627	64,901	67,257	69,698	72,228	74,850	77,567	80,383
31,974	2,088.77	2,164.39	2,242.95	2,324.37	2,408.75	2,496.19	2,586.80	2,680.70	2,778.01	2,878.85	2,983.35	3,091.65
	26,10967	27,05484	28,03693	29,05467	30,10935	31,20232	32,33496	33,50872	34,72509	35,98561	37,29189	38,64558
FS18	55,987	58,036	60,161	62,362	64,645	67,011	69,464	72,006	74,641	77,373	80,205	83,141
33,058	2,153.36	2,232.17	2,313.87	2,398.56	2,486.34	2,577.34	2,671.68	2,769.46	2,870.82	2,975.89	3,084.81	3,197.71
	26,91699	27,90215	28,92337	29,98196	31,07930	32,21681	33,39594	34,61823	35,88526	37,19866	38,56013	39,97143
FS19	57,734	59,853	62,056	64,340	66,707	69,162	71,707	74,346	77,082	79,919	82,860	85,909
34,175	2,220.55	2,302.05	2,386.76	2,474.60	2,565.66	2,660.08	2,757.97	2,859.46	2,964.69	3,073.79	3,186.91	3,304.19
	27,75693	28,77561	29,83455	30,93247	32,07078	33,25098	34,47462	35,74329	37,05864	38,42240	39,83634	41,30232
FS20	59,429	61,587	63,822	66,139	68,540	71,028	73,606	76,278	79,047	81,916	84,890	87,971
35,365	2,285.74	2,368.71	2,454.70	2,543.80	2,636.14	2,731.83	2,831.00	2,933.76	3,040.26	3,150.62	3,264.99	3,383.51
	28,57175	29,60890	30,68371	31,79752	32,95178	34,14792	35,38749	36,67206	38,00326	39,38277	40,81237	42,29386
FS21	61,394	63,671	66,033	68,483	71,024	73,659	76,392	79,226	82,165	85,214	88,375	91,654
36,583	2,361.29	2,448.89	2,539.75	2,633.97	2,731.69	2,833.04	2,938.15	3,047.15	3,160.20	3,277.44	3,399.04	3,525.14
	29,51613	30,61118	31,74686	32,92466	34,14617	35,41299	36,72681	38,08938	39,50249	40,96804	42,48795	44,06425
FS22	63,222	65,523	67,915	70,394	72,963	75,626	78,387	81,248	84,213	87,287	90,473	93,775
37,840	2,431.61	2,520.13	2,612.11	2,707.45	2,806.27	2,908.70	3,014.87	3,124.91	3,238.97	3,357.20	3,479.73	3,606.74
	30,39519	31,50157	32,65138	33,84315	35,07843	36,35879	37,68589	39,06142	40,48717	41,96495	43,49667	45,08430
FS23	65,324	67,754	70,275	72,889	75,600	78,412	81,329	84,355	87,493	90,748	94,123	97,625
39,169	2,512.46	2,605.93	2,702.87	2,803.41	2,907.70	3,015.87	3,128.06	3,244.42	3,365.11	3,490.29	3,620.13	3,754.80
	31,40577	32,57406	33,78582	35,04265	36,34624	37,69832	39,10069	40,55524	42,06389	43,62867	45,25166	46,93502
FS24	67,424	69,932	72,527	75,225	78,023	80,926	83,936	87,058	90,297	93,656	97,140	100,754
40,494	2,593.24	2,689.70	2,789,49	2,893.26	3,000.89	3,112.52	3,228.31	3,348.40	3,472.96	3,602.16	3,736.16	3,875.14
	32,41545	33,62130	34,86865	36,16576	37,51113	38,90654	40,35387	41,85503	43,41204	45,02697	46,70197	48,43928

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2011

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS25	69,603	72,178	74,849	77,618	80,490	83,468	86,556	89,759	93,080	96,524	100,095	103,799
41,814	2,677.03	2,776.08	2,878.79	2,985.31	3,095.76	3,210.31	3,329.09	3,452.26	3,580.00	3,712.46	3,849.82	3,992.26
	33,462.84	34,700.96	35,984.90	37,316.34	38,697.04	40,128.83	41,613.60	43,153.30	44,749.97	46,405.72	48,122.74	49,903.28
FS26	71,964	74,663	77,463	80,368	83,381	86,508	89,752	93,118	96,610	100,233	103,992	107,891
43,137	2,767.86	2,871.65	2,979.34	3,091.06	3,206.98	3,327.24	3,452.01	3,581.46	3,715.77	3,855.11	3,999.67	4,149.66
	34,598.21	35,895.64	37,241.73	38,638.30	40,087.23	41,590.50	43,150.15	44,768.28	46,447.09	48,188.85	49,995.94	51,870.783
FS27	74,323	77,095	79,971	82,953	86,048	89,257	92,587	96,040	99,622	103,338	107,193	111,191
44,525	2,858.57	2,965.19	3,075.79	3,190.52	3,309.52	3,432.97	3,561.02	3,693.85	3,831.63	3,974.55	4,122.80	4,276.58
	35,732.07	37,064.87	38,447.39	39,881.48	41,369.06	42,912.13	44,512.75	46,173.07	47,895.33	49,681.83	51,534.96	53,457.21
FS28	76,858	79,748	82,747	85,858	89,095	92,454	95,939	99,556	103,309	107,204	111,246	115,439
45,951	2,956.08	3,067.23	3,182.56	3,302.22	3,426.72	3,555.90	3,689.96	3,829.07	3,973.43	4,123.23	4,278.67	4,439.98
	36,951.04	38,340.39	39,781.99	41,277.80	42,833.97	44,448.81	46,124.53	47,863.42	49,667.88	51,540.35	53,483.43	55,499.75
FS29	79,378	82,339	85,410	88,596	91,900	95,328	98,884	102,572	106,398	110,367	114,483	118,754
47,439	3,052.99	3,166.87	3,284.99	3,407.52	3,534.62	3,666.46	3,803.22	3,945.08	4,092.23	4,244.87	4,403.21	4,567.45
	38,162.37	39,585.82	41,062.37	42,594.00	44,182.76	45,830.77	47,540.26	49,313.51	51,152.91	53,060.91	55,040.08	57,093.08
FS30	82,209	85,333	88,584	91,959	95,463	99,090	102,866	106,785	110,853	115,077	119,461	124,013
48,994	3,161.88	3,282.03	3,407.07	3,536.88	3,671.64	3,811.16	3,956.37	4,107.10	4,263.59	4,426.03	4,594.66	4,769.72
	39,523.48	41,025.37	42,588.43	44,211.05	45,895.50	47,639.52	49,454.59	51,338.81	53,294.82	55,325.35	57,433.25	59,621.45

Approved:

Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 9/29/10


Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 9-28-2010


Honorable John P. Delongh, Jr.
Governor of the United States Virgin Islands
Date: 10/23/10

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2012

Finance Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS01	21,538	22,387	23,323	24,043	24,830	25,632	26,526	27,425	28,369	29,311	30,342	31,420	32,551
21,013	828.40	861.04	897.03	924.75	954.98	985.83	1,020.24	1,054.82	1,091.11	1,127.33	1,167.01	1,208.44	1,251.95
	10,35496	10,76295	11,21284	11,55932	11,93731	12,32288	12,75295	13,18528	13,63885	14,09166	14,58769	15,10555	15,64935
FS02	22,022	22,951	23,881	24,662	25,458	26,347	27,240	28,177	29,113	30,137	31,207	32,284	33,440
21,485	847.00	882.75	918.50	948.53	979.17	1,013.35	1,047.70	1,083.74	1,119.72	1,159.13	1,200.28	1,241.69	1,286.14
	10,58756	11,03436	11,48125	11,85668	12,23965	12,66682	13,09622	13,54673	13,99648	14,48916	15,00353	15,52115	16,07681
FS03	22,575	23,496	24,482	25,273	26,155	27,042	27,972	28,901	29,918	30,980	32,049	33,254	34,534
22,024	868.25	903.68	941.63	972.05	1,005.97	1,040.07	1,075.85	1,111.57	1,150.70	1,191.55	1,232.66	1,279.01	1,328.25
	10,85317	11,29598	11,77041	12,15060	12,57465	13,00093	13,44817	13,89465	14,38374	14,89436	15,40822	15,98756	16,60309
FS04	23,125	24,045	25,099	25,975	26,855	27,779	28,701	29,711	30,766	31,828	33,024	34,339	35,712
22,561	889.42	924.82	965.33	999.02	1,032.89	1,068.42	1,103.89	1,142.75	1,183.31	1,224.14	1,270.17	1,320.72	1,373.55
	11,11780	11,56029	12,06663	12,48775	12,91109	13,35523	13,79863	14,28434	14,79143	15,30173	15,87708	16,50899	17,16935
FS05	23,678	24,719	25,804	26,679	27,597	28,513	29,517	30,565	31,619	32,808	34,114	35,472	36,876
23,100	910.67	950.74	992.48	1,026.13	1,061.42	1,096.66	1,135.27	1,175.57	1,216.12	1,261.85	1,312.07	1,364.29	1,418.32
	11,38341	11,88428	12,40600	12,82657	13,26780	13,70829	14,19082	14,69460	15,20156	15,77314	16,40091	17,05367	17,72899
FS06	24,289	25,373	26,499	27,861	28,318	29,315	30,356	31,403	32,584	33,881	35,229	36,621	38,067
23,697	934.21	975.87	1,019.20	1,071.59	1,089.16	1,127.50	1,167.53	1,207.81	1,253.22	1,303.10	1,354.96	1,408.49	1,464.12
	11,67761	12,19843	12,74004	13,39488	13,61455	14,09379	14,59412	15,09761	15,66528	16,28876	16,93705	17,60607	18,30151
FS07	24,973	26,047	27,211	28,115	29,104	30,137	31,177	32,350	33,637	34,976	36,357	37,826	39,358
24,364	960.50	1,001.81	1,046.59	1,081.33	1,119.40	1,159.13	1,199.12	1,244.21	1,293.73	1,345.22	1,398.36	1,454.85	1,513.77
	12,00630	12,52257	13,08233	13,51666	13,99245	14,48918	14,98906	15,55264	16,17164	16,81527	17,47947	18,18565	18,92216
FS08	25,624	26,780	27,931	28,914	29,941	30,974	32,138	33,417	34,747	36,120	37,579	39,049	40,571
24,999	985.54	1,029.99	1,074.27	1,112.09	1,151.57	1,191.30	1,236.09	1,285.29	1,336.44	1,389.23	1,445.36	1,501.87	1,560.44
	12,31922	12,87482	13,42843	13,90111	14,39460	14,89122	15,45113	16,06608	16,70551	17,36538	18,06694	18,77336	19,50552

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2012

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS01												
21,013	33,768	35,058	36,401	37,795	39,242	40,745	42,306	43,926	45,609	47,355	49,169	51,052
	1,298.77	1,348.38	1,400.03	1,453.65	1,509.32	1,567.13	1,627.15	1,689.47	1,754.18	1,821.36	1,891.12	1,963.55
	16,23463	16,85480	17,50034	18,17060	18,86653	19,58912	20,33938	21,11838	21,92722	22,76703	23,63901	24,54438
FS02												
21,485	34,670	35,943	37,269	38,644	40,070	41,549	43,082	44,672	46,320	48,029	49,802	51,639
	1,333.47	1,382.41	1,433.42	1,486.32	1,541.16	1,598.03	1,657.00	1,718.14	1,781.54	1,847.28	1,915.45	1,986.12
	16,66843	17,28016	17,91780	18,57897	19,26453	19,97539	20,71248	21,47678	22,26927	23,09100	23,94306	24,82656
FS03												
22,024	35,864	37,248	38,682	40,176	41,726	43,337	45,010	46,747	48,552	50,426	52,372	54,394
	1,379.38	1,432.63	1,487.78	1,545.21	1,604.86	1,666.81	1,731.14	1,797.97	1,867.37	1,939.45	2,014.31	2,092.06
	17,24230	17,90786	18,59731	19,31517	20,06073	20,83508	21,63931	22,47459	23,34211	24,24311	25,17890	26,15080
FS04												
22,561	37,141	38,623	40,168	41,774	43,445	45,183	46,990	48,870	50,825	52,858	54,972	57,171
	1,428.49	1,485.49	1,544.91	1,606.70	1,670.97	1,737.81	1,807.32	1,879.61	1,954.80	2,032.99	2,114.31	2,198.88
	17,85612	18,56858	19,31132	20,08378	20,88713	21,72261	22,59152	23,49518	24,43499	25,41238	26,42888	27,48604
FS05												
23,100	38,340	39,859	41,437	43,082	44,792	46,571	48,419	50,342	52,340	54,418	56,579	58,825
	1,474.63	1,533.02	1,593.73	1,657.00	1,722.78	1,791.18	1,862.29	1,936.22	2,013.09	2,093.01	2,176.10	2,262.49
	18,43283	19,16277	19,92162	20,71251	21,53480	22,38973	23,27860	24,20276	25,16361	26,16260	27,20126	28,28115
FS06												
23,697	39,575	41,142	42,767	44,456	46,217	48,047	49,949	51,927	53,984	56,122	58,344	60,654
	1,522.10	1,582.37	1,644.88	1,709.85	1,777.56	1,847.95	1,921.13	1,997.21	2,076.30	2,158.52	2,244.00	2,332.86
	19,02625	19,77969	20,56098	21,37314	22,21952	23,09941	24,01415	24,96511	25,95373	26,98149	28,04996	29,16074
FS07												
24,364	40,948	42,602	44,328	46,123	47,996	49,944	51,972	54,082	56,278	58,563	60,940	63,415
	1,574.93	1,638.56	1,704.92	1,773.97	1,845.99	1,920.94	1,998.93	2,080.08	2,164.54	2,252.42	2,343.86	2,439.02
	19,68662	20,48196	21,31148	22,17459	23,07488	24,01172	24,98660	26,00105	27,05670	28,15520	29,29830	30,48781
FS08												
24,999	42,150	43,794	45,501	47,276	49,120	51,035	53,031	55,099	57,248	59,481	61,800	64,211
	1,621.14	1,684.37	1,750.06	1,818.31	1,889.22	1,962.90	2,039.65	2,119.20	2,201.85	2,287.72	2,376.94	2,469.64
	20,26428	21,05459	21,87572	22,72887	23,61530	24,53630	25,49566	26,49000	27,52311	28,59651	29,71177	30,87053

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2012

Finance Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS09	26,343	27,488	28,720	29,739	30,765	31,922	33,193	34,514	35,877	37,327	38,786	40,376	42,036
25,700	1,013.17	1,057.25	1,104.61	1,143.82	1,183.29	1,227.78	1,276.64	1,327.45	1,379.89	1,435.64	1,491.77	1,552.93	1,616.76
	12.66466	13.21558	13.80763	14.29781	14.79108	15.34722	15.95804	16.59317	17.24860	17.94545	18.64711	19.41165	20.20946
FS10	27,060	28,286	29,550	30,570	31,719	32,982	34,294	35,649	37,089	38,539	40,119	41,700	43,343
26,400	1,040.77	1,087.92	1,136.55	1,175.76	1,219.97	1,268.52	1,319.01	1,371.11	1,426.50	1,482.28	1,543.05	1,603.85	1,667.04
	13.00962	13.59895	14.20682	14.69696	15.24957	15.85650	16.48759	17.13885	17.83126	18.52846	19.28812	20.04808	20.83797
FS11	27,850	29,065	30,372	31,514	32,769	34,073	35,419	36,850	38,291	39,860	41,431	43,096	44,825
27,171	1,071.16	1,117.87	1,168.17	1,212.09	1,260.34	1,310.50	1,362.26	1,417.30	1,472.71	1,533.09	1,593.50	1,657.56	1,724.03
	13.38956	13.97334	14.60214	15.15118	15.75420	16.38121	17.02827	17.71621	18.40892	19.16368	19.91873	20.71947	21.55032
FS12	28,636	29,885	31,319	32,566	33,862	35,200	36,622	38,054	39,614	41,175	42,830	44,526	46,285
27,938	1,101.40	1,149.42	1,204.60	1,252.54	1,302.39	1,353.83	1,408.53	1,463.60	1,523.61	1,583.64	1,647.30	1,712.54	1,780.18
	13.76752	14.36779	15.05744	15.65673	16.27987	16.92292	17.60661	18.29502	19.04512	19.79550	20.59128	21.40669	22.25226
FS13	29,493	30,859	32,365	33,653	34,982	36,395	37,819	39,369	40,920	42,565	44,251	46,016	47,765
28,774	1,134.36	1,186.88	1,244.80	1,294.34	1,345.47	1,399.83	1,454.56	1,514.20	1,573.86	1,637.13	1,701.96	1,769.86	1,837.12
	14.17950	14.83601	15.56000	16.17929	16.81837	17.49784	18.18200	18.92746	19.67320	20.46407	21.27444	22.12329	22.96398
FS14	30,444	31,893	33,436	34,757	36,161	37,575	39,116	40,657	42,291	43,966	45,720	47,476	49,304
29,701	1,170.90	1,226.64	1,286.01	1,336.81	1,390.81	1,445.19	1,504.45	1,563.72	1,626.58	1,691.00	1,758.47	1,825.99	1,896.29
	14.63631	15.33300	16.07512	16.71008	17.38517	18.06493	18.80559	19.54653	20.33230	21.13746	21.98085	22.82491	23.70367
FS15	31,469	32,957	34,532	35,927	37,332	38,863	40,394	42,018	43,682	45,425	47,169	48,914	50,832
30,701	1,210.33	1,267.58	1,328.17	1,381.82	1,435.85	1,494.72	1,553.62	1,616.07	1,680.07	1,747.10	1,814.19	1,881.32	1,955.06
	15.12910	15.84470	16.60208	17.27281	17.94817	18.68405	19.42020	20.20089	21.00085	21.83878	22.67739	23.51645	24.43830
FS16	32,496	34,062	35,710	37,107	38,628	40,150	41,764	43,418	45,150	46,884	48,619	50,350	52,147
31,703	1,249.83	1,310.07	1,373.48	1,427.18	1,485.70	1,544.23	1,606.31	1,669.92	1,736.55	1,803.23	1,869.95	1,936.52	2,005.66
	15.62287	16.37590	17.16849	17.83978	18.57121	19.30291	20.07889	20.87401	21.70689	22.54043	23.37443	24.20656	25.07073

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2012

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS09												
25,700	43,763	45,558	47,412	49,342	51,350	53,440	55,615	57,878	60,234	62,685	65,237	67,892
	1,683.21	1,752.22	1,823.53	1,897.75	1,974.99	2,055.37	2,139.02	2,226.08	2,316.68	2,410.97	2,509.10	2,611.22
	21,04007	21,90272	22,79416	23,72188	24,68736	25,69214	26,73781	27,82603	28,95855	30,13717	31,36375	32,64025
FS10												
26,400	45,051	46,826	48,572	50,384	52,263	54,213	56,235	58,332	60,508	62,765	65,106	67,535
	1,732.72	1,800.99	1,868.16	1,937.85	2,010.13	2,085.11	2,162.88	2,243.56	2,327.24	2,414.05	2,504.09	2,597.49
	21,65899	22,51235	23,35206	24,22309	25,12661	26,06384	27,03602	28,04446	29,09052	30,17560	31,30115	32,46868
FS11												
27,171	46,613	48,389	50,233	52,147	54,133	56,196	58,337	60,560	62,867	65,262	67,749	70,330
	1,792.81	1,861.12	1,932.03	2,005.64	2,082.05	2,161.38	2,243.73	2,329.21	2,417.96	2,510.08	2,605.72	2,704.99
	22,41018	23,26400	24,15036	25,07049	26,02568	27,01725	28,04661	29,11519	30,22448	31,37603	32,57146	33,81243
FS12												
27,938	48,020	49,826	51,699	53,648	55,666	57,759	59,936	62,190	64,528	66,954	69,472	72,084
	1,846.94	1,916.38	1,988.44	2,063.40	2,140.99	2,221.49	2,305.24	2,391.91	2,481.85	2,575.17	2,671.99	2,772.46
	23,08672	23,95478	24,85548	25,79253	26,76233	27,76859	28,81547	29,89893	31,02313	32,18960	33,39993	34,65576
FS13												
28,774	49,585	51,474	53,440	55,482	57,601	59,802	62,086	64,458	66,920	69,476	72,130	74,886
	1,907.11	1,979.77	2,055.40	2,133.92	2,215.43	2,300.06	2,387.92	2,479.14	2,573.85	2,672.17	2,774.24	2,880.22
	23,83891	24,74717	25,69251	26,67397	27,69291	28,75078	29,84906	30,98929	32,17309	33,40210	34,67806	36,00276
FS14												
29,701	51,207	53,183	55,242	57,379	59,600	61,906	64,302	66,791	69,376	72,060	74,849	77,746
	1,969.49	2,045.51	2,124.67	2,206.90	2,292.31	2,381.02	2,473.16	2,568.88	2,668.29	2,771.55	2,878.81	2,990.22
	24,61863	25,56891	26,55843	27,58624	28,65383	29,76273	30,91455	32,11094	33,35363	34,64442	35,98516	37,37778
FS15												
30,701	52,596	54,552	56,576	58,681	60,863	63,128	65,476	67,912	70,438	73,058	75,776	78,595
	2,022.90	2,098.16	2,176.00	2,256.95	2,340.90	2,427.99	2,518.31	2,611.99	2,709.15	2,809.93	2,914.46	3,022.88
	25,28631	26,22696	27,19998	28,21182	29,26130	30,34982	31,47883	32,64984	33,86442	35,12417	36,43079	37,78602
FS16												
31,703	54,014	55,948	57,956	60,037	62,192	64,425	66,738	69,134	71,615	74,186	76,850	79,609
	2,077.46	2,151.83	2,229.09	2,309.11	2,392.01	2,477.88	2,566.84	2,658.98	2,754.44	2,853.33	2,955.76	3,061.87
	25,96826	26,89793	27,86356	28,86386	29,90008	30,97349	32,08544	33,23731	34,43052	35,66658	36,94701	38,27341

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2012

Finance Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS17	33,592	35,195	36,884	38,596	39,909	41,513	43,157	44,879	46,603	48,327	50,047	51,849	53,581
32,773	1,292.01	1,353.64	1,418.62	1,476.78	1,534.96	1,596.67	1,659.90	1,726.13	1,792.41	1,858.73	1,924.90	1,994.20	2,060.80
	16,15016	16,92052	17,73270	18,45974	19,18706	19,95838	20,74873	21,57660	22,40515	23,23414	24,06127	24,92748	25,76005
FS18	34,731	36,405	38,171	39,675	41,270	42,904	44,616	46,329	48,043	49,754	51,545	53,421	55,371
33,884	1,335.81	1,400.20	1,468.11	1,525.95	1,587.29	1,650.15	1,715.99	1,781.89	1,847.82	1,913.60	1,982.49	2,054.65	2,129.64
	16,69764	17,50247	18,35134	19,07438	19,84117	20,62688	21,44990	22,27357	23,09769	23,91997	24,78109	25,68312	26,62086
FS19	35,905	37,657	39,453	41,039	42,664	44,367	46,075	47,775	49,476	51,257	53,122	55,067	57,082
35,029	1,380.95	1,448.34	1,517.43	1,578.43	1,640.93	1,706.41	1,772.10	1,837.49	1,902.91	1,971.41	2,043.17	2,117.95	2,195.47
	17,26189	18,10427	18,96784	19,73035	20,51167	21,33009	22,15129	22,96868	23,78636	24,64267	25,53966	26,47441	27,44338
FS20	37,155	38,939	40,812	42,428	44,121	45,815	47,510	49,201	50,973	52,828	54,762	56,738	58,787
36,249	1,429.05	1,497.64	1,569.68	1,631.84	1,696.95	1,762.11	1,827.31	1,892.36	1,960.49	2,031.85	2,106.21	2,182.25	2,261.03
	17,86309	18,72052	19,62097	20,39796	21,21184	22,02638	22,84135	23,65451	24,50607	25,39809	26,32766	27,27809	28,26283
FS21	38,435	40,296	42,202	43,886	45,571	47,257	48,939	50,701	52,547	54,470	56,436	58,519	60,684
37,498	1,478.29	1,549.84	1,623.14	1,687.91	1,752.72	1,817.57	1,882.28	1,950.04	2,021.02	2,094.99	2,170.62	2,250.72	2,333.99
	18,47858	19,37295	20,28929	21,09883	21,90902	22,71966	23,52848	24,37550	25,26277	26,18739	27,13275	28,13395	29,17491
FS22	39,756	41,692	43,664	45,340	47,018	48,692	50,445	52,281	54,194	56,151	58,223	60,336	62,527
38,786	1,529.06	1,603.53	1,679.38	1,743.86	1,808.39	1,872.77	1,940.18	2,010.81	2,084.40	2,159.65	2,239.34	2,320.63	2,404.87
	19,11329	20,04411	20,99220	21,79830	22,60483	23,40957	24,25231	25,13510	26,05504	26,99563	27,99177	29,00787	30,06085
FS23	41,152	43,115	45,111	46,780	48,445	50,189	52,016	53,920	55,867	57,928	60,031	62,252	64,561
40,148	1,582.76	1,658.26	1,735.03	1,799.23	1,863.28	1,930.36	2,000.62	2,073.85	2,148.71	2,228.00	2,308.88	2,394.31	2,483.13
	19,78447	20,72819	21,68791	22,49036	23,29101	24,12949	25,00780	25,92309	26,85891	27,85001	28,86096	29,92882	31,03918
FS24	42,544	44,509	46,565	48,223	49,959	51,778	53,673	55,610	57,662	59,756	61,967	64,259	66,637
41,506	1,636.29	1,711.89	1,790.98	1,854.74	1,921.51	1,991.45	2,064.34	2,138.86	2,217.79	2,298.29	2,383.33	2,471.51	2,562.96
	20,45368	21,39864	22,38725	23,18424	24,01887	24,89316	25,80425	26,73578	27,72233	28,72866	29,79162	30,89391	32,03698

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2012

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS17	55,665	57,680	59,774	61,944	64,192	66,523	68,937	71,440	74,033	76,721	79,505	82,392
32,773	2,140.97	2,218.47	2,299.00	2,382.46	2,468.94	2,558.56	2,651.44	2,747.69	2,847.43	2,950.79	3,057.90	3,168.90
	26,76212	27,73091	28,73754	29,78071	30,86175	31,98204	33,14298	34,34607	35,59284	36,88486	38,22378	39,61130
FS18	57,386	59,487	61,664	63,921	66,260	68,685	71,199	73,805	76,506	79,306	82,209	85,218
33,884	2,207.16	2,287.95	2,371.68	2,458.49	2,548.47	2,641.74	2,738.43	2,838.66	2,942.55	3,050.25	3,161.89	3,277.61
	27,58955	28,59932	29,64606	30,73110	31,85586	33,02179	34,23038	35,48322	36,78190	38,12812	39,52361	40,97017
FS19	59,177	61,349	63,607	65,947	68,374	70,890	73,499	76,204	79,008	81,916	84,930	88,056
35,029	2,276.04	2,359.57	2,446.41	2,536.44	2,629.78	2,726.55	2,826.89	2,930.92	3,038.78	3,150.60	3,266.55	3,386.75
	28,45055	29,49469	30,58009	31,70544	32,87220	34,08189	35,33611	36,63648	37,98470	39,38254	40,83181	42,33442
FS20	60,915	63,126	65,417	67,792	70,253	72,803	75,446	78,185	81,023	83,964	87,012	90,170
36,249	2,342.88	2,427.92	2,516.06	2,607.39	2,702.04	2,800.12	2,901.76	3,007.10	3,116.26	3,229.38	3,346.60	3,468.08
	29,28594	30,34902	31,45069	32,59235	33,77545	35,00150	36,27206	37,58873	38,95320	40,36720	41,83253	43,35105
FS21	62,929	65,264	67,685	70,196	72,800	75,501	78,302	81,207	84,220	87,345	90,585	93,946
37,498	2,420.35	2,510.15	2,603.27	2,699.85	2,800.02	2,903.90	3,011.63	3,123.36	3,239.24	3,359.42	3,484.05	3,613.31
	30,25438	31,37682	32,54090	33,74816	35,00022	36,29873	37,64541	39,04206	40,49052	41,99271	43,55064	45,16637
FS22	64,803	67,161	69,613	72,154	74,787	77,517	80,346	83,279	86,319	89,469	92,735	96,120
38,786	2,492.41	2,583.13	2,677.41	2,775.14	2,876.43	2,981.42	3,090.24	3,203.04	3,319.95	3,441.13	3,566.73	3,696.91
	31,15507	32,28911	33,46766	34,68923	35,95539	37,26776	38,62804	40,03796	41,49934	43,01407	44,58408	46,21140
FS23	66,957	69,448	72,031	74,711	77,490	80,372	83,362	86,463	89,680	93,016	96,476	100,065
40,148	2,575.26	2,671.06	2,770.42	2,873.48	2,980.37	3,091.24	3,206.24	3,325.51	3,449.22	3,577.53	3,710.62	3,848.65
	32,19073	33,38823	34,63027	35,91851	37,25468	38,64056	40,07799	41,56889	43,11525	44,71914	46,38269	48,10813
FS24	69,109	71,680	74,339	77,105	79,973	82,948	86,034	89,234	92,554	95,997	99,568	103,272
41,506	2,658.04	2,756.92	2,859.21	2,965.57	3,075.89	3,190.31	3,308.99	3,432.08	3,559.76	3,692.18	3,829.53	3,971.99
	33,22555	34,46154	35,74007	37,06960	38,44858	39,87887	41,36237	42,90105	44,49697	46,15225	47,86912	49,64985

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2012

Finance Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
FS25	43,930	45,934	48,019	49,748	51,559	53,446	55,375	57,418	59,503	61,704	63,987	66,348	68,797
42,859	1,689.63	1,766.68	1,846.89	1,913.38	1,983.02	2,055.60	2,129.81	2,208.40	2,288.56	2,373.24	2,461.05	2,551.86	2,646.03
	21,12042	22,08351	23,08610	23,91720	24,78779	25,69502	26,62261	27,60499	28,60705	29,66551	30,76313	31,89829	33,07534
FS26	45,320	47,396	49,548	51,351	53,231	55,152	57,188	59,263	61,456	63,730	66,082	68,547	71,103
44,215	1,743.09	1,822.92	1,905.69	1,975.05	2,047.34	2,121.25	2,199.52	2,279.37	2,363.70	2,451.16	2,541.61	2,636.41	2,734.75
	21,78864	22,78656	23,82107	24,68816	25,59175	26,51561	27,49403	28,49207	29,54627	30,63948	31,77008	32,95511	34,18433
FS27	46,779	48,884	51,152	53,024	54,939	56,966	59,034	61,218	63,483	65,825	68,281	70,814	73,448
45,638	1,799.19	1,880.15	1,967.39	2,039.40	2,113.02	2,190.99	2,270.53	2,354.53	2,441.65	2,531.75	2,626.18	2,723.62	2,824.93
	22,48988	23,50192	24,59241	25,49250	26,41278	27,38741	28,38157	29,43169	30,52066	31,64687	32,82730	34,04519	35,31167
FS28	48,278	50,489	52,821	54,728	56,747	58,807	60,983	63,240	65,573	68,019	70,543	73,181	75,925
47,100	1,856.83	1,941.87	2,031.58	2,104.92	2,182.60	2,261.82	2,345.51	2,432.30	2,522.05	2,616.12	2,713.18	2,814.65	2,920.20
	23,21034	24,27337	25,39480	26,31155	27,28245	28,27280	29,31889	30,40369	31,52559	32,70149	33,91472	35,18313	36,50250
FS29	49,841	52,123	54,526	56,538	58,591	60,758	63,006	65,331	67,768	70,282	72,911	75,623	78,437
48,625	1,916.95	2,004.74	2,097.16	2,174.55	2,253.48	2,336.86	2,423.33	2,512.75	2,606.47	2,703.17	2,804.27	2,908.59	3,016.79
	23,96184	25,05929	26,21452	27,18184	28,16854	29,21078	30,29158	31,40934	32,58090	33,78965	35,05339	36,35737	37,70987
FS30	51,474	53,827	56,335	58,380	60,540	62,780	65,097	67,525	70,030	72,649	75,352	78,208	81,179
50,219	1,979.79	2,070.26	2,166.74	2,245.39	2,328.47	2,414.62	2,503.72	2,597.11	2,693.46	2,794.20	2,898.14	3,007.98	3,122.29
	24,74734	25,87830	27,08423	28,06738	29,10588	30,18279	31,29654	32,46390	33,66831	34,92751	36,22681	37,59980	39,02860

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2012

Finance Pay Plan
2.5% General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
FS25	71,342	73,982	76,719	79,558	82,501	85,554	88,719	92,002	95,406	98,936	102,597	106,393
42,859	2,743.93	2,845.46	2,950.74	3,059.91	3,173.13	3,290.54	3,412.29	3,538.54	3,669.47	3,805.24	3,946.03	4,092.04
	34,29913	35,56819	36,88422	38,24893	39,66414	41,13172	42,65359	44,23177	45,86835	47,56548	49,32540	51,15044
FS26	73,763	76,529	79,399	82,376	85,465	88,670	91,995	95,445	99,024	102,738	106,590	110,587
44,215	2,837.03	2,943.41	3,053.79	3,168.31	3,287.12	3,410.39	3,538.28	3,670.96	3,808.62	3,951.45	4,099.63	4,253.36
	35,46283	36,79268	38,17241	39,60387	41,08902	42,62986	44,22848	45,88704	47,60781	49,39310	51,24534	53,167041
FS27	76,181	79,022	81,970	85,027	88,199	91,488	94,901	98,441	102,113	105,921	109,872	113,970
45,638	2,930.02	3,039.31	3,152.68	3,270.27	3,392.25	3,518.78	3,650.04	3,786.18	3,927.41	4,073.90	4,225.85	4,383.48
	36,62527	37,99139	39,40847	40,87841	42,40317	43,98481	45,62544	47,32727	49,09258	50,92373	52,82319	54,79349
FS28	78,780	81,742	84,816	88,005	91,322	94,765	98,338	102,045	105,892	109,885	114,027	118,326
47,100	3,030.00	3,143.93	3,262.14	3,384.80	3,512.40	3,644.82	3,782.23	3,924.82	4,072.79	4,226.33	4,385.66	4,551.00
	37,87499	39,29909	40,77674	42,30994	43,90503	45,56025	47,27787	49,06024	50,90982	52,82912	54,82077	56,88752
FS29	81,362	84,397	87,545	90,810	94,198	97,711	101,356	105,136	109,058	113,126	117,346	121,723
48,625	3,129.32	3,246.04	3,367.12	3,492.71	3,622.99	3,758.13	3,898.30	4,043.71	4,194.54	4,351.00	4,513.29	4,681.63
	39,11645	40,57549	42,08896	43,65887	45,28735	46,97657	48,72879	50,54638	52,43176	54,38746	56,41611	58,52044
FS30	84,264	87,466	90,799	94,258	97,849	101,568	105,438	109,455	113,625	117,954	122,448	127,113
50,219	3,240.93	3,364.09	3,492.26	3,625.32	3,763.44	3,906.45	4,055.29	4,209.79	4,370.19	4,536.69	4,709.54	4,888.97
	40,51168	42,05113	43,65328	45,31647	47,04302	48,83066	50,69111	52,62244	54,62735	56,70865	58,86925	61,11217

Approved: 
Dr. Vaidemaz A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 9/29/10


Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 9-28-2010


Honorable John H. DeCough, Jr.
Governor of the United States Virgin Islands
Date: 10/23/10

United Steelworkers(USW)
IS Pay Plan
Effective October 1, 2009

Internal Revenue Pay Plan
\$20,000 Minimum Hiring Rate

	1	2	3	4	5	6	7	8	9	10	11	12	13
IS01	20,000	20,550	21,099	21,647	22,197	22,517	23,062	23,629	23,912	24,458	25,020	25,593	26,192
16,538	769.23	790.38	811.49	832.59	853.73	866.03	886.99	908.81	919.71	940.68	962.32	984.35	1,007.39
	9.61538	9.87981	10.14360	10.40733	10.67168	10.82535	11.08732	11.36007	11.49639	11.75851	12.02896	12.30442	12.59234
IS02	21,358	21,783	22,378	22,910	23,142	23,750	24,356	24,965	25,581	26,226	26,887	27,565	28,265
17,896	821.46	837.81	860.68	881.17	890.06	913.47	936.77	960.19	983.90	1,008.70	1,034.12	1,060.18	1,087.10
	10.26827	10.47261	10.75851	11.01456	11.12581	11.41842	11.70959	12.00233	12.29879	12.60871	12.92645	13.25220	13.58881
IS03	22,498	23,168	23,836	24,505	25,179	25,902	26,609	27,314	28,019	28,728	29,455	30,200	30,967
19,036	865.31	891.09	916.76	942.52	968.44	996.23	1,023.43	1,050.55	1,077.65	1,104.92	1,132.87	1,161.53	1,191.04
	10.81635	11.13867	11.45947	11.78148	12.10547	12.45290	12.79286	13.13187	13.47067	13.81148	14.16091	14.51918	14.88797
IS04	24,228	24,998	25,768	26,536	27,311	28,079	28,848	29,618	30,388	31,160	31,958	32,802	33,694
20,766	931.85	961.48	991.09	1,020.63	1,050.43	1,079.95	1,109.54	1,139.16	1,168.78	1,198.47	1,229.15	1,261.60	1,295.91
	11.64808	12.01849	12.38866	12.75784	13.13037	13.49933	13.86921	14.23952	14.60975	14.98083	15.36434	15.76996	16.19890
IS05	26,203	27,039	27,877	28,708	29,546	30,382	31,233	32,107	33,003	33,898	34,816	35,760	36,732
22,741	1,007.81	1,039.96	1,072.20	1,104.15	1,136.39	1,168.55	1,201.27	1,234.90	1,269.36	1,303.76	1,339.09	1,375.38	1,412.79
	12.59760	12.99946	13.40244	13.80184	14.20485	14.60685	15.01584	15.43628	15.86695	16.29695	16.73860	17.19221	17.65984
IS06	28,340	29,250	30,165	31,109	32,086	33,062	34,037	35,010	35,984	36,955	37,957	38,985	40,042
24,878	1,090.00	1,124.99	1,160.20	1,196.52	1,234.09	1,271.60	1,309.11	1,346.56	1,383.99	1,421.36	1,459.88	1,499.44	1,540.07
	13.62500	14.06236	14.50251	14.95644	15.42608	15.89503	16.36393	16.83194	17.29987	17.76696	18.24845	18.74298	19.25092
IS07	30,697	31,753	32,810	33,867	34,923	35,978	37,036	38,095	39,150	40,207	41,289	42,404	43,549
27,235	1,180.65	1,221.27	1,261.94	1,302.57	1,343.21	1,383.78	1,424.46	1,465.20	1,505.78	1,546.44	1,588.04	1,630.92	1,674.95
	14.75817	15.26585	15.77421	16.28214	16.79014	17.29720	17.80574	18.31498	18.82231	19.33051	19.85050	20.38647	20.93690

United Steelworkers(USW)
IS Pay Plan
Effective October 1, 2009

Internal Revenue Pay Plan
\$20,000 Minimum Hiring Rate

	14	15	16	17	18	19	20	21	22	23	24	25
IS01												
16,538	26,797	27,419	28,058	28,711	29,380	30,065	30,762	31,470	32,210	32,960	33,728	34,514
	1,030,666	1,054,577	1,079,144	1,104,288	1,130,011	1,156,344	1,183,177	1,210,388	1,238,833	1,267,699	1,297,233	1,327,466
	12,88323	13,18212	13,48926	13,80356	14,12518	14,45430	14,78964	15,12980	15,48535	15,84616	16,21538	16,59319
IS02												
17,896	28,983	29,722	30,483	31,266	32,070	32,894	33,739	34,606	35,496	36,408	37,343	38,303
	1,114,722	1,143,144	1,172,411	1,202,544	1,233,444	1,265,144	1,297,666	1,331,011	1,365,211	1,400,300	1,436,299	1,473,200
	13,93396	14,28928	14,65508	15,03172	15,41803	15,81428	16,22071	16,63758	17,06516	17,50374	17,95358	18,41499
IS03												
19,036	31,754	32,563	33,420	34,302	35,208	36,126	37,087	38,067	39,071	40,103	41,162	42,248
	1,221,299	1,252,433	1,285,377	1,319,311	1,354,144	1,389,948	1,426,444	1,464,100	1,502,755	1,542,422	1,583,144	1,624,944
	15,26612	15,65541	16,06715	16,49132	16,92669	17,36848	17,83048	18,30120	18,78436	19,28026	19,78926	20,31170
IS04												
20,766	34,614	35,559	36,529	37,527	38,551	39,603	40,685	41,795	42,936	44,108	45,313	46,550
	1,331,299	1,367,644	1,404,977	1,443,333	1,482,733	1,523,211	1,564,799	1,607,511	1,651,400	1,696,488	1,742,799	1,790,377
	16,64113	17,09544	17,56214	18,04159	18,53413	19,04011	19,55990	20,09389	20,64245	21,20599	21,78491	22,37964
IS05												
22,741	37,728	38,754	39,804	40,883	41,995	43,137	44,311	45,516	46,754	48,026	49,332	50,674
	1,451,077	1,490,544	1,530,944	1,572,422	1,615,199	1,659,133	1,704,266	1,750,611	1,798,233	1,847,144	1,897,388	1,948,999
	18,13842	18,63179	19,13671	19,65531	20,18994	20,73910	21,30321	21,88265	22,47786	23,08926	23,71729	24,36240
IS06												
24,878	41,127	42,242	43,386	44,562	45,770	47,010	48,284	49,593	50,937	52,312	53,724	55,175
	1,581,811	1,624,688	1,668,711	1,713,933	1,760,377	1,808,088	1,857,088	1,907,411	1,959,100	2,011,999	2,066,322	2,122,111
	19,77262	20,30845	20,85881	21,42409	22,00468	22,60101	23,21349	23,84258	24,48871	25,14991	25,82896	26,52634
IS07												
27,235	44,725	45,937	47,181	48,460	49,773	51,122	52,508	53,931	55,392	56,893	58,435	60,019
	1,720,188	1,766,799	1,814,677	1,863,855	1,914,366	1,966,244	2,019,522	2,074,255	2,130,477	2,188,200	2,247,500	2,308,411
	21,50220	22,08491	22,68341	23,29813	23,92951	24,57800	25,24406	25,92817	26,63083	27,35252	28,09378	28,85512

United Steelworkers(USW)
IS Pay Plan
Effective October 1, 2009

Internal Revenue Pay Plan
\$20,000 Minimum Hiring Rate

	1	2	3	4	5	6	7	8	9	10	11	12	13
IS08													
	33,354	34,501	35,643	36,788	37,932	39,077	40,222	41,368	42,514	43,658	44,841	46,043	47,281
	29,892	1,282.85	1,326.98	1,370.90	1,414.90	1,458.91	1,502.97	1,547.00	1,591.09	1,635.17	1,679.15	1,724.66	1,770.88
	16.03558	16.58720	17.13624	17.68631	18.23635	18.78709	19.33755	19.88867	20.43959	20.98942	21.55823	22.13599	22.73145
IS09													
	36,214	37,453	38,692	39,930	41,168	42,407	43,646	44,885	46,120	47,360	48,629	49,933	51,271
	32,752	1,392.85	1,440.48	1,488.16	1,535.78	1,583.39	1,631.05	1,678.68	1,726.35	1,773.83	1,821.54	1,870.36	1,920.49
	17.41058	18.00602	18.60202	19.19728	19.79240	20.38815	20.98348	21.57941	22.17285	22.76930	23.37951	24.00609	24.64945
IS10													
	39,276	40,619	41,960	43,298	44,640	45,980	47,318	48,657	50,000	51,340	52,716	54,134	55,584
	35,814	1,510.62	1,562.28	1,613.83	1,665.31	1,716.94	1,768.45	1,819.91	1,871.41	1,923.06	1,974.60	2,027.52	2,082.06
	18.88269	19.52848	20.17292	20.81644	21.46175	22.10560	22.74887	23.39266	24.03830	24.68253	25.34402	26.02577	26.72326
IS11													
	42,564	44,011	45,464	46,909	48,363	49,814	51,269	52,720	54,170	55,621	57,107	58,637	60,208
	39,102	1,637.08	1,692.74	1,748.60	1,804.20	1,860.13	1,915.94	1,971.88	2,027.69	2,083.45	2,139.29	2,196.40	2,255.27
	20.46346	21.15922	21.85747	22.55254	23.25167	23.94922	24.64854	25.34609	26.04311	26.74106	27.45505	28.19085	28.94636
IS12													
	44,555	45,892	47,268	48,686	50,147	51,651	53,201	54,797	56,441	58,134	59,878	61,675	63,525
	41,093	1,713.65	1,765.06	1,818.02	1,872.56	1,928.73	1,986.59	2,046.19	2,107.58	2,170.81	2,235.93	2,303.01	2,372.10
	21.42067	22.06329	22.72519	23.40695	24.10916	24.83243	25.57740	26.34473	27.13507	27.94912	28.78759	29.65122	30.54076
IS13													
	48,574	50,031	51,527	53,073	54,665	56,305	57,994	59,734	61,526	63,372	65,273	67,231	69,248
	45,112	1,868.23	1,924.28	1,981.81	2,041.27	2,102.51	2,165.58	2,230.55	2,297.47	2,366.39	2,437.38	2,510.50	2,585.82
	23.35288	24.05347	24.77267	25.51585	26.28133	27.06977	27.88186	28.71831	29.57986	30.46726	31.38128	32.32272	33.29240

United Steelworkers(USW)
IS Pay Plan
Effective October 1, 2009

Internal Revenue Pay Plan
\$20,000 Minimum Hiring Rate

	14	15	16	17	18	19	20	21	22	23	24	25
IS08												
29,892	48,553	49,859	51,201	52,578	53,992	55,445	56,936	58,468	60,040	61,656	63,314	65,017
	1,867.43	1,917.67	1,969.25	2,022.23	2,076.62	2,132.49	2,189.85	2,248.76	2,309.25	2,371.37	2,435.16	2,500.66
	23,34292	23,97085	24,61566	25,27783	25,95780	26,65606	27,37311	28,10945	28,86559	29,64208	30,43945	31,25827
IS09												
32,752	52,645	54,056	55,504	56,992	58,519	60,088	61,698	63,352	65,049	66,793	68,583	70,421
	2,024.80	2,079.07	2,134.79	2,192.00	2,250.75	2,311.07	2,373.00	2,436.60	2,501.90	2,568.95	2,637.80	2,708.49
	25,31005	25,98836	26,68485	27,40001	28,13433	28,88833	29,66253	30,45749	31,27375	32,11189	32,97248	33,85615
IS10												
35,814	56,835	58,608	60,185	61,804	63,466	65,174	66,927	68,727	70,576	72,474	74,424	76,426
	2,185.96	2,254.17	2,314.80	2,377.07	2,441.01	2,506.68	2,574.11	2,643.35	2,714.46	2,787.47	2,862.46	2,939.46
	27,32454	28,17706	28,93503	29,71338	30,51267	31,33346	32,17633	33,04187	33,93070	34,84344	35,78072	36,74323
IS11												
39,102	61,822	63,479	65,180	66,933	68,727	70,569	72,467	74,417	76,419	78,474	80,585	82,753
	2,377.77	2,441.49	2,506.93	2,574.36	2,643.36	2,714.20	2,787.21	2,862.19	2,939.18	3,018.24	3,099.43	3,182.81
	29,72212	30,51868	31,33658	32,17953	33,04194	33,92747	34,84011	35,77731	36,73972	37,72802	38,74291	39,78509
IS12												
41,093	65,431	67,393	69,415	71,498	73,643	75,852	78,127	80,471	82,885	85,372	87,933	90,571
	2,516.56	2,592.06	2,669.82	2,749.91	2,832.41	2,917.38	3,004.90	3,095.05	3,187.90	3,283.54	3,382.04	3,483.51
	31,45698	32,40069	33,37271	34,37389	35,40511	36,46726	37,56128	38,68812	39,84876	41,04422	42,27555	43,54382
IS13												
45,112	71,326	73,465	75,669	77,939	80,278	82,686	85,167	87,722	90,353	93,064	95,856	98,731
	2,743.29	2,825.59	2,910.36	2,997.67	3,087.60	3,180.23	3,275.64	3,373.90	3,475.12	3,579.38	3,686.76	3,797.36
	34,29117	35,31990	36,37950	37,47089	38,59501	39,75286	40,94545	42,17381	43,43903	44,74220	46,08446	47,46700

Approved: 
Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 9/29/10


Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 9-28-2010


Honorable John P. Delongh, Jr.
Governor of the United States Virgin Islands
Date: 10/23/10

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2010

Internal Revenue Pay Plan
2.5 % General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
IS01	20,500	21,064	21,626	22,188	22,752	23,080	23,638	24,220	24,510	25,069	25,646	26,233	26,847
20,000	788.46	810.14	831.78	853.40	875.08	887.68	909.16	931.53	942.70	964.20	986.37	1,008.96	1,032.57
	9,85577	10,12680	10,39719	10,66752	10,93847	11,09598	11,36451	11,64407	11,78380	12,05247	12,32968	12,61203	12,90715
IS02	21,892	22,328	22,937	23,483	23,720	24,344	24,965	25,589	26,221	26,882	27,559	28,254	28,971
21,358	842.00	858.75	882.20	903.19	912.32	936.31	960.19	984.19	1,008.50	1,033.91	1,059.97	1,086.68	1,114.28
	10,52498	10,73442	11,02747	11,28993	11,40395	11,70388	12,00233	12,30239	12,60625	12,92393	13,24962	13,58351	13,92853
IS03	23,060	23,748	24,432	25,118	25,809	26,550	27,274	27,997	28,719	29,446	30,191	30,955	31,741
22,498	886.94	913.37	939.68	966.08	992.65	1,021.14	1,049.01	1,076.81	1,104.60	1,132.54	1,161.19	1,190.57	1,220.81
	11,08675	11,41714	11,74595	12,07602	12,40811	12,76422	13,11268	13,46017	13,80744	14,15677	14,51493	14,88216	15,26017
IS04	24,834	25,623	26,413	27,200	27,994	28,781	29,569	30,359	31,148	31,939	32,757	33,622	34,536
24,228	955.14	985.52	1,015.87	1,046.14	1,076.69	1,106.94	1,137.28	1,167.64	1,198.00	1,228.43	1,259.88	1,293.14	1,328.31
	11,93928	12,31895	12,69837	13,07678	13,45863	13,83681	14,21594	14,59551	14,97499	15,35535	15,74845	16,16421	16,60388
IS05	26,858	27,715	28,574	29,426	30,285	31,142	32,014	32,910	33,828	34,745	35,687	36,654	37,651
26,203	1,033.00	1,065.96	1,099.00	1,131.75	1,164.80	1,197.76	1,231.30	1,265.78	1,301.09	1,336.35	1,372.56	1,409.76	1,448.11
	12,91254	13,32445	13,73750	14,14688	14,55997	14,97202	15,39123	15,82219	16,26363	16,70437	17,15706	17,62202	18,10134
IS06	29,049	29,981	30,919	31,887	32,888	33,888	34,888	35,886	36,883	37,879	38,906	39,960	41,043
28,340	1,117.25	1,153.11	1,189.21	1,226.43	1,264.94	1,303.39	1,341.84	1,380.22	1,418.59	1,456.89	1,496.37	1,536.92	1,578.58
	13,96563	14,41392	14,86508	15,33035	15,81173	16,29240	16,77303	17,25274	17,73236	18,21114	18,70466	19,21156	19,73219
IS07	31,464	32,547	33,631	34,714	35,797	36,878	37,962	39,048	40,129	41,213	42,321	43,464	44,637
30,697	1,210.17	1,251.80	1,293.48	1,335.14	1,376.79	1,418.37	1,460.07	1,501.83	1,543.43	1,585.10	1,627.74	1,671.69	1,716.83
	15,12713	15,64750	16,16856	16,68919	17,20989	17,72963	18,25088	18,77286	19,29287	19,81377	20,34676	20,89613	21,46032

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2010

Internal Revenue Pay Plan
2.5 % General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
IS01	27,467	28,104	28,759	29,429	30,115	30,817	31,532	32,257	33,015	33,784	34,571	35,377
20,000	1,056,42	1,080.93	1,106.12	1,131.89	1,158.27	1,185.25	1,212.75	1,240.64	1,269.80	1,299.39	1,329.66	1,360.64
	13.20531	13.51167	13.82649	14.14865	14.47831	14.81566	15.15938	15.50805	15.87249	16.24231	16.62076	17.00802
IS02	29,707	30,465	31,245	32,048	32,871	33,716	34,583	35,471	36,383	37,318	38,277	39,261
21,358	1,142.58	1,171.72	1,201.72	1,232.60	1,264.28	1,296.77	1,330.10	1,364.28	1,399.34	1,435.31	1,472.19	1,510.03
	14.28231	14.64651	15.02146	15.40751	15.80349	16.20964	16.62622	17.05352	17.49179	17.94133	18.40242	18.87537
IS03	32,547	33,377	34,255	35,159	36,088	37,030	38,015	39,018	40,048	41,106	42,191	43,305
22,498	1,251.82	1,283.74	1,317.51	1,352.29	1,387.99	1,424.22	1,462.10	1,500.70	1,540.32	1,580.98	1,622.72	1,665.56
	15.64778	16.04680	16.46883	16.90360	17.34986	17.80269	18.27624	18.75873	19.25396	19.76227	20.28399	20.81949
IS04	35,479	36,447	37,442	38,465	39,515	40,594	41,702	42,840	44,010	45,211	46,445	47,713
24,228	1,364.57	1,401.83	1,440.10	1,479.41	1,519.80	1,561.29	1,603.91	1,647.70	1,692.68	1,738.89	1,786.36	1,835.13
	17.05716	17.52282	18.00120	18.49263	18.99748	19.51611	20.04890	20.59623	21.15851	21.73614	22.32954	22.93913
IS05	38,671	39,723	40,799	41,905	43,045	44,216	45,418	46,654	47,923	49,226	50,565	51,941
26,203	1,487.35	1,527.81	1,569.21	1,611.74	1,655.57	1,700.61	1,746.86	1,794.38	1,843.18	1,893.32	1,944.82	1,997.72
	18.59188	19.09758	19.61513	20.14670	20.69469	21.25758	21.83579	22.42972	23.03981	23.66649	24.31022	24.97146
IS06	42,155	43,298	44,471	45,676	46,914	48,185	49,491	50,832	52,210	53,620	55,067	56,554
28,340	1,621.35	1,665.29	1,710.42	1,756.78	1,804.38	1,853.28	1,903.51	1,955.09	2,008.07	2,062.29	2,117.97	2,175.16
	20.26693	20.81617	21.38028	21.95969	22.55480	23.16603	23.79383	24.43864	25.10093	25.77866	26.47468	27.18950
IS07	45,843	47,085	48,361	49,672	51,018	52,400	53,820	55,279	56,777	58,316	59,896	61,519
30,697	1,763.18	1,810.96	1,860.04	1,910.45	1,962.22	2,015.40	2,070.01	2,126.11	2,183.73	2,242.91	2,303.69	2,366.12
	22.03975	22.63703	23.25049	23.88058	24.52774	25.19245	25.87516	26.57638	27.29660	28.03634	28.79612	29.57649

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2010

Internal Revenue Pay Plan
2.5 % General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
IS08													
	34,188	35,364	36,534	37,707	38,880	40,054	41,228	42,403	43,577	44,749	45,962	47,194	48,463
33,354	1,314.92	1,360.15	1,405.17	1,450.28	1,495.38	1,540.54	1,585.68	1,630.87	1,676.05	1,721.13	1,767.77	1,815.15	1,863.98
	16,43647	17,00188	17,56464	18,12847	18,69226	19,25677	19,82099	20,38589	20,95058	21,51415	22,07718	22,68939	23,29973
IS09													
	37,119	38,389	39,660	40,929	42,197	43,468	44,737	46,007	47,273	48,544	49,845	51,181	52,553
36,214	1,427.67	1,476.49	1,525.37	1,574.18	1,622.98	1,671.83	1,720.65	1,769.51	1,818.17	1,867.08	1,917.12	1,968.50	2,021.25
	17,84584	18,45617	19,06707	19,67721	20,28721	20,89785	21,50807	22,11890	22,72717	23,33853	23,96400	24,60624	25,26569
IS10													
	40,258	41,635	43,009	44,381	45,756	47,129	48,501	49,873	51,250	52,623	54,033	55,487	56,974
39,276	1,548.38	1,601.34	1,654.18	1,706.95	1,759.86	1,812.66	1,865.41	1,918.20	1,971.14	2,023.97	2,078.21	2,134.11	2,191.31
	19,35476	20,01669	20,67724	21,33685	21,99829	22,65824	23,31759	23,97748	24,63926	25,29959	25,97762	26,67642	27,39135
IS11													
	43,628	45,111	46,600	48,082	49,573	51,060	52,551	54,038	55,524	57,012	58,534	60,103	61,714
42,564	1,678.00	1,735.06	1,792.31	1,849.31	1,906.64	1,963.84	2,021.18	2,078.38	2,135.53	2,192.77	2,251.31	2,311.65	2,373.60
	20,97505	21,68820	22,40391	23,11635	23,83296	24,54795	25,26475	25,97974	26,69419	27,40959	28,14143	28,89562	29,67002
IS12													
	45,669	47,039	48,450	49,904	51,401	52,943	54,531	56,167	57,852	59,588	61,375	63,216	65,113
44,555	1,756.50	1,809.19	1,863.47	1,919.37	1,976.95	2,036.26	2,097.35	2,160.27	2,225.08	2,291.83	2,360.58	2,431.40	2,504.34
	21,95619	22,61488	23,29332	23,99212	24,71189	25,45324	26,21684	27,00334	27,81344	28,64785	29,50728	30,39250	31,30428
IS13													
	49,788	51,282	52,815	54,400	56,032	57,713	59,444	61,227	63,064	64,956	66,905	68,912	70,979
48,574	1,914.94	1,972.38	2,031.36	2,092.30	2,155.07	2,219.72	2,286.31	2,354.90	2,425.55	2,498.32	2,573.26	2,650.46	2,729.98
	23,93671	24,65481	25,39199	26,15375	26,93836	27,74651	28,57890	29,43627	30,31936	31,22894	32,16581	33,13078	34,12471

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2010

Internal Revenue Pay Plan
2.5 % General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
IS08	49,767	51,106	52,481	53,892	55,342	56,831	58,359	59,929	61,541	63,197	64,897	66,643
33,354	1,914.12	1,965.61	2,018.48	2,072.78	2,128.54	2,185.80	2,244.60	2,304.97	2,366.98	2,430.65	2,496.03	2,563.18
	23,92650	24,57012	25,23106	25,90977	26,60674	27,32247	28,05744	28,81218	29,58723	30,38313	31,20044	32,03973
IS09	53,961	55,407	56,892	58,417	59,982	61,590	63,241	64,935	66,676	68,463	70,297	72,181
36,214	2,075.42	2,131.05	2,188.16	2,246.80	2,307.01	2,368.84	2,432.33	2,497.51	2,564.45	2,633.17	2,703.74	2,776.20
	25,94281	26,63807	27,35197	28,08501	28,83768	29,61053	30,40410	31,21893	32,05559	32,91468	33,79680	34,70255
IS10	58,256	60,074	61,689	63,349	65,053	66,803	68,600	70,445	72,340	74,286	76,285	78,337
39,276	2,240.61	2,310.52	2,372.67	2,436.50	2,502.04	2,569.34	2,638.46	2,709.43	2,782.32	2,857.16	2,934.02	3,012.94
	28,00765	28,88149	29,65840	30,45621	31,27549	32,11680	32,98074	33,86792	34,77897	35,71452	36,67524	37,66181
IS11	63,368	65,066	66,810	68,607	70,445	72,333	74,279	76,277	78,329	80,436	82,600	84,822
42,564	2,437.21	2,502.53	2,569.60	2,638.72	2,709.44	2,782.05	2,856.89	2,933.74	3,012.66	3,093.70	3,176.92	3,262.38
	30,46518	31,28164	32,11999	32,98402	33,86799	34,77565	35,71112	36,67175	37,65822	38,67122	39,71148	40,77972
IS12	67,066	69,078	71,151	73,285	75,484	77,748	80,081	82,483	84,958	87,506	90,131	92,835
44,555	2,579.47	2,656.86	2,736.56	2,818.66	2,903.22	2,990.32	3,080.02	3,172.43	3,267.60	3,365.63	3,466.60	3,570.59
	32,24341	33,21071	34,20703	35,23324	36,29024	37,37894	38,50031	39,65532	40,84498	42,07033	43,33244	44,63241
IS13	73,109	75,302	77,561	79,888	82,285	84,753	87,296	89,915	92,612	95,390	98,252	101,200
48,574	2,811.88	2,896.23	2,983.12	3,072.61	3,164.79	3,259.73	3,357.53	3,458.25	3,562.00	3,668.86	3,778.93	3,892.29
	35,14845	36,20290	37,28899	38,40766	39,55989	40,74668	41,96909	43,22816	44,52500	45,86075	47,23658	48,65367

Approved:

Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 9/29/10


Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 9-28-2010


Honorable John P. DeLongh, Jr.
Governor of the United States Virgin Islands
Date: 10/23/10

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2011

Internal Revenue Pay Plan
2.5 % General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
IS01 20,500	21,013 808.17 10,10216	21,590 830.40 10,37997	22,167 852.57 10,65712	22,743 874.74 10,93420	23,321 896.95 11,21193	23,657 909.87 11,37338	24,229 931.89 11,64862	24,825 954.81 11,93518	25,123 966.27 12,07840	25,696 988.30 12,35379	26,287 1,011.03 12,63792	26,889 1,034.19 12,92733	27,518 1,058.39 13,22983
IS02 21,892	22,439 863.05 10,78813	22,886 880.22 11,00281	23,511 904.25 11,30319	24,070 925.78 11,57220	24,313 935.13 11,68908	24,953 959.72 11,99650	25,589 984.19 12,30241	26,229 1,008.80 12,60997	26,877 1,033.72 12,92144	27,554 1,059.76 13,24706	28,248 1,086.47 13,58089	28,960 1,113.85 13,92313	29,696 1,142.14 14,27677
IS03 23,060	23,637 909.10 11,36370	24,341 936.19 11,70234	25,042 963.15 12,03937	25,746 990.21 12,37767	26,454 1,017.44 12,71806	27,213 1,046.65 13,08307	27,956 1,075.22 13,44024	28,697 1,103.71 13,79640	29,437 1,132.19 14,15235	30,182 1,160.83 14,51040	30,945 1,190.20 14,87752	31,728 1,220.31 15,25392	32,534 1,251.31 15,64137
IS04 24,834	25,455 979.03 12,23791	26,264 1,010.17 12,62707	27,073 1,041.28 13,01599	27,880 1,072.31 13,40386	28,694 1,103.62 13,79526	29,500 1,134.63 14,18290	30,309 1,165.72 14,57152	31,118 1,196.85 14,96058	31,927 1,227.96 15,34955	32,738 1,259.15 15,73943	33,576 1,291.39 16,14236	34,463 1,325.48 16,56852	35,400 1,361.53 17,01918
IS05 26,858	27,529 1,058.83 13,23531	28,408 1,092.60 13,65752	29,288 1,126.47 14,08090	30,161 1,160.04 14,50051	31,042 1,193.91 14,92393	31,920 1,227.70 15,34628	32,814 1,262.08 15,77597	33,733 1,297.42 16,21770	34,674 1,333.61 16,67017	35,614 1,369.75 17,12193	36,579 1,406.88 17,58594	37,570 1,445.00 18,06252	38,592 1,484.31 18,55382
IS06 29,049	29,775 1,145.20 14,31501	30,731 1,181.96 14,77452	31,693 1,218.96 15,23697	32,685 1,257.11 15,71388	33,711 1,296.58 16,20730	34,736 1,336.00 16,70000	35,761 1,375.41 17,19265	36,783 1,414.75 17,68436	37,806 1,454.08 18,17599	38,827 1,493.34 18,66674	39,879 1,533.81 19,17261	40,960 1,575.37 19,69218	42,070 1,618.07 20,22584
IS07 31,464	32,251 1,240.41 15,50510	33,360 1,283.08 16,03847	34,471 1,325.80 16,57255	35,581 1,368.50 17,10619	36,691 1,411.19 17,63990	37,799 1,453.81 18,17263	38,910 1,496.55 18,70690	40,023 1,539.35 19,24192	41,132 1,581.99 19,77492	42,242 1,624.71 20,30884	43,379 1,668.41 20,85515	44,550 1,713.46 21,41824	45,753 1,759.72 21,99653

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2011

Internal Revenue Pay Plan
2.5 % General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
IS01	28,154	28,807	29,478	30,165	30,868	31,587	32,320	33,063	33,840	34,629	35,435	36,261
20,500	1,082,84	1,107,96	1,133,77	1,160,19	1,187,22	1,214,88	1,243,07	1,271,66	1,301,54	1,331,87	1,362,90	1,394,66
	13,53544	13,84946	14,17215	14,50237	14,84027	15,18605	15,53837	15,89575	16,26930	16,64837	17,03628	17,43322
IS02	30,450	31,226	32,026	32,849	33,693	34,559	35,447	36,358	37,293	38,251	39,234	40,242
21,892	1,171.15	1,201.02	1,231.76	1,263.42	1,295.89	1,329.19	1,363.35	1,398.39	1,434.33	1,471.19	1,509.00	1,547.78
	14,63940	15,01271	15,39703	15,79274	16,19861	16,61491	17,04192	17,47989	17,92913	18,38991	18,86253	19,34729
IS03	33,360	34,211	35,111	36,038	36,989	37,955	38,964	39,993	41,049	42,132	43,245	44,386
23,060	1,283.09	1,315.81	1,350.42	1,386.07	1,422.66	1,459.79	1,498.62	1,538.19	1,578.79	1,620.47	1,663.25	1,707.16
	16,03866	16,44764	16,88022	17,32586	17,78326	18,24740	18,73278	19,22733	19,73493	20,25593	20,79069	21,33956
IS04	36,366	37,359	38,379	39,427	40,503	41,609	42,745	43,912	45,110	46,342	47,607	48,907
24,834	1,398.70	1,436.89	1,476.12	1,516.41	1,557.81	1,600.34	1,644.03	1,688.91	1,735.02	1,782.38	1,831.04	1,881.03
	17,48380	17,96111	18,45145	18,95517	19,47265	20,00425	20,55037	21,11140	21,68774	22,27981	22,88805	23,51289
IS05	39,638	40,716	41,819	42,953	44,121	45,321	46,554	47,820	49,121	50,457	51,829	53,239
26,858	1,524.53	1,566.00	1,608.44	1,652.02	1,696.96	1,743.12	1,790.53	1,839.23	1,889.26	1,940.65	1,993.43	2,047.65
	19,05663	19,57497	20,10545	20,65031	21,21199	21,78896	22,38162	22,99040	23,61574	24,25809	24,91791	25,59567
IS06	43,210	44,381	45,584	46,819	48,088	49,391	50,729	52,104	53,516	54,961	56,445	57,969
29,049	1,661.92	1,706.95	1,753.21	1,800.73	1,849.53	1,899.65	1,951.13	2,004.00	2,058.31	2,113.89	2,170.96	2,229.58
	20,77396	21,33694	21,91517	22,50907	23,11907	23,74559	24,38910	25,05004	25,72890	26,42358	27,13701	27,86971
IS07	46,988	48,261	49,569	50,913	52,292	53,710	55,165	56,660	58,196	59,773	61,392	63,056
31,464	1,807.24	1,856.21	1,906.51	1,958.18	2,011.25	2,065.75	2,121.73	2,179.23	2,238.29	2,298.95	2,361.25	2,425.24
	22,59044	23,20264	23,83143	24,47726	25,14060	25,82191	26,52168	27,24042	27,97863	28,73686	29,51562	30,31550

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2011

Internal Revenue Pay Plan
2.5 % General Increase

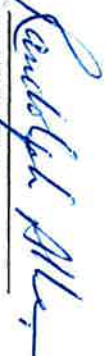
	1	2	3	4	5	6	7	8	9	10	11	12	13
IS08	35,043	36,248	37,448	38,650	39,852	41,056	42,259	43,463	44,667	45,868	47,111	48,374	49,675
34,188	1,347.80	1,394.16	1,440.31	1,486.54	1,532.77	1,579.06	1,625.33	1,671.65	1,717.96	1,764.17	1,811.98	1,860.54	1,910.59
	16,84745	17,42700	18,00384	18,58176	19,15965	19,73828	20,31661	20,89563	21,47444	22,05210	22,64971	23,25673	23,88233
IS09	38,047	39,348	40,651	41,951	43,252	44,554	45,855	47,157	48,454	49,757	51,091	52,460	53,866
37,119	1,463.35	1,513.39	1,563.48	1,613.52	1,663.54	1,713.61	1,763.65	1,813.73	1,863.61	1,913.74	1,965.03	2,017.69	2,071.77
	18,29181	18,91739	19,54356	20,16895	20,79419	21,42010	22,04556	22,67166	23,29513	23,92177	24,56287	25,22116	25,89708
IS10	41,264	42,676	44,084	45,490	46,900	48,307	49,713	51,120	52,531	53,939	55,384	56,874	58,398
40,258	1,587.09	1,641.37	1,695.54	1,749.63	1,803.86	1,857.98	1,912.05	1,966.16	2,020.42	2,074.57	2,130.17	2,187.47	2,246.10
	19,83868	20,51716	21,19423	21,87032	22,54830	23,22475	23,90059	24,57698	25,25530	25,93215	26,62713	27,34340	28,07620
IS11	44,719	46,239	47,765	49,284	50,812	52,336	53,864	55,389	56,912	58,437	59,997	61,605	63,256
43,628	1,719.95	1,778.43	1,837.12	1,895.54	1,954.30	2,012.93	2,071.70	2,130.33	2,188.92	2,247.58	2,307.59	2,369.44	2,432.94
	21,49938	22,23035	22,96396	23,69421	24,42873	25,16159	25,89631	26,62918	27,36148	28,09477	28,84490	29,61794	30,41170
IS12	46,811	48,215	49,661	51,151	52,686	54,266	55,894	57,571	59,298	61,077	62,910	64,797	66,741
45,669	1,800.41	1,854.42	1,910.06	1,967.36	2,026.38	2,087.17	2,149.79	2,214.28	2,280.71	2,349.13	2,419.60	2,492.19	2,566.96
	22,50516	23,18031	23,87572	24,59199	25,32975	26,08964	26,87233	27,67850	28,50886	29,36412	30,24505	31,15240	32,08697
IS13	51,033	52,564	54,135	55,759	57,432	59,155	60,930	62,758	64,640	66,580	68,577	70,634	72,753
49,788	1,962.80	2,021.68	2,082.13	2,144.59	2,208.93	2,275.20	2,343.45	2,413.76	2,486.17	2,560.76	2,637.58	2,716.71	2,798.21
	24,53495	25,27100	26,02660	26,80740	27,61162	28,43997	29,29317	30,17197	31,07713	32,00944	32,96972	33,95881	34,97758

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2011

Internal Revenue Pay Plan
2.5 % General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
IS08												
34,183	51,012	52,384	53,793	55,240	56,726	58,252	59,819	61,428	63,080	64,777	66,520	68,309
	1,961.98	2,014.76	2,068.96	2,124.61	2,181.76	2,240.45	2,300.72	2,362.61	2,426.16	2,491.43	2,558.45	2,627.27
	24,524.77	25,184.48	25,861.95	26,557.63	27,272.03	28,005.65	28,759.00	29,532.62	30,327.05	31,142.84	31,980.59	32,840.86
IS09												
37,119	55,310	56,792	58,314	59,877	61,481	63,129	64,821	66,558	68,342	70,173	72,054	73,985
	2,127.29	2,184.30	2,242.84	2,302.95	2,364.67	2,428.04	2,493.11	2,559.93	2,628.53	2,698.98	2,771.31	2,845.58
	26,591.13	27,303.77	28,035.51	28,786.86	29,558.35	30,350.51	31,163.91	31,999.10	32,856.67	33,737.23	34,641.39	35,569.78
IS10												
40,258	59,712	61,575	63,232	64,933	66,680	68,473	70,315	72,207	74,149	76,144	78,192	80,295
	2,296.63	2,368.29	2,432.00	2,497.42	2,564.60	2,633.58	2,704.43	2,777.18	2,851.88	2,928.60	3,007.38	3,088.28
	28,707.91	29,603.60	30,399.94	31,217.70	32,057.45	32,919.80	33,805.34	34,714.70	35,648.53	36,607.48	37,592.22	38,603.45
IS11												
43,628	64,952	66,692	68,480	70,322	72,206	74,142	76,136	78,184	80,287	82,447	84,665	86,942
	2,498.14	2,565.09	2,633.83	2,704.68	2,777.17	2,851.60	2,928.30	3,007.08	3,087.97	3,171.03	3,256.33	3,343.93
	31,226.73	32,063.61	32,922.91	33,808.54	34,714.61	35,644.96	36,603.81	37,588.45	38,599.58	39,637.91	40,704.17	41,799.11
IS12												
45,669	68,743	70,805	72,930	75,117	77,371	79,692	82,083	84,545	87,082	89,694	92,385	95,157
	2,643.97	2,723.29	2,804.98	2,889.13	2,975.81	3,065.08	3,157.03	3,251.75	3,349.30	3,449.78	3,553.27	3,659.87
	33,049.58	34,041.07	35,062.30	36,114.17	37,197.59	38,313.52	39,462.93	40,646.82	41,866.22	43,122.21	44,415.87	45,748.35
IS13												
49,788	74,936	77,184	79,500	81,885	84,341	86,871	89,477	92,162	94,927	97,774	100,708	103,729
	2,882.15	2,968.62	3,057.68	3,149.41	3,243.89	3,341.20	3,441.44	3,544.68	3,651.02	3,760.56	3,873.37	3,989.57
	36,026.91	37,107.71	38,220.94	39,367.57	40,548.60	41,765.06	43,018.01	44,308.55	45,637.81	47,006.94	48,417.15	49,869.66

Approved: 
Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 9/29/10


Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 9-28-2010


Honorable John P. Geddy, Jr.
Governor of the United States Virgin Islands
Date: 10/8/10

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2012

Internal Revenue Pay Plan
2.5 % General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
IS01	21,538	22,131	22,722	23,312	23,904	24,499	24,835	25,446	25,752	26,339	26,945	27,562	28,207
21,013	828.40	851.18	873.90	896.63	919.40	932.64	955.21	978.71	990.45	1,013.03	1,036.33	1,060.07	1,084.87
	10,354.96	10,639.73	10,923.81	11,207.83	11,492.50	11,658.00	11,940.12	12,233.85	12,380.65	12,662.93	12,954.18	13,250.83	13,560.90
IS02	23,000	23,458	24,098	24,672	24,921	25,576	26,228	26,884	27,548	28,242	28,954	29,684	30,438
22,439	884.61	902.22	926.85	948.91	958.49	983.70	1,008.78	1,034.00	1,059.54	1,086.24	1,113.62	1,141.68	1,170.68
	11,057.68	11,277.73	11,585.61	11,861.35	11,981.15	12,296.25	12,609.81	12,925.05	13,244.30	13,578.06	13,920.22	14,271.01	14,633.50
IS03	24,228	24,950	25,668	26,390	27,115	27,894	28,655	29,415	30,173	30,937	31,720	32,522	33,348
23,617	931.84	959.61	987.25	1,014.99	1,042.90	1,072.83	1,102.12	1,131.33	1,160.52	1,189.88	1,219.98	1,250.85	1,282.62
	11,648.04	11,995.15	12,340.61	12,687.38	13,036.29	13,410.43	13,776.53	14,141.61	14,506.47	14,873.48	15,249.78	15,635.60	16,032.74
IS04	26,091	26,921	27,750	28,577	29,412	30,238	31,067	31,896	32,725	33,557	34,416	35,324	36,285
25,455	1,003.51	1,035.43	1,067.32	1,099.12	1,131.22	1,163.00	1,194.87	1,226.77	1,258.67	1,290.64	1,323.68	1,358.63	1,395.58
	12,563.93	12,942.83	13,341.47	13,739.04	14,140.22	14,537.56	14,935.89	15,334.68	15,733.38	16,133.01	16,546.01	16,982.83	17,444.76
IS05	28,217	29,117	30,020	30,915	31,817	32,718	33,634	34,576	35,540	36,503	37,493	38,509	39,556
27,529	1,085.28	1,119.90	1,154.62	1,189.02	1,223.74	1,258.37	1,293.61	1,329.83	1,366.93	1,403.98	1,442.02	1,481.10	1,521.39
	13,563.97	13,998.73	14,433.69	14,862.78	15,296.78	15,729.67	16,170.11	16,622.87	17,086.65	17,549.69	18,025.29	18,513.78	19,017.35
IS06	30,519	31,499	32,485	33,502	34,554	35,604	36,654	37,703	38,751	39,797	40,876	41,983	43,121
29,775	1,173.82	1,211.50	1,249.42	1,288.53	1,328.99	1,369.39	1,409.79	1,450.11	1,490.42	1,530.66	1,572.14	1,614.75	1,658.51
	14,672.78	15,143.77	15,617.77	16,106.61	16,612.36	17,117.37	17,622.33	18,126.33	18,630.25	19,133.26	19,651.77	20,184.34	20,731.33
IS07	33,057	34,194	35,333	36,471	37,609	38,745	39,884	41,024	42,161	43,299	44,464	45,664	46,897
32,251	1,271.43	1,315.17	1,358.97	1,402.72	1,446.49	1,490.17	1,533.98	1,577.86	1,621.56	1,665.35	1,710.14	1,756.32	1,803.74
	15,892.92	16,439.64	16,987.08	17,534.06	18,081.12	18,627.17	19,174.81	19,723.21	20,269.55	20,816.82	21,376.80	21,935.97	22,546.73

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2012

Internal Revenue Pay Plan
2.5 % General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
IS01	28,858	29,528	30,216	30,920	31,640	32,377	33,129	33,891	34,687	35,495	36,322	37,169
21,013	1,109,933	1,135,683	1,162,143	1,189,222	1,216,933	1,245,293	1,274,183	1,303,483	1,334,113	1,365,203	1,397,013	1,429,563
	13,87416	14,19604	14,52680	14,86528	15,21164	15,56607	15,92720	16,29353	16,66643	17,04699	17,43620	17,83448
IS02	31,211	32,007	32,826	33,670	34,535	35,423	36,333	37,267	38,224	39,207	40,214	41,248
22,439	1,200,413	1,231,033	1,262,543	1,294,993	1,328,273	1,362,403	1,397,423	1,433,333	1,470,173	1,507,953	1,546,713	1,586,463
	15,00519	15,38782	15,78175	16,18734	16,60335	17,03006	17,46773	17,91665	18,37711	18,84940	19,33383	19,83071
IS03	34,195	35,067	35,989	36,940	37,915	38,904	39,939	40,994	42,076	43,187	44,327	45,497
23,637	1,315,203	1,348,743	1,384,213	1,420,753	1,458,263	1,496,633	1,536,123	1,576,673	1,618,303	1,661,023	1,704,873	1,749,883
	16,43997	16,85919	17,30259	17,75938	18,22822	18,70398	19,20151	19,70843	20,22873	20,76277	21,31091	21,87351
IS04	37,276	38,293	39,339	40,413	41,516	42,649	43,814	45,010	46,239	47,501	48,798	50,130
25,455	1,433,683	1,472,823	1,513,033	1,554,333	1,596,773	1,640,363	1,685,143	1,731,143	1,778,403	1,826,963	1,876,833	1,928,073
	17,92100	18,41025	18,91285	19,42917	19,95958	20,50448	21,06425	21,63931	22,23006	22,83694	23,46039	24,10086
IS05	40,628	41,733	42,864	44,026	45,223	46,453	47,717	49,015	50,348	51,717	53,124	54,569
27,539	1,562,623	1,605,123	1,648,623	1,693,303	1,739,363	1,786,673	1,835,263	1,885,183	1,936,463	1,989,133	2,043,233	2,098,813
	19,53272	20,06401	20,60775	21,16622	21,74194	22,33332	22,94078	23,56477	24,20574	24,86413	25,54044	26,23514
IS06	44,290	45,490	46,723	47,989	49,289	50,625	51,997	53,406	54,854	56,335	57,856	59,418
29,775	1,703,453	1,749,623	1,797,033	1,845,733	1,895,753	1,947,123	1,999,893	2,054,093	2,109,753	2,166,723	2,225,223	2,285,303
	21,29315	21,87020	22,46288	23,07162	23,69686	24,33905	24,99864	25,67610	26,37192	27,08396	27,81523	28,56624
IS07	48,163	49,469	50,809	52,186	53,600	55,053	56,545	58,077	59,651	61,268	62,928	64,633
32,251	1,852,443	1,902,643	1,954,203	2,007,163	2,061,553	2,117,423	2,174,803	2,233,743	2,294,283	2,356,453	2,420,313	2,485,903
	23,15549	23,78300	24,42752	25,08951	25,76943	26,46778	27,18506	27,92178	28,67846	29,45564	30,25389	31,07377

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2012

Internal Revenue Pay Plan
2.5 % General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13
IS08	35,919	37,155	38,385	39,617	40,849	42,082	43,315	44,550	45,784	47,015	48,290	49,584	50,918
IS043	1,381.50	1,429.03	1,476.33	1,523.72	1,571.11	1,618.55	1,665.98	1,713.46	1,760.92	1,808.29	1,857.29	1,907.07	1,958.37
	17,26879	17,86283	18,45409	19,04647	19,63881	20,23191	20,82470	21,41820	22,01149	22,60360	23,21616	23,83635	24,47960
IS09	38,998	40,332	41,667	43,000	44,333	45,668	47,001	48,336	49,665	51,001	52,368	53,772	55,213
IS047	1,499.93	1,551.23	1,602.57	1,653.86	1,705.12	1,756.45	1,807.74	1,859.08	1,910.20	1,961.59	2,014.16	2,068.14	2,123.56
	18,74912	19,39034	20,03216	20,67319	21,31406	21,95561	22,59672	23,23847	23,87752	24,51983	25,17696	25,85170	26,54453
IS10	42,296	43,742	45,186	46,627	48,072	49,515	50,956	52,398	53,844	55,287	56,768	58,295	59,858
IS044	1,626.75	1,682.39	1,737.91	1,793.35	1,848.94	1,904.41	1,959.83	2,015.29	2,070.91	2,126.41	2,183.40	2,242.13	2,302.22
	20,33442	21,02986	21,72385	22,41684	23,11176	23,80511	24,49784	25,19113	25,88640	26,58016	27,29251	28,02668	28,77779
IS11	45,837	47,395	48,959	50,516	52,082	53,645	55,211	56,774	58,335	59,898	61,498	63,146	64,838
IS049	1,762.96	1,822.90	1,883.06	1,942.94	2,003.17	2,063.26	2,123.51	2,183.61	2,243.66	2,303.79	2,365.30	2,428.69	2,493.78
	22,03701	22,78627	23,53821	24,28673	25,03962	25,79080	26,54390	27,29509	28,04570	28,79733	29,56622	30,33859	31,17220
IS12	47,981	49,421	50,903	52,430	54,003	55,623	57,292	59,011	60,781	62,605	64,483	66,417	68,410
IS041	1,845.43	1,900.80	1,957.82	2,016.56	2,077.05	2,139.36	2,203.54	2,269.65	2,337.74	2,407.87	2,480.11	2,554.51	2,631.15
	23,06792	23,75996	24,47276	25,20694	25,96315	26,74204	27,54430	28,37063	29,22175	30,09840	31,00136	31,93140	32,88934
IS13	52,309	53,878	55,489	57,154	58,868	60,634	62,453	64,327	66,257	68,245	70,292	72,401	74,573
IS033	2,011.88	2,072.23	2,134.19	2,198.22	2,264.17	2,332.09	2,402.05	2,474.12	2,548.34	2,624.79	2,703.53	2,784.64	2,868.18
	25,14847	25,90293	26,67743	27,47775	28,30208	29,15114	30,02568	30,92645	31,85424	32,80987	33,79416	34,80799	35,85223

United Steelworkers (USW)
IS Pay Plan
Effective October 1, 2012

Internal Revenue Pay Plan
2.5 % General Increase

	14	15	16	17	18	19	20	21	22	23	24	25
IS08	52,287	53,694	55,138	56,621	58,144	59,709	61,315	62,964	64,658	66,397	68,183	70,017
35,043	2,011.05	2,065.15	2,120.70	2,177.74	2,236.33	2,296.48	2,358.26	2,421.70	2,486.84	2,553.74	2,622.43	2,692.97
	25,13810	25,81432	26,50872	27,22181	27,95407	28,70604	29,47823	30,27119	31,08549	31,92169	32,78038	33,66217
IS09	56,692	58,212	59,772	61,374	63,018	64,707	66,441	68,222	70,050	71,928	73,855	75,835
38,047	2,180.47	2,238.91	2,298.91	2,360.52	2,423.79	2,488.74	2,555.44	2,623.93	2,694.25	2,766.45	2,840.60	2,916.72
	27,25592	27,98638	28,73641	29,50655	30,29733	31,10929	31,94302	32,79910	33,67811	34,58069	35,50745	36,45905
IS10	61,205	63,114	64,812	66,555	68,346	70,184	72,072	74,011	76,002	78,046	80,146	82,302
41,264	2,354.02	2,427.47	2,492.77	2,559.82	2,628.68	2,699.39	2,772.01	2,846.57	2,923.15	3,001.78	3,082.53	3,165.45
	29,42529	30,34336	31,15960	31,99779	32,85853	33,74243	34,65010	35,58218	36,53934	37,52225	38,53160	39,56810
IS11	66,576	68,360	70,192	72,080	74,012	75,996	78,040	80,139	82,295	84,509	86,782	89,116
44,719	2,560.61	2,629.23	2,699.70	2,772.32	2,846.62	2,922.91	3,001.53	3,082.27	3,165.19	3,250.33	3,337.76	3,427.55
	32,00762	32,86542	33,74621	34,65399	35,58271	36,53633	37,51916	38,52842	39,56484	40,62913	41,72206	42,84438
IS12	70,462	72,576	74,753	76,996	79,306	81,685	84,135	86,660	89,259	91,937	94,695	97,536
46,811	2,710.08	2,791.38	2,875.13	2,961.38	3,050.22	3,141.73	3,235.98	3,333.06	3,433.05	3,536.04	3,642.12	3,751.39
	33,87602	34,89230	35,93907	37,01724	38,12776	39,27159	40,44974	41,66323	42,91313	44,20052	45,52654	46,89233
IS13	76,810	79,114	81,488	83,932	86,450	89,044	91,715	94,466	97,300	100,219	103,226	106,323
51,033	2,954.22	3,042.85	3,134.14	3,228.16	3,325.00	3,424.75	3,527.50	3,633.32	3,742.32	3,854.59	3,970.23	4,089.34
	36,92780	38,03563	39,17670	40,35200	41,56256	42,80944	44,09372	45,41653	46,77903	48,18240	49,62787	51,11671

Approved:

Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 7/29/10


Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 7/28-2010


Honorable John F. McDonough, Jr.
Governor of the United States Virgin Islands
Date: 7/23/10

United Steelworkers(USW)
(LPN/RN) SS Pay Plan
Effective October 1, 2009

Human Services Nurses
New Pay Plan

YEARS OF EXPERIENCE - LPN									
0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	25
34,000	35,020	36,071	37,153	38,267	39,415	40,598	41,816	43,070	49,930
1,307.69	1,346.92	1,387.33	1,428.95	1,471.82	1,515.97	1,561.45	1,608.30	1,656.55	1,920.39
16,346.15	16,836.54	17,341.63	17,861.88	18,397.74	18,949.67	19,518.16	20,103.71	20,706.82	24,004.88

YEARS OF EXPERIENCE - RN									
0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	25
48,000	49,440	50,923	52,451	54,024	55,645	57,315	59,034	60,805	70,490
1,846.15	1,901.54	1,958.58	2,017.34	2,077.86	2,140.20	2,204.40	2,270.54	2,338.65	2,711.14
23,076.92	23,769.23	24,482.31	25,216.78	25,973.28	26,752.48	27,555.05	28,381.70	29,233.16	33,889.24

Approved:

Valdemar A. Hill, Jr.
Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 9/29/10

Randolph Allen
Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 9-28-2010

John B. deJongh, Jr.
Honorable John B. deJongh, Jr.
Governor of the United States Virgin Islands
Date: 10/23/10

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2009

US Pay Plan
\$20,000 Minimum Hiring Rate

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US05	20,000	20,578	21,158	21,607	22,138	22,721	23,391	24,121	24,825	25,525	26,232	26,933	27,676	28,415	29,156
16,538	769.23	791.46	813.78	831.03	851.48	873.87	899.65	927.72	954.81	981.73	1,008.93	1,035.87	1,064.46	1,092.88	1,121.40
	9,61538	9,89327	10,17226	10,38791	10,64345	10,92338	11,24562	11,59648	11,93510	12,27167	12,61159	12,94832	13,30569	13,66096	14,01751
US06	20,371	20,945	21,390	21,916	22,492	23,111	23,834	24,575	25,317	26,062	26,807	27,593	28,376	29,159	29,944
16,909	783.50	805.59	822.67	842.91	865.08	888.87	916.69	945.20	973.75	1,002.37	1,031.04	1,061.25	1,091.39	1,121.51	1,151.68
	9,79375	10,06993	10,28342	10,53639	10,81350	11,11087	11,43584	11,81500	12,17181	12,52966	12,88801	13,26563	13,64238	14,01891	14,39601
US07	20,744	21,184	21,705	22,287	22,891	23,511	24,296	25,074	25,856	26,647	27,473	28,297	29,124	29,948	30,771
17,282	797.85	814.76	834.80	857.18	880.41	904.26	934.47	964.37	994.46	1,024.89	1,056.66	1,088.36	1,120.14	1,151.84	1,183.52
	9,97308	10,18451	10,43505	10,71470	11,00507	11,30331	11,68084	12,05463	12,43073	12,81111	13,20826	13,60450	14,00176	14,39801	14,79395
US08	20,945	21,513	22,164	22,818	23,391	24,128	24,900	25,729	26,560	27,431	28,295	29,167	30,033	30,901	31,766
17,483	805.58	827.41	852.48	877.63	899.66	927.99	957.69	989.58	1,021.54	1,055.05	1,088.29	1,121.80	1,155.12	1,188.51	1,221.78
	10,06971	10,34260	10,65598	10,97033	11,24569	11,59993	11,97113	12,36976	12,76931	13,18814	13,60357	14,02256	14,43903	14,85631	15,27229
US09	21,319	22,436	23,098	23,678	24,424	25,161	25,997	26,883	27,767	28,648	29,527	30,410	31,286	32,165	33,046
17,857	819.96	862.93	888.38	910.68	939.37	967.74	999.87	1,033.96	1,067.98	1,101.83	1,135.66	1,169.62	1,203.30	1,237.11	1,271.01
	10,24952	10,78659	11,10480	11,38353	11,74211	12,09672	12,49833	12,92453	13,34974	13,77293	14,19576	14,62021	15,04127	15,46393	15,88765
US10	21,749	22,391	22,953	23,676	24,391	25,110	26,017	26,961	27,864	28,764	29,665	30,566	31,468	32,371	33,271
18,287	836.50	861.18	882.79	910.60	938.10	965.77	1,000.64	1,036.96	1,071.70	1,106.32	1,140.94	1,175.63	1,210.31	1,245.05	1,279.66
	10,45625	10,76471	11,03490	11,38250	11,72625	12,07218	12,50798	12,96202	13,39625	13,82895	14,26180	14,69536	15,12887	15,56307	15,99572
US11	22,180	22,737	23,453	24,161	24,874	25,727	26,803	27,883	28,965	30,042	31,124	32,203	33,279	34,391	35,526
18,718	853.08	874.49	902.04	929.28	956.69	989.51	1,030.87	1,072.41	1,114.02	1,155.46	1,197.06	1,238.60	1,279.97	1,322.72	1,366.37
	10,66346	10,93111	11,27544	11,61596	11,95863	12,36882	12,88583	13,40513	13,92525	14,44327	14,96323	15,48245	15,99956	16,53395	17,07957
US12	22,411	23,162	23,956	24,754	25,603	26,578	27,703	28,825	29,940	31,063	32,184	33,304	34,450	35,645	36,843
18,949	861.96	890.84	921.39	952.08	984.73	1,022.25	1,065.49	1,108.64	1,151.55	1,194.73	1,237.86	1,280.94	1,325.00	1,370.98	1,417.05
	10,77452	11,13547	11,51741	11,90094	12,30914	12,77812	13,31864	13,85804	14,39435	14,93414	15,47326	16,01173	16,56253	17,13725	17,71306
US13	22,922	23,708	24,498	25,338	26,303	27,319	28,474	29,630	30,833	32,033	33,240	34,484	35,773	37,057	38,347
19,460	881.62	911.85	942.22	974.54	1,011.67	1,050.72	1,095.16	1,139.63	1,185.90	1,232.03	1,278.47	1,326.29	1,375.89	1,425.29	1,474.89
	11,02019	11,39818	11,77774	12,18172	12,64584	13,13397	13,68954	14,24534	14,82370	15,40034	15,98093	16,57862	17,19866	17,81609	18,43609

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2009

US Pay Plan
\$20,000 Minimum Hiring Rate

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US05	29,917	30,698	31,499	32,325	33,175	34,047	34,943	35,876	36,859	37,869	38,906	39,972	41,068	42,193	43,349
16,538	1,150.67	1,180.70	1,211.52	1,243.26	1,275.96	1,309.52	1,343.96	1,379.84	1,417.65	1,456.49	1,496.40	1,537.40	1,579.52	1,622.80	1,667.27
	14,38336	14,75877	15,14397	15,54075	15,94947	16,36894	16,79944	17,24799	17,72058	18,20613	18,70497	19,21749	19,74405	20,28504	20,84085
US06	30,752	31,582	32,438	33,321	34,227	35,161	36,156	37,209	38,299	39,421	40,576	41,765	42,989	44,248	45,545
16,909	1,182.78	1,214.71	1,247.63	1,281.57	1,316.42	1,352.36	1,390.63	1,431.10	1,473.03	1,516.19	1,560.62	1,606.34	1,653.41	1,701.85	1,751.72
	14,78471	15,18389	15,59538	16,01957	16,45530	16,90453	17,38293	17,88877	18,41292	18,95241	19,50772	20,07930	20,66762	21,27318	21,89649
US07	31,618	32,487	33,387	34,312	35,279	36,306	37,388	38,502	39,650	40,831	42,048	43,301	44,591	45,920	47,288
17,282	1,216.06	1,249.50	1,284.12	1,319.69	1,356.90	1,396.39	1,438.00	1,480.85	1,524.98	1,570.43	1,617.22	1,665.42	1,715.05	1,766.15	1,818.79
	15,20078	15,61881	16,05145	16,49607	16,96126	17,45483	17,97499	18,51064	19,06226	19,63032	20,21530	20,81771	21,43808	22,07694	22,73483
US08	32,662	33,583	34,534	35,542	36,612	37,721	38,868	40,050	41,267	42,517	43,806	45,133	46,501	47,909	49,361
17,483	1,256.24	1,291.66	1,328.22	1,367.00	1,408.15	1,450.82	1,494.92	1,540.37	1,587.19	1,635.28	1,684.83	1,735.88	1,788.48	1,842.67	1,898.51
	15,70297	16,14579	16,60272	17,08752	17,60185	18,13519	18,68650	19,25457	19,83991	20,44106	21,06042	21,69855	22,35602	23,03341	23,73132
US09	33,955	34,889	35,876	36,924	38,017	39,142	40,297	41,489	42,718	43,982	45,284	46,624	48,004	49,425	50,888
17,857	1,305.96	1,341.88	1,379.85	1,420.15	1,462.18	1,505.46	1,549.87	1,595.75	1,642.98	1,691.62	1,741.69	1,793.24	1,846.32	1,900.97	1,957.24
	16,32456	16,77348	17,24817	17,75182	18,27727	18,81828	19,37342	19,94687	20,53730	21,14520	21,77110	22,41552	23,07902	23,76216	24,46552
US10	34,206	35,195	36,247	37,331	38,443	39,593	40,776	41,996	43,251	44,544	45,876	47,248	48,661	50,116	51,614
18,287	1,315.62	1,353.64	1,394.11	1,435.80	1,478.58	1,522.79	1,568.32	1,615.22	1,663.51	1,713.25	1,764.48	1,817.23	1,871.57	1,927.53	1,985.16
	16,44520	16,92047	17,42639	17,94744	18,48227	19,03489	19,60404	20,19020	20,79388	21,41562	22,05595	22,71542	23,39461	24,09411	24,81452
US11	36,719	37,953	39,228	40,546	41,909	43,317	44,772	46,276	47,831	49,438	51,100	52,817	54,591	56,425	58,321
18,718	1,412.28	1,459.73	1,508.77	1,559.47	1,611.87	1,666.03	1,722.01	1,779.86	1,839.67	1,901.48	1,965.37	2,031.41	2,099.66	2,170.21	2,243.13
	17,65344	18,24660	18,85969	19,49337	20,14835	20,82533	21,52506	22,24831	22,99585	23,76851	24,56713	25,39259	26,24578	27,12764	28,03912
US12	38,081	39,364	40,691	42,058	43,459	44,941	46,451	48,016	49,634	51,302	53,026	54,807	56,649	58,552	60,520
18,949	1,464.66	1,514.02	1,565.04	1,617.62	1,671.49	1,728.49	1,786.57	1,846.77	1,909.01	1,973.15	2,039.45	2,107.98	2,178.80	2,252.01	2,327.68
	18,30822	18,92521	19,56299	20,22030	20,89364	21,60611	22,33208	23,08467	23,86262	24,66441	25,49313	26,34970	27,23505	28,15015	29,09599
US13	39,678	41,058	42,487	43,966	45,492	47,075	48,708	50,403	52,157	53,972	55,850	57,794	59,805	61,887	64,040
19,460	1,526.07	1,579.17	1,634.13	1,691.00	1,749.67	1,810.56	1,873.39	1,938.58	2,006.05	2,075.86	2,148.10	2,222.85	2,300.20	2,380.25	2,463.08
	19,07582	19,73966	20,42660	21,13745	21,87092	22,63203	23,41736	24,23228	25,07556	25,94819	26,85119	27,78561	28,75255	29,75314	30,78855

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2009

US Pay Plan
\$20,000 Minimum Hiring Rate

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US14	23,464	24,245	25,077	26,032	27,037	28,092	29,280	30,519	31,751	32,987	34,273	35,593	36,913	38,235	39,554
20,002	902.46	932.51	964.50	1,001.25	1,039.89	1,080.45	1,126.15	1,173.79	1,221.21	1,268.72	1,318.20	1,368.95	1,419.73	1,470.56	1,521.29
	11.28077	11.65642	12.05623	12.51558	12.99868	13.50563	14.07691	14.67237	15.26513	15.85894	16.47744	17.11183	17.74667	18.38201	19.01618
US15	24,007	24,667	25,607	26,595	27,633	28,713	29,971	31,230	32,588	34,002	35,447	36,894	38,340	39,785	41,233
20,545	923.35	948.74	984.89	1,022.90	1,062.79	1,104.35	1,152.72	1,201.13	1,253.38	1,307.78	1,363.36	1,418.99	1,474.61	1,530.20	1,585.90
	11.54183	11.85923	12.31106	12.78627	13.28494	13.80438	14.40901	15.01419	15.66730	16.34726	17.04202	17.73734	18.43264	19.12755	19.82379
US16	24,368	25,304	26,432	27,556	28,724	29,893	31,155	32,416	33,778	35,173	36,573	37,970	39,371	40,765	42,167
20,906	937.23	973.22	1,016.63	1,059.83	1,104.77	1,149.73	1,198.25	1,246.78	1,299.15	1,352.80	1,406.64	1,460.38	1,514.26	1,567.87	1,621.80
	11.71538	12.16526	12.70783	13.24791	13.80962	14.37167	14.97816	15.58477	16.23933	16.91002	17.58303	18.25471	18.92831	19.59837	20.27255
US17	25,029	26,145	27,256	28,412	29,569	30,816	31,836	32,938	34,081	35,223	36,367	37,513	38,657	39,805	40,951
21,567	962.65	1,005.59	1,048.33	1,092.77	1,137.25	1,185.24	1,224.47	1,266.84	1,310.80	1,354.71	1,398.74	1,442.80	1,486.81	1,530.96	1,575.06
	12.03317	12.56985	13.10407	13.65968	14.21563	14.81553	15.30593	15.83551	16.38500	16.93390	17.48425	18.03501	18.58508	19.13705	19.68820
US18	25,826	26,924	28,065	29,207	30,440	31,609	33,234	34,693	36,111	37,527	38,946	40,363	41,780	43,196	44,613
22,364	993.31	1,035.52	1,079.43	1,123.36	1,170.77	1,215.73	1,278.21	1,334.33	1,388.90	1,443.35	1,497.90	1,552.43	1,606.92	1,661.39	1,715.89
	12.41635	12.94404	13.49287	14.04203	14.63460	15.19657	15.97767	16.67909	17.36127	18.04183	18.72381	19.40536	20.08649	20.76742	21.44859
US19	26,743	27,700	28,828	30,001	31,306	32,762	34,246	35,784	37,315	38,849	40,383	41,918	43,448	44,977	46,511
23,281	1,028.58	1,065.40	1,108.76	1,153.89	1,204.08	1,260.07	1,317.15	1,376.29	1,435.20	1,494.19	1,553.21	1,612.23	1,671.07	1,729.90	1,788.89
	12.85721	13.31750	13.85952	14.42360	15.05103	15.75090	16.46442	17.20367	17.93999	18.67732	19.41508	20.15285	20.88843	21.62370	22.36107
US20	27,922	29,031	30,276	31,632	33,094	34,649	36,295	37,896	39,548	41,197	42,845	44,494	46,145	47,774	49,341
24,460	1,073.92	1,116.56	1,164.46	1,216.63	1,272.83	1,332.66	1,395.96	1,457.52	1,521.07	1,584.50	1,647.88	1,711.32	1,774.81	1,837.46	1,897.73
	13.42404	13.95697	14.55573	15.20782	15.91042	16.65821	17.44948	18.21900	19.01335	19.80621	20.59846	21.39150	22.18512	22.96826	23.72161
US21	29,289	30,563	31,981	33,468	35,045	36,709	38,424	40,176	41,871	43,563	45,253	46,932	48,537	50,110	51,743
25,827	1,126.50	1,175.50	1,230.05	1,287.24	1,347.87	1,411.90	1,477.83	1,545.22	1,610.43	1,675.49	1,740.50	1,805.07	1,866.81	1,927.29	1,990.12
	14.08125	14.69378	15.37558	16.09054	16.84840	17.64870	18.47290	19.31526	20.13037	20.94363	21.75625	22.56340	23.33507	24.09113	24.87650
US22	30,848	32,310	33,816	35,412	37,094	38,871	40,997	43,125	45,212	47,224	49,198	51,176	53,151	55,128	57,102
27,386	1,186.46	1,242.70	1,300.61	1,362.00	1,426.69	1,495.03	1,576.81	1,658.65	1,738.93	1,816.31	1,892.23	1,968.30	2,044.27	2,120.32	2,196.23
	14.83077	15.53375	16.25762	17.02498	17.83367	18.68790	19.71013	20.73308	21.73656	22.70384	23.65286	24.60371	25.55341	26.50400	27.45284

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2009

US Pay Plan
\$20,000 Minimum Hiring Rate

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US14	40,922	42,338	43,803	45,319	46,887	48,509	50,187	51,924	53,720	55,579	57,502	59,492	61,550	63,680	65,883
20,002	1,573.93	1,628.39	1,684.73	1,743.02	1,803.33	1,865.73	1,930.28	1,997.07	2,066.17	2,137.66	2,211.62	2,288.14	2,367.31	2,449.22	2,533.96
	19,67414	20,35487	21,05915	21,78779	22,54165	23,32159	24,12852	24,96337	25,82710	26,72072	27,64525	28,60178	29,59140	30,61526	31,674552
US15	42,730	44,290	45,902	47,573	49,305	51,099	52,959	54,887	56,879	58,950	61,096	63,319	65,624	68,013	70,489
20,545	1,643.47	1,703.46	1,765.46	1,829.73	1,896.33	1,965.36	2,036.89	2,111.04	2,187.67	2,267.30	2,349.83	2,435.36	2,524.01	2,615.88	2,711.10
	20,54340	21,29323	22,06831	22,87159	23,70412	24,56695	25,46119	26,38797	27,34586	28,34125	29,37287	30,44204	31,55013	32,69855	33,88878
US16	43,613	45,109	46,656	48,257	49,912	51,624	53,395	55,226	57,120	59,080	61,106	63,202	65,370	67,612	69,931
20,906	1,677.43	1,734.97	1,794.48	1,856.03	1,919.69	1,985.53	2,053.64	2,124.08	2,196.93	2,272.29	2,350.23	2,430.84	2,514.22	2,600.46	2,689.65
	20,96790	21,68710	22,43097	23,20035	23,99612	24,81919	25,67048	26,55098	27,46168	28,40362	29,37786	30,38552	31,42774	32,50572	33,62066
US17	42,131	43,348	44,597	45,881	47,203	48,562	49,961	51,400	52,880	54,403	55,970	57,582	59,240	60,946	62,701
21,567	1,620.42	1,667.25	1,715.26	1,764.66	1,815.49	1,867.77	1,921.56	1,976.91	2,033.84	2,092.41	2,152.68	2,214.67	2,278.46	2,344.08	2,411.58
	20,25522	20,84060	21,44080	22,05830	22,69358	23,34715	24,01955	24,71131	25,42300	26,15518	26,90845	27,68342	28,48070	29,30094	30,14481
US18	46,081	47,592	49,153	50,766	52,431	54,150	55,927	57,761	59,655	61,612	63,633	65,720	67,876	70,102	72,401
22,364	1,772.34	1,830.47	1,890.51	1,952.52	2,016.56	2,082.71	2,151.02	2,221.57	2,294.44	2,369.70	2,447.42	2,527.70	2,610.61	2,696.24	2,784.67
	22,15425	22,88091	23,63140	24,40651	25,20704	26,03384	26,88775	27,76966	28,68051	29,62123	30,59281	31,59625	32,63261	33,70296	34,80841
US19	48,097	49,742	51,443	53,203	55,022	56,904	58,850	60,863	62,944	65,097	67,323	69,626	72,007	74,469	77,016
23,281	1,849.89	1,913.15	1,978.58	2,046.25	2,116.23	2,188.61	2,263.46	2,340.87	2,420.93	2,503.72	2,589.35	2,677.90	2,769.49	2,864.20	2,962.16
	23,12358	23,91441	24,73228	25,57813	26,45290	27,35759	28,29322	29,26085	30,26157	31,29651	32,36685	33,47380	34,61860	35,80256	37,02701
US20	50,959	52,636	54,362	56,145	57,987	59,889	61,853	63,882	65,977	68,142	70,377	72,685	75,069	77,531	80,074
24,460	1,959.97	2,024.46	2,090.86	2,159.44	2,230.27	2,303.42	2,378.98	2,457.01	2,537.60	2,620.83	2,706.79	2,795.57	2,887.27	2,981.97	3,079.78
	24,49968	25,30572	26,13575	26,99300	27,87837	28,79278	29,73719	30,71257	31,71994	32,76035	33,83489	34,94468	36,09086	37,27464	38,49725
US21	53,399	55,108	56,871	58,691	60,569	62,507	64,508	66,572	68,702	70,901	73,169	75,511	77,927	80,421	82,994
25,827	2,053.80	2,119.53	2,187.35	2,257.35	2,329.58	2,404.13	2,481.06	2,560.45	2,642.39	2,726.94	2,814.21	2,904.26	2,997.20	3,093.11	3,192.09
	25,67255	26,49407	27,34188	28,21682	29,11976	30,05159	31,01324	32,00566	33,02984	34,08680	35,17758	36,30326	37,46496	38,66384	39,90109
US22	59,152	61,270	63,463	65,735	68,088	70,526	73,051	75,666	78,375	81,180	84,087	87,097	90,215	93,445	96,790
27,386	2,275.07	2,356.52	2,440.88	2,528.27	2,618.78	2,712.53	2,809.64	2,910.22	3,014.41	3,122.33	3,234.11	3,349.89	3,469.81	3,594.03	3,722.70
	28,43840	29,45649	30,51103	31,60333	32,73473	33,90663	35,12049	36,37780	37,68013	39,02908	40,42632	41,87358	43,37265	44,92539	46,53372

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2009

US Pay Plan
\$20,000 Minimum Hiring Rate

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US23	32,621	34,148	35,715	37,462	39,248	41,124	43,086	45,003	46,750	48,484	50,220	51,952	53,693	55,432	57,167
29,139	1,254.65	1,313.37	1,373.66	1,440.83	1,509.55	1,581.71	1,657.16	1,730.90	1,798.06	1,864.77	1,931.53	1,998.17	2,065.10	2,132.01	2,198.75
	15,68317	16,41715	17,17069	18,01034	18,86943	19,77139	20,71449	21,63628	22,47577	23,30962	24,14410	24,97708	25,81381	26,65018	27,48433
US24	34,562	36,190	37,909	39,710	41,600	43,530	45,454	47,318	49,196	51,066	52,940	54,814	56,683	58,559	60,427
31,100	1,329.31	1,391.92	1,458.03	1,527.29	1,599.99	1,674.23	1,748.23	1,819.91	1,892.16	1,964.06	2,036.14	2,108.22	2,180.11	2,252.27	2,324.12
	16,61635	17,39898	18,22543	19,09114	19,99987	20,92787	21,85288	22,74885	23,65198	24,55075	25,45176	26,35276	27,25139	28,15341	29,05150
US25	36,638	38,635	40,466	42,380	44,325	46,320	48,122	50,119	51,963	53,803	55,643	57,485	59,324	61,163	63,004
33,176	1,409.15	1,485.95	1,556.39	1,630.00	1,704.82	1,781.54	1,850.84	1,927.65	1,998.59	2,069.34	2,140.11	2,210.95	2,281.70	2,352.43	2,423.24
	17,61442	18,57441	19,45484	20,37505	21,31026	22,26923	23,13550	24,09562	24,98234	25,86672	26,75136	27,63683	28,52121	29,40536	30,29047
US26	38,602	40,455	42,377	44,250	46,152	48,054	49,937	52,055	54,033	56,016	57,999	59,977	61,956	63,938	65,921
35,140	1,484.69	1,555.96	1,629.87	1,701.91	1,775.09	1,848.22	1,920.67	2,002.11	2,078.19	2,154.46	2,230.73	2,306.79	2,382.92	2,459.17	2,535.40
	18,55865	19,44947	20,37332	21,27382	22,18859	23,10276	24,00839	25,02635	25,97735	26,93072	27,88407	28,83491	29,78646	30,73963	31,69256
US27	41,033	43,257	45,095	46,674	48,704	50,818	53,084	55,314	57,543	59,770	61,999	64,231	66,460	68,687	70,912
37,571	1,578.19	1,663.73	1,734.44	1,795.14	1,873.23	1,954.53	2,041.70	2,127.45	2,213.19	2,298.84	2,384.59	2,470.43	2,556.16	2,641.79	2,727.38
	19,72740	20,79663	21,68049	22,43930	23,41541	24,43164	25,52129	26,59319	27,66489	28,73552	29,80736	30,88042	31,95197	33,02237	34,09229
US28	44,011	44,935	47,901	50,018	52,219	54,527	56,959	59,385	61,814	64,237	66,666	69,092	71,517	73,949	76,374
40,549	1,692.73	1,728.28	1,842.34	1,923.78	2,008.42	2,097.19	2,190.73	2,284.05	2,377.47	2,470.67	2,564.06	2,657.39	2,750.67	2,844.19	2,937.48
	21,159135	21,603476	23,029306	24,047201	25,105278	26,214931	27,384117	28,550681	29,718404	30,883365	32,050756	33,217404	34,383335	35,552368	36,718486
US29	47,207	49,261	51,428	53,783	56,107	58,620	61,247	63,868	66,531	69,192	71,856	74,515	77,175	79,838	82,496
43,745	1,815.65	1,894.63	1,978.00	2,068.59	2,157.95	2,254.63	2,355.64	2,456.46	2,558.89	2,661.25	2,763.71	2,865.96	2,968.28	3,070.69	3,172.94
	22,69567	23,68293	24,72498	25,85739	26,97443	28,18288	29,44547	30,70574	31,98617	33,26562	34,54634	35,82456	37,10350	38,38357	39,66174
US30	50,725	52,942	55,308	57,825	60,456	63,164	66,057	68,911	71,764	74,620	77,470	80,329	83,189	86,042	88,899
47,263	1,950.96	2,036.22	2,127.24	2,224.03	2,325.22	2,429.39	2,540.66	2,650.41	2,760.14	2,869.99	2,979.63	3,089.57	3,199.56	3,309.31	3,419.18
	24,38702	25,45273	26,59047	27,80034	29,06525	30,36737	31,75820	33,13015	34,50174	35,87491	37,24533	38,61969	39,99455	41,36636	42,73972

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2009

US Pay Plan
\$20,000 Minimum Hiring Rate

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US23	58,534	60,805	62,708	64,671	66,695	68,789	70,942	73,163	75,453	77,814	80,250	82,762	85,352	88,024	90,779
29,159	2,251,30	2,338,65	2,411,85	2,487,34	2,565,19	2,645,74	2,728,55	2,813,95	2,902,03	2,992,86	3,086,54	3,183,15	3,282,78	3,385,53	3,491,50
	28,14120	29,23308	30,14808	31,09171	32,06488	33,07172	34,10686	35,17441	36,27537	37,41079	38,58174	39,78935	41,03476	42,31915	43,64374
US24	62,361	64,356	66,416	68,541	70,734	72,998	75,334	77,744	80,232	82,800	85,449	88,184	91,006	93,918	96,923
31,100	2,398,49	2,475,24	2,554,45	2,636,19	2,720,55	2,807,61	2,897,45	2,990,17	3,085,86	3,184,60	3,286,51	3,391,68	3,500,21	3,612,22	3,727,81
	29,98115	30,94054	31,93064	32,95242	34,00690	35,09512	36,21816	37,37715	38,57321	39,80756	41,08140	42,39600	43,75268	45,15276	46,59765
US25	64,894	66,848	68,860	70,932	73,067	75,267	77,532	79,866	82,270	84,746	87,297	89,925	92,632	95,420	98,292
33,176	2,495,93	2,571,06	2,648,45	2,728,17	2,810,29	2,894,88	2,982,01	3,071,77	3,164,23	3,259,47	3,357,59	3,458,65	3,562,75	3,669,99	3,780,46
	31,19918	32,13827	33,10564	34,10212	35,12859	36,18596	37,27516	38,39714	39,55289	40,74344	41,96981	43,23311	44,53442	45,87491	47,25574
US26	67,964	70,071	72,243	74,483	76,792	79,172	81,627	84,157	86,766	89,456	92,229	95,088	98,035	101,075	104,208
35,140	2,614,00	2,695,04	2,778,58	2,864,72	2,953,52	3,045,08	3,139,48	3,236,81	3,337,15	3,440,60	3,547,26	3,657,22	3,770,60	3,887,48	4,008,00
	32,67503	33,68796	34,73228	35,80898	36,91906	38,06355	39,24352	40,46007	41,71433	43,00748	44,34071	45,71527	47,13244	48,59355	50,09995
US27	73,217	75,596	78,053	80,582	83,193	85,888	88,671	91,544	94,510	97,572	100,733	103,997	107,367	110,845	114,437
37,571	2,816,02	2,907,54	3,002,04	3,099,31	3,199,72	3,303,39	3,410,42	3,520,92	3,635,00	3,752,77	3,874,36	3,999,89	4,129,49	4,263,28	4,401,41
	35,20029	36,34430	37,52549	38,74131	39,99653	41,29242	42,63030	44,01152	45,43749	46,90966	48,42954	49,99865	51,61861	53,29105	55,01768
US28	78,880	81,467	84,139	86,899	89,749	92,693	95,733	98,873	102,116	105,465	108,925	112,497	116,187	119,998	123,934
40,549	3,033,83	3,133,34	3,236,11	3,342,26	3,451,88	3,565,10	3,682,04	3,802,81	3,927,54	4,056,37	4,189,41	4,326,83	4,468,75	4,615,32	4,766,70
	37,922852	39,166721	40,451390	41,778195	43,148520	44,563792	46,025484	47,535120	49,094272	50,704564	52,367674	54,085333	55,859332	57,691519	59,583800
US29	85,244	88,082	91,015	94,046	97,178	100,414	103,758	107,213	110,783	114,472	118,284	122,223	126,293	130,498	134,844
43,745	3,278,60	3,387,78	3,500,59	3,617,16	3,737,61	3,862,07	3,990,68	4,123,57	4,260,88	4,402,77	4,549,38	4,700,88	4,857,42	5,019,17	5,186,31
	40,98247	42,34719	43,75735	45,21447	46,72011	48,27589	49,88348	51,54460	53,26104	55,03463	56,86728	58,76096	60,71770	62,73960	64,82883
US30	91,850	94,899	98,041	101,296	104,659	108,133	111,723	115,421	119,253	123,213	127,303	131,530	135,896	140,408	145,070
47,263	3,532,69	3,649,98	3,770,79	3,895,98	4,025,33	4,158,97	4,297,05	4,439,28	4,586,67	4,738,94	4,896,28	5,058,83	5,226,79	5,400,32	5,579,61
	44,15868	45,62475	47,13493	48,69981	50,31664	51,98716	53,71313	55,49103	57,33334	59,23680	61,20346	63,23542	65,33483	67,50395	69,74508

Approved:

[Signature]
Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 11-24-10

Randolph Allen

United Steelworkers of America
Chief Negotiator
Date: 11-28-2010

[Signature]
Honorable John J. Sedgough, Jr.
Governor of the United States Virgin Islands
Date: 10-23-10

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2010

US Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US05	20,500	21,092	21,687	22,147	22,692	23,289	23,976	24,724	25,446	26,163	26,888	27,606	28,368	29,125	29,885
20,000	788.46	811.25	834.13	851.81	872.76	895.72	922.14	950.91	978.68	1,006.28	1,034.15	1,061.76	1,091.07	1,120.20	1,149.44
	9,85577	10,14060	10,42657	10,64761	10,90954	11,19646	11,52676	11,88639	12,23347	12,57846	12,92688	13,27203	13,63834	14,00248	14,36795
US06	20,880	21,469	21,924	22,464	23,054	23,688	24,430	25,190	25,950	26,713	27,477	28,282	29,086	29,888	30,692
20,371	803.09	825.73	843.24	863.98	886.71	911.09	939.61	968.83	998.09	1,027.43	1,056.82	1,087.78	1,118.67	1,149.55	1,180.47
	10,03859	10,32168	10,54050	10,79980	11,08383	11,38864	11,74510	12,11038	12,47611	12,84291	13,21021	13,59727	13,98344	14,36938	14,75591
US07	21,263	21,713	22,248	22,844	23,463	24,099	24,904	25,700	26,502	27,313	28,160	29,005	29,852	30,697	31,541
20,744	817.79	835.13	855.67	878.61	902.42	926.87	957.83	988.48	1,019.32	1,050.51	1,083.08	1,115.57	1,148.14	1,180.64	1,213.10
	10,22240	10,43912	10,69592	10,98257	11,28020	11,58589	11,97286	12,35599	12,74150	13,13139	13,53846	13,94462	14,35180	14,75796	15,16380
US08	21,469	22,050	22,719	23,389	23,976	24,731	25,522	26,372	27,224	28,117	29,003	29,896	30,784	31,674	32,561
20,945	825.72	848.09	873.79	899.57	922.15	951.19	981.63	1,014.32	1,047.08	1,081.43	1,115.49	1,149.85	1,184.00	1,218.22	1,252.33
	10,32145	10,60117	10,92238	11,24459	11,52683	11,88993	12,27040	12,67901	13,08854	13,51784	13,94366	14,37312	14,80000	15,22772	15,65410
US09	21,852	22,997	23,675	24,270	25,034	25,790	26,646	27,555	28,462	29,364	30,265	31,170	32,068	32,969	33,872
21,319	840.46	884.50	910.59	933.45	962.85	991.93	1,024.86	1,059.81	1,094.68	1,129.38	1,164.05	1,198.86	1,233.38	1,268.04	1,302.79
	10,50576	11,05626	11,38242	11,66812	12,03566	12,39914	12,81079	13,24764	13,68349	14,11725	14,55065	14,98572	15,41731	15,85053	16,28484
US10	22,293	22,950	23,526	24,267	25,000	25,738	26,667	27,635	28,561	29,483	30,406	31,330	32,255	33,180	34,103
21,749	857.41	882.71	904.86	933.37	961.55	989.92	1,025.65	1,062.89	1,098.49	1,133.97	1,169.47	1,205.02	1,240.57	1,276.17	1,311.65
	10,71766	11,03383	11,31078	11,66707	12,01941	12,37398	12,82068	13,28608	13,73116	14,17468	14,61834	15,06274	15,50709	15,95214	16,39561
US11	22,735	23,305	24,039	24,765	25,496	26,370	27,473	28,580	29,689	30,793	31,902	33,009	34,111	35,250	36,414
22,180	874.40	896.35	924.59	952.51	980.61	1,014.24	1,056.64	1,099.22	1,141.87	1,184.35	1,226.98	1,269.56	1,311.96	1,355.78	1,400.52
	10,93005	11,20439	11,55733	11,90636	12,25760	12,67804	13,20798	13,74026	14,27338	14,80435	15,33731	15,86951	16,39955	16,94730	17,50656
US12	22,971	23,741	24,555	25,373	26,243	27,243	28,395	29,545	30,689	31,840	32,989	34,137	35,311	36,537	37,764
22,411	883.51	913.11	944.43	975.88	1,009.35	1,047.81	1,092.13	1,136.36	1,180.34	1,224.60	1,268.81	1,312.96	1,358.13	1,405.25	1,452.47
	11,04388	11,41385	11,80335	12,19847	12,61687	13,09758	13,65160	14,20449	14,75421	15,30749	15,86009	16,41202	16,97659	17,56568	18,15589
US13	23,495	24,301	25,110	25,971	26,961	28,002	29,186	30,371	31,604	32,834	34,071	35,346	36,668	37,984	39,306
22,922	903.66	934.65	965.78	998.90	1,036.96	1,076.99	1,122.54	1,168.12	1,215.54	1,262.83	1,310.44	1,359.45	1,410.29	1,460.92	1,511.76
	11,29570	11,68314	12,07219	12,48626	12,96199	13,46232	14,03178	14,60147	15,19429	15,78535	16,38046	16,99308	17,62863	18,26149	18,89699

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2010

US Pay Plan
2.5% General Increase

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US05	30,665	31,466	32,287	33,133	34,004	34,899	35,816	36,773	37,780	38,815	39,879	40,972	42,094	43,248	44,433
20,000	1,179.44	1,210.22	1,241.81	1,274.34	1,307.86	1,342.25	1,377.55	1,414.33	1,453.09	1,492.90	1,533.81	1,575.83	1,619.01	1,663.37	1,708.95
	14,74295	15,12774	15,52257	15,92927	16,34821	16,77816	17,21943	17,67919	18,16360	18,66128	19,17260	19,69793	20,23765	20,79216	21,36187
US06	31,521	32,372	33,249	34,154	35,083	36,040	37,060	38,139	39,256	40,407	41,590	42,809	44,063	45,354	46,683
20,171	1,212.35	1,245.08	1,278.82	1,313.60	1,349.33	1,386.17	1,425.40	1,466.88	1,509.86	1,554.10	1,599.63	1,646.50	1,694.74	1,744.40	1,795.51
	15,15432	15,56349	15,98526	16,42006	16,86669	17,32715	17,81750	18,33599	18,87324	19,42622	19,99541	20,58128	21,18431	21,80501	22,44390
US07	32,408	33,299	34,222	35,170	36,161	37,214	38,323	39,465	40,641	41,852	43,099	44,383	45,706	47,068	48,471
20,744	1,246.46	1,280.74	1,316.22	1,352.68	1,390.82	1,431.30	1,473.95	1,517.87	1,563.11	1,609.69	1,657.65	1,707.05	1,757.92	1,810.31	1,864.26
	15,58080	16,00928	16,45273	16,90847	17,38529	17,89121	18,42436	18,97341	19,53882	20,12107	20,72068	21,33816	21,97403	22,62886	23,30320
US08	33,479	34,423	35,397	36,431	37,527	38,664	39,840	41,051	42,299	43,580	44,901	46,261	47,663	49,107	50,595
20,945	1,287.64	1,323.96	1,361.42	1,401.18	1,443.35	1,487.09	1,532.29	1,578.87	1,626.87	1,676.17	1,726.95	1,779.28	1,833.19	1,888.74	1,945.97
	16,09554	16,54944	17,01779	17,51471	18,04190	18,58857	19,15366	19,73593	20,33591	20,95208	21,58693	22,24102	22,91492	23,60924	24,33260
US09	34,804	35,761	36,773	37,847	38,967	40,121	41,304	42,527	43,786	45,082	46,416	47,790	49,204	50,661	52,160
21,319	1,338.61	1,375.43	1,414.35	1,455.65	1,498.74	1,543.10	1,588.62	1,635.64	1,684.06	1,733.91	1,785.23	1,838.07	1,892.48	1,948.50	2,006.17
	16,73267	17,19282	17,67938	18,19561	18,73420	19,28674	19,85775	20,44554	21,05073	21,67383	22,31538	22,97591	23,65600	24,35622	25,07716
US10	35,061	36,074	37,153	38,264	39,404	40,582	41,796	43,045	44,333	45,658	47,023	48,429	49,877	51,369	52,905
21,749	1,348.51	1,387.48	1,428.96	1,471.69	1,515.55	1,560.86	1,607.53	1,655.60	1,705.10	1,756.08	1,808.59	1,862.66	1,918.36	1,975.72	2,034.79
	16,85633	17,34348	17,86205	18,39612	18,94433	19,51076	20,09414	20,69495	21,31373	21,95101	22,60735	23,28330	23,97948	24,69646	25,43489
US11	37,637	38,902	40,209	41,560	42,956	44,400	45,891	47,433	49,027	50,674	52,377	54,137	55,956	57,836	59,779
22,180	1,447.58	1,496.22	1,546.49	1,598.46	1,652.16	1,707.68	1,765.06	1,824.36	1,885.66	1,949.02	2,014.50	2,082.19	2,152.15	2,224.47	2,299.21
	18,09478	18,70276	19,33118	19,98070	20,65206	21,34597	22,06319	22,80451	23,57074	24,36272	25,18131	26,02740	26,90192	27,80583	28,74010
US12	39,033	40,349	41,708	43,110	44,545	46,064	47,612	49,217	50,875	52,585	54,351	56,178	58,065	60,016	62,033
22,411	1,501.27	1,551.87	1,604.17	1,658.07	1,713.28	1,771.70	1,831.23	1,892.94	1,956.74	2,022.48	2,090.44	2,160.68	2,233.27	2,308.31	2,385.87
	18,76593	19,39834	20,05206	20,72581	21,41598	22,14627	22,89038	23,66179	24,45919	25,28102	26,13046	27,00844	27,91593	28,85390	29,82339
US13	40,670	42,085	43,550	45,065	46,629	48,251	49,926	51,663	53,461	55,322	57,247	59,239	61,300	63,434	65,641
22,922	1,564.22	1,618.65	1,674.98	1,733.27	1,793.42	1,855.83	1,920.22	1,987.05	2,056.20	2,127.75	2,201.80	2,278.42	2,357.71	2,439.76	2,524.66
	19,55272	20,23315	20,93727	21,66588	22,41769	23,19783	24,00279	24,83809	25,70245	26,59690	27,52247	28,48025	29,47137	30,49697	31,55826

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2010

US Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US14	24,051	24,851	25,704	26,683	27,713	28,794	30,012	31,281	32,545	33,811	35,130	36,482	37,836	39,190	40,543
23,464	925.02	955.83	988.61	1,026.28	1,065.89	1,107.46	1,154.31	1,203.13	1,251.74	1,300.43	1,351.15	1,403.17	1,455.23	1,507.32	1,559.33
US15	11,56279	11,94783	12,35764	12,82847	13,32364	13,84327	14,42884	15,03918	15,64676	16,25542	16,88938	17,53962	18,19034	18,84156	19,49159
24,007	24,607	25,284	26,247	27,260	28,323	29,431	30,720	32,010	33,403	34,852	36,334	37,816	39,298	40,780	42,264
24,368	946.43	972.46	1,009.51	1,048.47	1,089.36	1,131.96	1,181.54	1,231.16	1,284.72	1,340.48	1,397.45	1,454.46	1,511.48	1,568.46	1,625.55
US16	11,83037	12,15571	12,61884	13,10593	13,61706	14,14949	14,76923	15,38954	16,05899	16,75595	17,46807	18,18077	18,89346	19,60574	20,31939
24,368	24,977	25,936	27,093	28,245	29,442	30,640	31,933	33,227	34,622	36,052	37,487	38,919	40,355	41,784	43,221
24,368	960.66	997.55	1,042.04	1,086.33	1,132.39	1,178.48	1,228.21	1,277.95	1,331.63	1,386.62	1,441.81	1,496.89	1,552.12	1,607.07	1,662.35
US17	12,00827	12,46939	13,02552	13,57911	14,15486	14,73096	15,35261	15,97439	16,64531	17,33277	18,02261	18,71107	19,40151	20,08833	20,77936
25,029	25,655	26,799	27,938	29,122	30,308	31,587	32,632	33,761	34,933	36,103	37,276	38,451	39,623	40,800	41,975
25,029	986.72	1,030.73	1,074.53	1,120.09	1,165.68	1,214.87	1,255.09	1,298.51	1,343.57	1,388.58	1,433.71	1,478.87	1,523.98	1,569.24	1,614.43
US18	12,33400	12,88410	13,43167	14,00118	14,57102	15,18592	15,68858	16,23140	16,79463	17,35725	17,92136	18,48588	19,04970	19,61548	20,18040
25,826	26,472	27,597	28,767	29,938	31,201	32,399	34,064	35,560	37,014	38,465	39,919	41,372	42,824	44,276	45,728
25,826	1,018.14	1,061.41	1,106.42	1,151.45	1,200.04	1,246.12	1,310.17	1,367.69	1,423.62	1,479.43	1,535.35	1,591.24	1,647.09	1,702.93	1,758.78
US19	12,72675	13,26764	13,83019	14,39308	15,00047	15,57648	16,37712	17,09607	17,79530	18,49288	19,19191	19,89049	20,58865	21,28660	21,98480
26,743	27,412	28,393	29,549	30,751	32,089	33,581	35,102	36,678	38,248	39,820	41,393	42,966	44,534	46,102	47,674
26,743	1,054.29	1,092.03	1,136.48	1,182.74	1,234.18	1,291.57	1,350.08	1,410.70	1,471.08	1,531.54	1,592.04	1,652.53	1,712.85	1,773.14	1,833.61
US20	13,17864	13,65044	14,20601	14,78419	15,42731	16,14468	16,87603	17,63376	18,38849	19,14426	19,90045	20,65667	21,41064	22,16430	22,92010
27,922	28,620	29,756	31,033	32,423	33,921	35,515	37,202	38,843	40,536	42,227	43,916	45,607	47,299	48,968	50,574
27,922	1,100.77	1,144.47	1,193.57	1,247.04	1,304.65	1,365.97	1,430.86	1,493.96	1,559.09	1,624.11	1,689.07	1,754.10	1,819.18	1,883.40	1,945.17
US21	13,75964	14,30590	14,91962	15,58802	16,30819	17,07467	17,88572	18,67448	19,48868	20,30136	21,11342	21,92628	22,73975	23,54246	24,31465
29,289	30,021	31,327	32,781	34,305	35,921	37,627	39,384	41,180	42,918	44,652	46,384	48,105	49,750	51,362	53,037
29,289	1,154.66	1,204.89	1,260.80	1,319.42	1,381.57	1,447.19	1,514.78	1,583.85	1,650.69	1,717.38	1,784.01	1,850.20	1,913.48	1,975.47	2,039.87
US22	14,43328	15,06113	15,75997	16,49280	17,26961	18,08992	18,93472	19,79814	20,63363	21,46722	22,30015	23,12749	23,91845	24,69341	25,49841
30,848	31,619	33,118	34,661	36,297	38,021	39,843	42,022	44,203	46,342	48,405	50,428	52,455	54,480	56,507	58,529
30,848	1,216.12	1,273.77	1,333.12	1,396.05	1,462.36	1,532.41	1,616.23	1,700.11	1,782.40	1,861.71	1,939.53	2,017.50	2,095.38	2,173.33	2,251.13
	15,20154	15,92209	16,66406	17,45060	18,27951	19,15510	20,20288	21,25141	22,27998	23,27144	24,24418	25,21880	26,19225	27,16660	28,13916

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2010

US Pay Plan
2.5% General Increase

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US14	41,945	43,397	44,898	46,452	48,059	49,722	51,442	53,222	55,063	56,969	58,940	60,979	63,089	65,272	67,530
23,464	1,613.28	1,669.10	1,726.85	1,786.60	1,848.42	1,912.37	1,978.54	2,047.00	2,117.82	2,191.10	2,266.91	2,345.35	2,426.49	2,510.45	2,597.31
	20,16600	20,86374	21,58563	22,33249	23,10519	23,90463	24,73173	25,58745	26,47278	27,38874	28,33639	29,31682	30,33119	31,38065	32,466416
US15	43,799	45,397	47,050	48,762	50,537	52,377	54,283	56,259	58,301	60,424	62,623	64,902	67,265	69,713	72,251
24,007	1,684.56	1,746.05	1,809.60	1,875.47	1,943.74	2,014.49	2,087.82	2,163.81	2,242.36	2,323.98	2,408.58	2,496.25	2,587.11	2,681.28	2,778.88
	21,05698	21,82556	22,62001	23,44338	24,29672	25,18112	26,09772	27,04767	28,02950	29,04978	30,10719	31,20309	32,33888	33,51602	34,73600
US16	44,704	46,237	47,823	49,463	51,160	52,915	54,729	56,607	58,548	60,557	62,634	64,782	67,004	69,302	71,679
24,368	1,719.37	1,778.34	1,839.34	1,902.43	1,967.68	2,035.17	2,104.98	2,177.18	2,251.86	2,329.10	2,408.98	2,491.61	2,577.08	2,665.47	2,756.89
	21,49210	22,22928	22,99174	23,78036	24,59602	25,43967	26,31225	27,21476	28,14822	29,11371	30,11231	31,14516	32,21344	33,31836	34,46118
US17	43,184	44,432	45,712	47,028	48,383	49,776	51,210	52,685	54,202	55,763	57,369	59,021	60,721	62,470	64,269
25,029	1,660.93	1,708.93	1,758.15	1,808.78	1,860.87	1,914.47	1,969.60	2,026.33	2,084.69	2,144.73	2,206.49	2,270.04	2,335.42	2,402.68	2,471.87
	20,76160	21,36161	21,97682	22,60976	23,26092	23,93083	24,62004	25,32910	26,05858	26,80906	27,58116	28,37550	29,19272	30,03347	30,89843
US18	47,233	48,782	50,382	52,035	53,741	55,504	57,325	59,205	61,147	63,152	65,224	67,363	69,573	71,855	74,212
25,826	1,816.65	1,876.23	1,937.77	2,001.33	2,066.98	2,134.77	2,204.80	2,277.11	2,351.80	2,428.94	2,508.61	2,590.89	2,675.87	2,763.64	2,854.29
	22,70810	23,45293	24,22219	25,01667	25,83722	26,68468	27,55994	28,46391	29,39752	30,36176	31,35763	32,38616	33,44842	34,54553	35,67862
US19	49,299	50,986	52,729	54,533	56,398	58,326	60,321	62,384	64,518	66,724	69,006	71,366	73,807	76,331	78,942
26,743	1,896.13	1,960.98	2,028.05	2,097.41	2,169.14	2,243.32	2,320.04	2,399.39	2,481.45	2,566.31	2,654.08	2,744.85	2,838.73	2,935.81	3,036.21
	23,70167	24,51227	25,35059	26,21758	27,11422	28,04153	29,00055	29,99237	31,01811	32,07892	33,17602	34,31064	35,48407	36,69762	37,95268
US20	52,233	53,952	55,721	57,549	59,437	61,386	63,400	65,479	67,627	69,845	72,136	74,502	76,946	79,470	82,076
27,922	2,008.97	2,075.07	2,143.13	2,213.43	2,286.03	2,361.01	2,438.45	2,518.43	2,601.04	2,686.35	2,774.46	2,865.46	2,959.45	3,056.52	3,156.77
	25,11218	25,93837	26,78914	27,66783	28,57533	29,51260	30,48062	31,48038	32,51294	33,57936	34,68077	35,81829	36,99313	38,20651	39,45968
US21	54,734	56,485	58,293	60,158	62,083	64,070	66,120	68,236	70,420	72,673	74,999	77,399	79,875	82,431	85,069
29,289	2,105.15	2,172.51	2,242.03	2,313.78	2,387.82	2,464.23	2,543.09	2,624.46	2,708.45	2,795.12	2,884.56	2,976.87	3,072.13	3,170.44	3,271.89
	26,31436	27,15642	28,02543	28,92224	29,84775	30,80288	31,78857	32,80580	33,85559	34,93897	36,05702	37,21084	38,40159	39,63044	40,89861
US22	60,631	62,801	65,050	67,378	69,790	72,289	74,877	77,557	80,334	83,210	86,189	89,274	92,470	95,781	99,210
30,848	2,331.95	2,415.43	2,501.90	2,591.47	2,684.25	2,780.34	2,879.88	2,982.98	3,089.77	3,200.38	3,314.96	3,433.63	3,556.56	3,683.88	3,815.77
	29,14936	30,19290	31,27381	32,39341	33,55310	34,75430	35,99850	37,28725	38,62213	40,00480	41,43697	42,92042	44,45697	46,04853	47,69707

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2010

US Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US23	33,437	35,001	36,608	38,398	40,230	42,153	44,163	46,129	47,918	49,696	51,475	53,251	55,035	56,818	58,597
32,621	1,286.02	1,346.21	1,408.00	1,476.85	1,547.29	1,621.25	1,698.59	1,774.18	1,843.01	1,911.39	1,979.82	2,048.12	2,116.73	2,185.31	2,253.71
	16,07525	16,82757	17,59996	18,46060	19,34117	20,26568	21,23235	22,17719	23,03766	23,89236	24,74771	25,60150	26,45915	27,31643	28,17143
US24	35,426	37,095	38,857	40,702	42,640	44,618	46,590	48,501	50,426	52,342	54,263	56,184	58,100	60,023	61,938
34,562	1,362.54	1,426.72	1,494.49	1,565.47	1,639.99	1,716.09	1,791.94	1,865.41	1,939.46	2,013.16	2,087.04	2,160.93	2,234.61	2,308.58	2,382.22
	17,03175	17,83395	18,68106	19,56841	20,49987	21,45106	22,39920	23,31757	24,24328	25,16452	26,08806	27,01158	27,93267	28,85724	29,77779
US25	37,554	39,601	41,478	43,440	45,433	47,478	49,325	51,372	53,262	55,148	57,034	58,922	60,807	62,692	64,579
36,638	1,444.38	1,523.10	1,595.30	1,670.75	1,747.44	1,826.08	1,897.11	1,975.84	2,048.55	2,121.07	2,193.61	2,266.22	2,338.74	2,411.24	2,483.82
	18,05478	19,03877	19,94121	20,88443	21,84302	22,82596	23,71389	24,69801	25,60690	26,51338	27,42014	28,32775	29,23424	30,14050	31,04773
US26	39,567	41,466	43,436	45,356	47,306	49,255	51,186	53,356	55,384	57,416	59,449	61,476	63,505	65,537	67,569
38,602	1,521.81	1,594.86	1,670.61	1,744.45	1,819.46	1,894.43	1,968.69	2,052.16	2,130.14	2,208.32	2,286.49	2,364.46	2,442.49	2,520.65	2,598.79
	19,02262	19,93571	20,88265	21,80567	22,74331	23,68033	24,60860	25,65201	26,62678	27,60399	28,58117	29,55579	30,53113	31,50812	32,48487
US27	42,059	44,338	46,223	47,841	49,922	52,088	54,411	56,697	58,982	61,264	63,549	65,837	68,122	70,404	72,685
41,033	1,617.65	1,705.32	1,777.80	1,840.02	1,920.06	2,003.39	2,092.75	2,180.64	2,268.52	2,356.31	2,444.20	2,532.19	2,620.06	2,707.83	2,795.57
	20,22059	21,31654	22,22250	23,00029	24,00080	25,04243	26,15932	27,25802	28,35651	29,45391	30,55254	31,65243	32,75077	33,84792	34,94460
US28	45,111	46,059	49,098	51,269	53,524	55,890	58,383	60,870	63,360	65,843	68,332	70,820	73,305	75,798	78,284
44,011	1,735.05	1,771.49	1,888.40	1,971.87	2,058.63	2,149.62	2,245.50	2,341.16	2,436.91	2,532.44	2,628.16	2,723.83	2,819.43	2,915.29	3,010.92
	21,688113	22,143563	23,605039	24,648381	25,732910	26,870305	28,068720	29,264448	30,461364	31,655449	32,852025	34,047839	35,242918	36,441177	37,636448
US29	48,387	50,492	52,714	55,128	57,509	60,086	62,778	65,465	68,195	70,922	73,653	76,378	79,105	81,834	84,559
47,207	1,861.05	1,942.00	2,027.45	2,120.31	2,211.90	2,311.00	2,414.53	2,517.87	2,622.87	2,727.78	2,832.80	2,937.61	3,042.49	3,147.45	3,252.26
	23,26306	24,27501	25,34311	26,50382	27,64879	28,88745	30,18161	31,47338	32,78582	34,09726	35,41000	36,72017	38,03108	39,34315	40,65328
US30	51,993	54,265	56,691	59,270	61,967	64,743	67,708	70,633	73,558	76,485	79,407	82,337	85,268	88,193	91,121
50,725	1,999.74	2,087.12	2,180.42	2,279.63	2,383.35	2,490.12	2,604.17	2,716.67	2,829.14	2,941.74	3,054.12	3,166.81	3,279.55	3,392.04	3,504.66
	24,99669	26,08905	27,25523	28,49534	29,79188	31,12656	32,55215	33,95841	35,36429	36,77178	38,17647	39,58518	40,99441	42,40052	43,80822

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2010

US Pay Plan
2.5% General Increase

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US23															
32,621	59,997	62,325	64,276	66,288	68,362	70,509	72,716	74,992	77,339	79,760	82,256	84,831	87,486	90,224	93,048
	2,307.58	2,397.11	2,472.14	2,549.52	2,629.32	2,711.88	2,796.76	2,884.30	2,974.58	3,067.68	3,163.70	3,262.73	3,364.85	3,470.17	3,578.79
	28,844.73	29,963.91	30,901.78	31,869.00	32,866.50	33,898.51	34,959.53	36,053.77	37,182.25	38,346.06	39,546.29	40,784.09	42,060.63	43,377.13	44,734.83
US24															
34,562	63,920	65,965	68,076	70,255	72,503	74,823	77,217	79,688	82,238	84,870	87,586	90,388	93,281	96,266	99,346
	2,458.45	2,537.12	2,618.31	2,702.10	2,788.57	2,877.80	2,969.89	3,064.93	3,163.00	3,264.22	3,368.67	3,476.47	3,587.72	3,702.53	3,821.01
	30,730.68	31,714.06	32,728.91	33,776.23	34,857.07	35,972.50	37,123.62	38,311.57	39,537.55	40,802.75	42,108.43	43,455.90	44,846.49	46,281.58	47,762.59
US25															
36,638	66,517	68,519	70,581	72,706	74,894	77,148	79,471	81,863	84,327	86,865	89,480	92,173	94,947	97,805	100,749
	2,558.33	2,635.34	2,714.66	2,796.37	2,880.54	2,967.25	3,056.56	3,148.57	3,243.34	3,340.96	3,441.52	3,545.11	3,651.82	3,761.74	3,874.97
	31,979.16	32,941.73	33,933.28	34,954.67	36,006.81	37,090.61	38,207.04	39,357.07	40,541.72	41,762.02	43,019.06	44,313.93	45,647.78	47,021.78	48,437.14
US26															
38,602	69,663	71,823	74,049	76,345	78,711	81,151	83,667	86,261	88,935	91,692	94,534	97,465	100,486	103,601	106,813
	2,679.35	2,762.41	2,848.05	2,936.34	3,027.36	3,121.21	3,217.97	3,317.73	3,420.58	3,526.61	3,635.94	3,748.65	3,864.86	3,984.67	4,108.20
	33,491.90	34,530.15	35,600.59	36,704.21	37,842.04	39,015.14	40,224.61	41,471.57	42,757.19	44,082.66	45,449.23	46,858.15	48,310.76	49,808.39	51,352.45
US27															
41,033	75,047	77,486	80,004	82,596	85,273	88,035	90,888	93,833	96,873	100,011	103,252	106,597	110,051	113,617	117,298
	2,886.42	2,980.23	3,077.09	3,176.79	3,279.72	3,385.98	3,495.68	3,608.94	3,725.87	3,846.59	3,971.22	4,099.89	4,232.73	4,369.87	4,511.45
	36,080.30	37,252.91	38,463.63	39,709.85	40,996.45	42,324.73	43,696.05	45,111.80	46,573.43	48,082.41	49,640.28	51,248.62	52,909.08	54,623.33	56,393.13
US28															
44,011	80,852	83,503	86,242	89,071	91,993	95,010	98,126	101,345	104,669	108,102	111,648	115,310	119,092	122,998	127,033
	3,109.67	3,211.67	3,317.01	3,425.81	3,538.18	3,654.23	3,774.09	3,897.88	4,025.73	4,157.77	4,294.15	4,435.00	4,580.47	4,730.70	4,885.87
	38,870.923	40,145.889	41,462.675	42,822.650	44,227.233	45,677.887	47,176.121	48,723.498	50,321.629	51,972.178	53,676.866	55,437.467	57,255.816	59,133.806	61,073.395
US29															
47,207	87,375	90,284	93,291	96,397	99,607	102,924	106,352	109,893	113,553	117,334	121,241	125,278	129,450	133,761	138,215
	3,360.56	3,472.47	3,588.10	3,707.59	3,831.05	3,958.62	4,090.45	4,226.66	4,367.40	4,512.84	4,663.12	4,818.40	4,978.85	5,144.65	5,315.96
	42,007.04	43,405.87	44,851.29	46,344.83	47,888.12	49,482.79	51,130.57	52,833.22	54,592.56	56,410.49	58,288.96	60,229.99	62,235.64	64,308.09	66,449.55
US30															
50,725	94,146	97,272	100,492	103,828	107,275	110,837	114,516	118,307	122,235	126,293	130,486	134,818	139,294	143,918	148,697
	3,621.01	3,741.23	3,865.06	3,993.38	4,125.96	4,262.95	4,404.48	4,550.26	4,701.33	4,857.42	5,018.68	5,185.30	5,357.46	5,533.32	5,719.10
	45,262.65	46,765.37	48,313.30	49,917.30	51,574.56	53,286.83	55,055.96	56,878.31	58,766.67	60,717.72	62,733.55	64,816.30	66,968.21	69,191.55	71,488.71

Approved: 
Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 9/29/10


Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 9-28-2010


Honorable John P. McDonough, Jr.
Governor of the United States Virgin Islands
Date: 10/23/10

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2011

US Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US05	21,013	21,620	22,229	22,701	23,259	23,871	24,575	25,342	26,082	26,817	27,560	28,296	29,077	29,853	30,632
20,500	808.17	831.53	854.98	873.10	894.58	918.11	945.19	974.68	1,003.14	1,031.43	1,060.00	1,088.31	1,118.34	1,148.20	1,178.17
	10,10216	10,39412	10,68723	10,91380	11,18228	11,47637	11,81493	12,18355	12,53931	12,89292	13,25005	13,60383	13,97930	14,35254	14,72714
US06	21,402	22,006	22,472	23,025	23,630	24,280	25,040	25,819	26,599	27,381	28,164	28,989	29,812	30,635	31,459
20,880	823.15	846.37	864.31	885.57	908.86	933.86	963.09	993.04	1,023.03	1,053.10	1,083.22	1,114.96	1,146.63	1,178.27	1,209.97
	10,28942	10,57958	10,80387	11,06965	11,36078	11,67320	12,03857	12,41297	12,78784	13,16381	13,54029	13,93702	14,33283	14,72842	15,12461
US07	21,795	22,257	22,804	23,415	24,050	24,702	25,527	26,343	27,165	27,997	28,865	29,730	30,599	31,465	32,330
21,263	838.25	856.02	877.08	900.59	924.99	950.06	981.79	1,013.21	1,044.82	1,076.79	1,110.17	1,143.48	1,176.87	1,210.18	1,243.45
	10,47816	10,70030	10,96353	11,25735	11,56242	11,87576	12,27241	12,66513	13,06028	13,45993	13,87719	14,29350	14,71087	15,12719	15,54319
US08	22,006	22,602	23,287	23,974	24,576	25,350	26,161	27,032	27,905	28,821	29,728	30,644	31,554	32,466	33,375
21,469	846.37	869.31	895.65	922.07	945.22	974.99	1,006.19	1,039.70	1,073.28	1,108.48	1,143.40	1,178.62	1,213.62	1,248.70	1,283.66
	10,57968	10,86638	11,19564	11,52591	11,81521	12,18739	12,57738	12,96621	13,41599	13,85603	14,29250	14,73271	15,17027	15,60869	16,04573
US09	22,398	23,572	24,267	24,876	25,660	26,435	27,313	28,244	29,173	30,098	31,022	31,950	32,870	33,793	34,719
21,852	861.47	906.61	933.36	956.79	986.93	1,016.73	1,050.49	1,086.31	1,122.05	1,157.62	1,193.15	1,228.83	1,264.22	1,299.75	1,335.36
	10,76841	11,33268	11,66699	11,95983	12,33657	12,70913	13,13108	13,57885	14,02559	14,47020	14,91444	15,36038	15,80276	16,24681	16,69198
US10	22,850	23,524	24,115	24,874	25,626	26,382	27,334	28,326	29,275	30,221	31,167	32,114	33,062	34,010	34,956
22,293	878.86	904.78	927.50	956.71	985.60	1,014.68	1,051.31	1,089.47	1,125.97	1,162.34	1,198.72	1,235.16	1,271.60	1,308.09	1,344.46
	10,98573	11,30981	11,59369	11,95889	12,32005	12,68349	13,14136	13,61840	14,07461	14,52922	14,98399	15,43950	15,89496	16,35115	16,80571
US11	23,303	23,888	24,641	25,385	26,134	27,030	28,160	29,295	30,432	31,564	32,700	33,835	34,965	36,132	37,325
22,735	896.28	918.78	947.72	976.34	1,005.15	1,039.62	1,083.08	1,126.73	1,170.44	1,213.98	1,257.69	1,301.33	1,344.79	1,389.71	1,435.57
	11,20355	11,48475	11,84652	12,20429	12,56432	12,99527	13,53847	14,08407	14,63054	15,17479	15,72109	16,26661	16,80991	17,37136	17,94462
US12	23,545	24,334	25,169	26,007	26,899	27,924	29,105	30,284	31,456	32,635	33,813	34,990	36,194	37,450	38,708
22,971	905.59	935.92	968.03	1,000.26	1,034.57	1,073.99	1,119.42	1,164.75	1,209.83	1,255.20	1,300.51	1,345.77	1,392.06	1,440.37	1,488.77
	11,31984	11,69906	12,10034	12,50328	12,93214	13,42485	13,99273	14,55943	15,12288	15,68999	16,25640	16,82212	17,40080	18,00461	18,60956
US13	24,082	24,908	25,738	26,621	27,635	28,702	29,916	31,130	32,394	33,654	34,923	36,229	37,584	38,933	40,288
23,495	926.25	958.02	989.92	1,023.87	1,062.88	1,103.91	1,150.60	1,197.32	1,245.93	1,294.40	1,343.19	1,393.43	1,445.54	1,497.44	1,549.55
	11,57806	11,97519	12,37397	12,79839	13,28601	13,79885	14,38254	14,96648	15,57411	16,17995	16,78993	17,41787	18,06930	18,71799	19,36938

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2011

US Pay Plan
2.5% General Increase

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US05	31,432	32,252	33,094	33,961	34,854	35,771	36,712	37,692	38,725	39,786	40,876	41,996	43,147	44,329	45,544
20,500	1,208.92	1,240.47	1,272.85	1,306.20	1,340.55	1,375.81	1,411.99	1,449.69	1,489.41	1,530.22	1,572.15	1,615.23	1,659.49	1,704.96	1,751.67
	15.11152	15.50593	15.91064	16.32750	16.75691	17.19762	17.64991	18.12117	18.61769	19.12781	19.65191	20.19038	20.74359	21.31197	21.89591
US06	32,309	33,181	34,080	35,007	35,959	36,941	37,986	39,092	40,237	41,416	42,630	43,879	45,164	46,488	47,850
20,880	1,242.64	1,276.19	1,310.77	1,346.43	1,383.05	1,420.81	1,461.02	1,503.53	1,547.59	1,592.93	1,639.60	1,687.64	1,737.09	1,787.99	1,840.38
	15.53298	15.95237	16.38468	16.83034	17.28813	17.76009	18.26270	18.79415	19.34481	19.91162	20.49503	21.09553	21.71363	22.34984	23.00469
US07	33,219	34,132	35,078	36,050	37,066	38,145	39,281	40,452	41,658	42,899	44,177	45,494	46,850	48,246	49,683
21,263	1,277.65	1,312.79	1,349.15	1,386.52	1,425.62	1,467.11	1,510.83	1,555.85	1,602.21	1,649.96	1,699.13	1,749.76	1,801.90	1,855.60	1,910.90
	15.97062	16.40982	16.86437	17.33151	17.82026	18.33883	18.88533	19.44811	20.02766	20.62449	21.23910	21.87202	22.52381	23.19502	23.88623
US08	34,316	35,284	36,283	37,342	38,466	39,632	40,836	42,078	43,357	44,671	46,024	47,419	48,855	50,336	51,861
21,469	1,319.86	1,357.08	1,395.48	1,436.23	1,479.46	1,524.29	1,570.63	1,618.37	1,667.57	1,718.10	1,770.16	1,823.80	1,879.06	1,935.99	1,994.65
	16.49822	16.96347	17.44354	17.95289	18.49327	19.05362	19.63285	20.22968	20.84467	21.47626	22.12699	22.79744	23.48820	24.19989	24.93315
US09	35,674	36,655	37,692	38,793	39,941	41,124	42,337	43,590	44,880	46,209	47,576	48,985	50,435	51,928	53,465
21,652	1,372.08	1,409.81	1,449.71	1,492.04	1,536.21	1,581.68	1,628.34	1,676.54	1,726.16	1,777.26	1,829.86	1,884.03	1,939.79	1,997.21	2,056.33
	17.15101	17.62266	18.12138	18.65052	19.20258	19.77098	20.35422	20.95671	21.57702	22.21570	22.87329	23.55034	24.24743	24.96515	25.70412
US10	35,938	36,977	38,082	39,221	40,390	41,597	42,841	44,122	45,441	46,800	48,199	49,641	51,125	52,654	54,228
22,293	1,382.24	1,422.18	1,464.71	1,508.50	1,553.45	1,599.90	1,647.74	1,697.01	1,747.75	1,800.01	1,853.83	1,909.25	1,966.34	2,025.13	2,085.69
	17.27795	17.77729	18.30883	18.85626	19.41818	19.99878	20.59674	21.21259	21.84684	22.50006	23.17281	23.86568	24.57927	25.31419	26.07108
US11	38,579	39,875	41,215	42,600	44,031	45,511	47,040	48,620	50,254	51,942	53,688	55,492	57,356	59,283	61,275
22,735	1,483.80	1,533.66	1,585.19	1,638.45	1,693.51	1,750.41	1,809.22	1,870.01	1,932.84	1,997.79	2,064.91	2,134.29	2,206.01	2,280.13	2,356.74
	18.54756	19.17076	19.81489	20.48067	21.16882	21.88010	22.61527	23.37514	24.16054	24.97234	25.81141	26.67867	27.57508	28.50160	29.45925
US12	40,008	41,357	42,750	44,187	45,658	47,215	48,802	50,446	52,146	53,898	55,709	57,581	59,516	61,516	63,583
22,971	1,538.79	1,590.64	1,644.25	1,699.50	1,756.09	1,815.97	1,876.99	1,940.24	2,005.63	2,073.02	2,142.67	2,214.67	2,289.08	2,365.99	2,445.49
	19.23485	19.88306	20.55312	21.24370	21.95112	22.69965	23.46236	24.25304	25.07037	25.91273	26.78340	27.68332	28.61348	29.57490	30.56861
US13	41,686	43,137	44,638	46,192	47,794	49,458	51,174	52,955	54,798	56,704	58,678	60,720	62,833	65,019	67,282
23,495	1,603.32	1,659.12	1,716.85	1,776.60	1,838.25	1,902.22	1,968.22	2,036.72	2,107.60	2,180.94	2,256.84	2,335.38	2,416.65	2,500.75	2,587.77
	20.04149	20.73894	21.46065	22.20748	22.97808	23.77712	24.60281	25.45899	26.34496	27.26176	28.21047	29.19220	30.20809	31.25933	32.34715

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2011

US Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US14	24,652	25,473	26,347	27,351	28,406	29,514	30,763	32,064	33,359	34,657	36,009	37,395	38,782	40,171	41,557
24,051	948.16	979.74	1,013.34	1,051.95	1,092.56	1,135.17	1,183.18	1,233.23	1,283.06	1,332.97	1,384.95	1,438.27	1,491.63	1,545.03	1,598.34
	11.85206	12.24673	12.66679	13.14940	13.65696	14.18958	14.78980	15.41541	16.03820	16.66208	17.31190	17.97841	18.64541	19.31292	19.97921
US15	25,222	25,916	26,903	27,942	29,031	30,166	31,488	32,810	34,238	35,723	37,242	38,761	40,281	41,799	43,321
24,607	970.08	996.76	1,034.74	1,074.68	1,116.59	1,160.25	1,211.07	1,261.93	1,316.83	1,373.98	1,432.37	1,490.81	1,549.25	1,607.66	1,666.18
	12.12605	12.45951	12.93422	13.43348	13.95739	14.50312	15.13836	15.77417	16.46034	17.17472	17.90465	18.63516	19.36566	20.09574	20.82723
US16	25,601	26,585	27,770	28,950	30,178	31,406	32,732	34,057	35,488	36,953	38,424	39,892	41,364	42,828	44,301
24,977	984.67	1,022.48	1,068.08	1,113.48	1,160.69	1,207.93	1,258.90	1,309.89	1,364.90	1,421.28	1,477.84	1,534.30	1,590.91	1,647.23	1,703.89
	12.30838	12.78102	13.35105	13.91847	14.50862	15.09912	15.73630	16.37362	17.06131	17.76594	18.47303	19.17870	19.88639	20.59037	21.29868
US17	26,296	27,469	28,637	29,851	31,066	32,377	33,448	34,606	35,807	37,006	38,209	39,412	40,614	41,821	43,025
25,655	1,011.40	1,056.51	1,101.41	1,148.11	1,194.84	1,245.26	1,286.48	1,330.99	1,377.17	1,423.31	1,469.57	1,515.86	1,562.09	1,608.49	1,654.81
	12.64249	13.20634	13.76761	14.35136	14.93546	15.56574	16.08096	16.63736	17.21468	17.79137	18.36959	18.94823	19.52615	20.10608	20.68514
US18	27,134	28,287	29,486	30,686	31,981	33,210	34,916	36,449	37,940	39,427	40,918	42,407	43,896	45,384	46,872
26,472	1,043.61	1,087.96	1,134.09	1,180.25	1,230.05	1,277.29	1,342.94	1,401.90	1,459.23	1,516.44	1,573.76	1,631.04	1,688.29	1,745.52	1,802.78
	13.04510	13.59951	14.17613	14.75310	15.37568	15.96611	16.78677	17.52370	18.24042	18.95545	19.67196	20.38802	21.10364	21.81906	22.53472
US19	28,097	29,103	30,288	31,520	32,892	34,421	35,980	37,596	39,205	40,816	42,428	44,041	45,648	47,255	48,866
27,412	1,080.67	1,119.35	1,164.91	1,212.32	1,265.06	1,323.88	1,383.86	1,445.99	1,507.88	1,569.85	1,631.86	1,693.87	1,755.70	1,817.50	1,879.48
	13.50832	13.99192	14.56139	15.15403	15.81323	16.54855	17.29820	18.07489	18.84849	19.62317	20.39828	21.17342	21.94625	22.71875	23.49346
US20	29,336	30,500	31,809	33,234	34,769	36,403	38,132	39,814	41,550	43,282	45,014	46,747	48,481	50,192	51,839
28,620	1,128.29	1,173.08	1,223.41	1,278.22	1,337.27	1,400.12	1,466.63	1,531.30	1,598.07	1,664.71	1,731.30	1,797.95	1,864.66	1,930.48	1,993.80
	14.10361	14.66352	15.29258	15.97769	16.71586	17.50151	18.33283	19.14131	19.97587	20.80886	21.64121	22.47440	23.30820	24.13098	24.92248
US21	30,772	32,110	33,600	35,162	36,819	38,567	40,369	42,209	43,991	45,768	47,544	49,307	50,994	52,646	54,362
30,021	1,183.52	1,235.00	1,292.31	1,352.40	1,416.10	1,483.36	1,552.64	1,623.44	1,691.94	1,760.30	1,828.60	1,896.44	1,961.30	2,024.84	2,090.85
	14.79400	15.43754	16.15384	16.90500	17.70122	18.54203	19.40794	20.29295	21.14931	22.00374	22.85749	23.70550	24.51623	25.31055	26.13568
US22	32,409	33,946	35,528	37,204	38,972	40,838	43,072	45,308	47,501	49,614	51,688	53,766	55,842	57,919	59,992
31,619	1,246.52	1,305.60	1,366.44	1,430.94	1,498.91	1,570.71	1,656.63	1,742.60	1,826.95	1,908.25	1,988.01	2,067.93	2,147.75	2,227.65	2,307.40
	15.58148	16.32004	17.08055	17.86676	18.73638	19.63385	20.70782	21.78256	22.83683	23.85307	24.85013	25.84911	26.84688	27.84559	28.84246

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2011

US Pay Plan
2.5% General Increase

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US14	42,995	44,482	46,021	47,614	49,261	50,966	52,729	54,553	56,441	58,394	60,414	62,505	64,667	66,905	69,220
24,051	1,653.64	1,710.86	1,770.05	1,831.29	1,894.66	1,960.21	2,028.04	2,098.21	2,170.80	2,245.91	2,323.62	2,404.02	2,487.20	2,573.26	2,662.29
	20,67049	21,38569	22,12564	22,89118	23,68322	24,50266	25,35045	26,22757	27,13505	28,07392	29,04528	30,05025	31,08998	32,16570	33,278630
US15	44,893	46,532	48,226	49,981	51,800	53,686	55,640	57,665	59,758	61,934	64,188	66,525	68,946	71,456	74,057
24,607	1,726.66	1,789.68	1,854.83	1,922.34	1,992.32	2,064.84	2,140.00	2,217.89	2,298.40	2,382.06	2,468.77	2,558.64	2,651.77	2,748.29	2,848.33
	21,58325	22,37104	23,18535	24,02930	24,90396	25,81047	26,74997	27,72367	28,73004	29,77581	30,85965	31,98294	33,14712	34,35367	35,60415
US16	45,821	47,392	49,018	50,699	52,438	54,237	56,097	58,021	60,012	62,070	64,199	66,401	68,679	71,034	73,471
24,977	1,762.34	1,822.79	1,885.31	1,949.97	2,016.86	2,086.04	2,157.59	2,231.59	2,308.14	2,387.30	2,469.19	2,553.88	2,641.48	2,732.08	2,825.79
	22,02922	22,78483	23,56634	24,37467	25,21072	26,07545	26,96984	27,89490	28,85170	29,84131	30,86487	31,92353	33,01851	34,15104	35,32243
US17	44,264	45,543	46,855	48,205	49,593	51,021	52,490	54,002	55,557	57,158	58,804	60,497	62,240	64,032	65,876
25,655	1,702.47	1,751.67	1,802.12	1,854.02	1,907.42	1,962.35	2,018.86	2,077.01	2,136.83	2,198.37	2,261.68	2,326.82	2,393.83	2,462.77	2,533.70
	21,28087	21,89589	22,52649	23,17525	23,84270	24,52937	25,23581	25,96260	26,71033	27,47958	28,27100	29,08520	29,92285	30,78463	31,67123
US18	48,414	50,002	51,642	53,336	55,086	56,892	58,759	60,686	62,676	64,732	66,855	69,048	71,313	73,652	76,068
26,472	1,862.09	1,923.17	1,986.25	2,051.39	2,118.68	2,188.17	2,259.94	2,334.07	2,410.63	2,489.70	2,571.36	2,655.70	2,742.81	2,832.77	2,925.69
	23,27611	24,03957	24,82807	25,64243	26,48350	27,35216	28,24931	29,17589	30,13286	31,12122	32,14199	33,19625	34,28509	35,40964	36,57107
US19	50,533	52,261	54,048	55,897	57,808	59,785	61,830	63,945	66,132	68,393	70,732	73,151	75,653	78,241	80,916
27,412	1,943.57	2,010.04	2,078.78	2,149.87	2,223.40	2,299.44	2,378.08	2,459.41	2,543.52	2,630.51	2,720.48	2,813.52	2,909.74	3,009.25	3,112.17
	24,29459	25,12547	25,98476	26,87344	27,79251	28,74301	29,72602	30,74265	31,79405	32,88141	34,00595	35,16896	36,37173	37,61565	38,90210
US20	53,539	55,300	57,114	58,988	60,923	62,921	64,985	67,116	69,317	71,591	73,939	76,364	78,869	81,456	84,128
28,620	2,059.19	2,126.94	2,196.71	2,268.76	2,343.17	2,420.03	2,499.41	2,581.39	2,666.06	2,753.50	2,843.82	2,937.10	3,033.43	3,132.93	3,235.69
	25,73993	26,58678	27,45882	28,35947	29,28967	30,25037	31,24258	32,26733	33,32570	34,41879	35,54772	36,71369	37,91790	39,16160	40,44610
US21	56,102	57,897	59,750	61,662	63,635	65,671	67,773	69,941	72,180	74,489	76,873	79,333	81,872	84,491	87,195
30,021	2,157.76	2,226.81	2,298.07	2,371.61	2,447.50	2,525.82	2,606.64	2,690.06	2,776.14	2,864.97	2,956.65	3,051.27	3,148.91	3,249.67	3,353.66
	26,97202	27,83512	28,72585	29,64507	30,59371	31,57271	32,58304	33,62570	34,70172	35,81218	36,95816	38,14083	39,36133	40,62090	41,92076
US22	62,146	64,371	66,675	69,062	71,535	74,096	76,748	79,496	82,342	85,290	88,343	91,506	94,782	98,175	101,690
31,619	2,390.23	2,475.80	2,564.44	2,656.24	2,751.34	2,849.83	2,951.86	3,057.53	3,166.99	3,280.37	3,397.81	3,519.45	3,645.45	3,775.96	3,911.13
	29,87790	30,94753	32,05545	33,20304	34,39171	35,62293	36,89823	38,21919	39,58743	41,00466	42,47263	43,99315	45,56811	47,19944	48,88918

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2011

US Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US23															
	34,273	35,877	37,524	39,359	41,236	43,207	45,268	47,282	49,117	50,939	52,763	54,583	56,412	58,239	60,062
	33,437	1,318.19	1,379.88	1,443.22	1,513.79	1,586.00	1,661.81	1,741.08	1,818.56	1,889.12	1,959.20	2,029.34	2,099.35	2,169.68	2,239.98
US24															
	16,47737	17,24851	18,04022	18,92238	19,82498	20,77261	21,76347	22,73194	23,61394	24,49002	25,36676	26,24191	27,12102	27,99974	28,87613
	35,426	36,312	38,022	39,828	41,720	43,706	45,734	47,755	49,713	51,687	53,651	55,620	57,589	59,552	61,524
US25															
	17,45752	1,396.60	1,462.38	1,531.85	1,604.61	1,680.99	1,758.98	1,836.73	1,912.04	1,987.95	2,063.49	2,139.22	2,214.95	2,290.48	2,366.29
	37,554	38,493	40,591	42,515	44,526	46,569	48,665	50,558	52,656	54,594	56,527	58,460	60,395	62,327	64,260
US26															
	18,50618	1,480.49	1,561.18	1,635.18	1,712.53	1,791.13	1,871.73	1,944.54	2,025.24	2,099.77	2,174.10	2,248.45	2,322.88	2,397.21	2,471.52
	39,567	40,556	42,503	44,522	46,490	48,489	50,486	52,465	54,690	56,768	58,852	60,935	63,013	65,092	67,175
US27															
	19,49816	1,559.85	1,634.73	1,712.38	1,788.06	1,864.95	1,941.78	2,017.90	2,103.46	2,183.39	2,263.52	2,343.65	2,423.57	2,503.55	2,583.66
	42,039	43,110	45,447	47,379	49,037	51,170	53,391	55,772	58,114	60,456	62,796	65,138	67,483	69,825	72,164
US28															
	20,72619	1,658.10	1,747.96	1,822.25	1,886.03	1,968.07	2,053.49	2,145.07	2,235.17	2,325.24	2,415.23	2,505.32	2,595.51	2,685.57	2,775.54
	45,111	46,239	47,210	50,326	52,550	54,862	57,287	59,842	62,391	64,943	67,489	70,040	72,590	75,137	77,692
US29															
	22,230180	1,778.41	1,815.76	1,935.60	2,021.15	2,110.09	2,203.35	2,301.62	2,399.67	2,497.82	2,595.73	2,693.85	2,791.91	2,889.90	2,988.16
	48,387	49,597	51,754	54,031	56,506	58,947	61,588	64,347	67,101	69,899	72,695	75,494	78,287	81,082	83,879
US30															
	51,993	1,907.56	1,990.54	2,078.13	2,173.31	2,267.19	2,368.76	2,474.88	2,580.81	2,688.43	2,795.97	2,903.61	3,011.04	3,118.54	3,226.13
	25,62155	23,84456	24,88179	25,97659	27,16632	28,33991	29,60953	30,93604	32,26010	33,60535	34,94956	36,29512	37,63804	38,98172	40,32659
	53,293	55,622	58,108	60,752	63,516	66,362	69,401	72,399	75,396	78,397	81,392	84,395	87,400	90,398	93,399
	2,049.72	2,139.30	2,234.92	2,336.61	2,442.93	2,552.37	2,669.27	2,784.58	2,899.86	3,015.28	3,130.46	3,245.98	3,361.53	3,476.83	3,592.27
	26,74121	27,93654	29,20766	30,53661	31,90465	33,36588	34,80728	36,24831	37,69099	39,13078	40,57471	42,01917	43,46043	44,90331	

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2011

US Pay Plan
2.5% General Increase

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US23	61,498	63,884	65,884	67,946	70,072	72,273	74,535	76,868	79,274	81,755	84,314	86,953	89,675	92,481	95,376
33,437	2,365.30	2,457.08	2,533.98	2,613.30	2,695.09	2,779.72	2,866.72	2,956.45	3,048.99	3,144.42	3,242.84	3,344.34	3,449.02	3,556.97	3,668.31
	29,566.27	30,713.44	31,674.77	32,666.19	33,688.64	34,746.47	35,834.03	36,955.64	38,112.35	39,305.27	40,535.52	41,804.28	43,112.76	44,462.19	45,853.85
US24	65,518	67,614	69,778	72,011	74,315	76,693	79,147	81,680	84,294	86,991	89,775	92,648	95,613	98,672	101,830
35,436	2,519.91	2,600.55	2,683.77	2,769.65	2,858.28	2,949.74	3,044.13	3,141.54	3,242.07	3,345.82	3,452.89	3,563.38	3,677.41	3,795.08	3,916.53
	31,498.90	32,506.86	33,547.08	34,620.59	35,728.45	36,871.76	38,051.66	39,269.31	40,525.93	41,822.76	43,161.08	44,542.24	45,967.59	47,438.55	48,956.59
US25	68,180	70,232	72,346	74,523	76,767	79,077	81,458	83,909	86,435	89,037	91,717	94,477	97,321	100,251	103,268
37,554	2,622.29	2,701.23	2,782.53	2,866.29	2,952.56	3,041.43	3,132.98	3,227.28	3,324.43	3,424.49	3,527.57	3,633.75	3,743.12	3,855.79	3,971.85
	32,778.68	33,765.32	34,781.66	35,828.58	36,907.02	38,017.93	39,162.27	40,341.05	41,555.32	42,806.13	44,094.59	45,421.84	46,789.04	48,197.39	49,648.13
US26	71,405	73,618	75,900	78,253	80,679	83,180	85,759	88,417	91,158	93,984	96,898	99,901	102,998	106,191	109,483
39,567	2,746.33	2,831.47	2,919.24	3,009.74	3,103.04	3,199.24	3,298.41	3,400.66	3,506.09	3,614.77	3,726.83	3,842.36	3,961.48	4,084.28	4,210.90
	34,329.16	35,393.36	36,490.56	37,621.76	38,788.04	39,990.47	41,230.17	42,508.31	43,826.07	45,184.67	46,585.40	48,029.55	49,518.46	51,053.53	52,636.19
US27	76,924	79,424	82,005	84,662	87,405	90,237	93,160	96,179	99,295	102,512	105,834	109,263	112,803	116,457	120,231
42,059	2,958.60	3,054.75	3,154.03	3,256.22	3,361.72	3,470.64	3,583.09	3,699.18	3,819.04	3,942.77	4,070.52	4,202.40	4,338.56	4,479.13	4,624.26
	36,982.46	38,184.39	39,425.38	40,702.76	42,021.53	43,383.03	44,788.64	46,239.79	47,737.96	49,284.67	50,881.49	52,530.06	54,233.03	55,989.15	57,803.20
US28	82,872	85,591	88,398	91,297	94,292	97,385	100,579	103,878	107,285	110,804	114,438	118,192	122,069	126,073	130,208
45,111	3,187.40	3,291.94	3,399.92	3,511.44	3,626.61	3,745.56	3,868.42	3,995.30	4,126.35	4,261.69	4,401.48	4,545.84	4,694.95	4,848.94	5,007.99
	39,842.453	41,149.286	42,498.982	43,892.949	45,332.638	46,819.548	48,355.229	49,941.281	51,579.355	53,271.158	55,018.452	56,823.057	58,686.553	60,611.782	62,599.849
US29	89,559	92,541	95,623	98,807	102,097	105,497	109,010	112,640	116,391	120,267	124,272	128,410	132,686	137,104	141,670
48,387	3,444.56	3,559.27	3,677.79	3,800.26	3,926.81	4,057.57	4,192.69	4,332.31	4,476.57	4,625.64	4,779.68	4,938.84	5,103.30	5,273.24	5,448.84
	43,057.06	44,490.86	45,972.40	47,503.28	49,085.14	50,719.68	52,408.64	54,153.85	55,957.17	57,820.55	59,745.97	61,735.51	63,791.31	65,915.56	68,110.54
US30	96,500	99,704	103,004	106,423	109,957	113,607	117,379	121,264	125,290	129,450	133,748	138,188	142,776	147,516	152,414
51,993	3,711.53	3,834.75	3,961.68	4,093.21	4,229.10	4,369.51	4,514.58	4,664.01	4,818.86	4,978.84	5,144.14	5,314.92	5,491.38	5,673.69	5,862.06
	46,394.10	47,934.39	49,521.02	51,165.11	52,863.80	54,618.87	56,432.22	58,300.13	60,235.69	62,235.52	64,301.73	66,436.55	68,642.25	70,921.17	73,273.75

Approved:

Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 9/29/10

Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 9-28-2010

Honorable John P. Newkirk, Jr.
Governor of the United States Virgin Islands
Date: 10/23/10

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2012

US Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US05	21,538	22,161	22,786	23,269	23,841	24,468	25,190	25,976	26,734	27,488	28,250	29,004	29,805	30,600	31,399
21,013	828.40	852.34	876.37	894.95	916.97	941.08	968.85	999.07	1,028.25	1,057.24	1,086.53	1,115.54	1,146.33	1,176.94	1,207.65
	10,35496	10,65422	10,95467	11,18691	11,46211	11,76356	12,11059	12,48844	12,85310	13,21556	13,58163	13,94426	14,33292	14,71171	15,09568
US06	21,937	22,556	23,034	23,600	24,221	24,887	25,666	26,464	27,264	28,065	28,868	29,714	30,558	31,401	32,246
21,402	843.73	867.53	885.92	907.71	931.58	957.20	987.16	1,017.86	1,048.60	1,079.43	1,110.30	1,142.84	1,175.29	1,207.73	1,240.22
	10,54666	10,84407	11,07397	11,34639	11,64480	11,96503	12,33954	12,72330	13,10754	13,49290	13,87880	14,28545	14,69115	15,09663	15,50273
US07	22,340	22,813	23,375	24,001	24,652	25,320	26,165	27,003	27,845	28,697	29,587	30,474	31,364	32,252	33,139
21,795	859.23	877.44	899.03	923.12	948.14	973.83	1,006.36	1,038.56	1,070.96	1,103.74	1,137.95	1,172.09	1,206.32	1,240.45	1,274.57
	10,74032	10,96802	11,23783	11,53901	11,85171	12,17290	12,57947	12,98201	13,38705	13,79670	14,22439	14,65112	15,07894	15,50567	15,93208
US08	22,556	23,167	23,869	24,574	25,190	25,984	26,815	27,708	28,603	29,541	30,472	31,411	32,343	33,278	34,210
22,006	867.54	891.05	918.05	945.14	968.86	999.38	1,031.36	1,065.70	1,100.12	1,136.21	1,172.00	1,208.10	1,243.98	1,279.93	1,315.77
	10,84430	11,13818	11,47567	11,81420	12,11074	12,49223	12,89198	13,32128	13,75156	14,20261	14,64999	15,10121	15,54972	15,99911	16,44708
US09	22,958	24,161	24,874	25,498	26,301	27,096	27,995	28,950	29,902	30,850	31,797	32,748	33,691	34,638	35,587
22,398	883.00	929.27	956.68	980.69	1,011.59	1,042.13	1,076.73	1,113.45	1,150.08	1,186.54	1,222.97	1,259.53	1,295.81	1,332.22	1,368.72
	11,03748	11,61584	11,95851	12,25867	12,64481	13,02669	13,45917	13,91813	14,37604	14,83176	15,28709	15,74418	16,19761	16,65276	17,10905
US10	23,421	24,112	24,717	25,496	26,266	27,041	28,017	29,034	30,007	30,976	31,945	32,917	33,888	34,860	35,829
22,880	900.82	927.39	950.67	980.62	1,010.23	1,040.03	1,077.58	1,116.69	1,154.10	1,191.38	1,228.67	1,266.02	1,303.37	1,340.78	1,378.05
	11,26022	11,59239	11,88336	12,25769	12,62787	13,00039	13,46971	13,95866	14,42627	14,89224	15,35837	15,82526	16,29211	16,75969	17,22561
US11	23,886	24,485	25,256	26,019	26,787	27,705	28,864	30,027	31,192	32,352	33,517	34,680	35,838	37,035	38,257
23,303	918.68	941.73	971.40	1,000.74	1,030.26	1,065.60	1,110.14	1,154.88	1,199.68	1,244.31	1,289.11	1,333.84	1,378.39	1,424.43	1,471.43
	11,48345	11,77168	12,14249	12,50920	12,87822	13,31994	13,87671	14,43594	14,99606	15,55391	16,11385	16,67300	17,22988	17,80536	18,39294
US12	24,134	24,942	25,798	26,657	27,571	28,621	29,832	31,040	32,242	33,451	34,658	35,864	37,098	38,385	39,675
23,545	928.22	959.31	992.22	1,025.26	1,060.42	1,100.83	1,147.39	1,193.86	1,240.06	1,286.56	1,333.01	1,379.40	1,426.85	1,476.36	1,525.97
	11,60270	11,99139	12,40270	12,81571	13,25529	13,76032	14,34238	14,92324	15,50077	16,08205	16,66261	17,24247	17,83561	18,45451	19,07458
US13	24,684	25,531	26,381	27,286	28,325	29,419	30,663	31,908	33,203	34,495	35,796	37,134	38,523	39,906	41,295
24,082	949.39	981.95	1,014.65	1,049.45	1,089.44	1,131.49	1,179.35	1,227.23	1,277.06	1,326.73	1,376.75	1,428.24	1,481.66	1,534.85	1,588.26
	11,86733	12,27438	12,68312	13,11815	13,61795	14,14360	14,74188	15,34040	15,96322	16,58419	17,20941	17,85304	18,52075	19,18564	19,85330

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2012

US Pay Plan
2.5% General Increase

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US05	32,219	33,059	33,922	34,811	35,727	36,666	37,631	38,635	39,694	40,781	41,899	43,047	44,226	45,438	46,683
21,013	1,239.17	1,271.52	1,304.70	1,338.89	1,374.10	1,410.24	1,447.33	1,485.97	1,526.69	1,568.52	1,611.50	1,655.65	1,701.02	1,747.62	1,795.51
	15.48968	15.89396	16.30879	16.73608	17.17624	17.62798	18.09159	18.57464	19.08358	19.60647	20.14369	20.69563	21.26269	21.84529	22.44385
US06	33,116	34,010	34,932	35,882	36,858	37,865	38,936	40,069	41,243	42,452	43,695	44,976	46,293	47,650	49,046
21,402	1,273.70	1,308.09	1,343.54	1,380.09	1,417.63	1,456.33	1,497.54	1,541.12	1,586.27	1,632.75	1,680.59	1,729.83	1,780.52	1,832.69	1,886.38
	15.92130	16.35118	16.79429	17.25110	17.72033	18.20409	18.71927	19.26400	19.82844	20.40941	21.00740	21.62292	22.25647	22.90859	23.57981
US07	34,050	34,986	35,956	36,952	37,994	39,099	40,264	41,464	42,700	43,972	45,283	46,632	48,022	49,453	50,926
21,795	1,309.62	1,345.63	1,382.91	1,421.21	1,461.29	1,503.81	1,548.63	1,594.78	1,642.30	1,691.24	1,741.64	1,793.54	1,846.99	1,902.03	1,958.71
	16.37021	16.82039	17.28632	17.76515	18.26612	18.79767	19.35784	19.93470	20.52876	21.14051	21.77050	22.41926	23.08735	23.77536	24.48386
US08	35,175	36,167	37,190	38,276	39,428	40,623	41,858	43,130	44,441	45,788	47,175	48,605	50,077	51,595	53,158
22,006	1,352.87	1,391.02	1,430.39	1,472.16	1,516.47	1,562.42	1,609.91	1,658.85	1,709.28	1,761.08	1,814.44	1,869.41	1,926.06	1,984.42	2,044.54
	16.91089	17.38777	17.87985	18.40194	18.95584	19.53020	20.12392	20.73569	21.36605	22.01344	22.68045	23.36767	24.07571	24.80520	25.55680
US09	36,565	37,571	38,634	39,762	40,939	42,151	43,395	44,679	46,002	47,363	48,765	50,209	51,695	53,225	54,800
22,398	1,406.36	1,445.04	1,485.93	1,529.32	1,574.59	1,621.20	1,669.02	1,718.43	1,769.29	1,821.66	1,875.58	1,931.10	1,988.26	2,047.12	2,107.71
	17.57955	18.06298	18.57417	19.11653	19.68338	20.26498	20.86280	21.48034	22.11615	22.77079	23.44481	24.13877	24.85328	25.58894	26.34637
US10	36,836	37,901	39,034	40,201	41,399	42,637	43,912	45,225	46,577	47,969	49,404	50,881	52,402	53,969	55,583
22,850	1,416.77	1,457.72	1,501.30	1,546.19	1,592.27	1,639.88	1,688.91	1,739.41	1,791.42	1,844.98	1,900.14	1,956.96	2,015.47	2,075.73	2,137.80
	17.70965	18.22146	18.76628	19.32739	19.90335	20.49846	21.11136	21.74259	22.39269	23.06224	23.75180	24.46198	25.19339	25.94667	26.72248
US11	39,543	40,871	42,245	43,664	45,131	46,648	48,215	49,835	51,509	53,240	55,029	56,878	58,789	60,764	62,806
23,303	1,520.88	1,571.98	1,624.80	1,679.39	1,735.82	1,794.14	1,854.42	1,916.73	1,981.13	2,047.70	2,116.50	2,187.62	2,261.12	2,337.09	2,415.62
	19.01094	19.64971	20.30994	20.99235	21.69769	22.42674	23.18028	23.95913	24.76416	25.59624	26.45627	27.34520	28.26400	29.21367	30.19525
US12	41,008	42,390	43,819	45,291	46,799	48,395	50,021	51,707	53,449	55,245	57,102	59,020	61,003	63,053	65,172
23,545	1,577.24	1,630.39	1,685.34	1,741.96	1,799.97	1,861.35	1,923.89	1,988.73	2,055.75	2,124.82	2,196.21	2,270.01	2,346.28	2,425.11	2,506.60
	19.71549	20.37990	21.06670	21.77454	22.49963	23.26687	24.04864	24.85908	25.69683	26.56024	27.45267	28.37508	29.32848	30.31391	31.33246
US13	42,728	44,215	45,753	47,346	48,989	50,693	52,452	54,278	56,167	58,121	60,144	62,237	64,403	66,644	68,963
24,082	1,643.38	1,700.57	1,759.75	1,820.99	1,884.17	1,949.74	2,017.40	2,087.60	2,160.25	2,235.43	2,313.22	2,393.72	2,477.02	2,563.22	2,652.43
	20.54221	21.25708	21.99683	22.76232	23.55217	24.37178	25.21749	26.09505	27.00316	27.94287	28.91528	29.92154	30.96281	32.04031	33.15531

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2012

US Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US14	25,268	26,110	27,005	28,034	29,116	30,252	31,532	32,865	34,193	35,523	36,909	38,330	39,752	41,175	42,595
24,652	971.86	1,004.22	1,038.67	1,078.24	1,119.86	1,163.53	1,212.75	1,264.05	1,315.12	1,366.28	1,419.56	1,474.21	1,528.91	1,583.64	1,638.28
	12,14822	12,55276	12,98332	13,47798	13,99823	14,54416	15,15938	15,80062	16,43897	17,07844	17,74450	18,42767	19,11133	19,79552	20,47846
US15	25,853	26,563	27,576	28,640	29,757	30,920	32,275	33,630	35,093	36,616	38,172	39,730	41,287	42,844	44,403
25,222	994.33	1,021.67	1,060.60	1,101.54	1,144.50	1,189.25	1,241.34	1,293.47	1,349.74	1,408.32	1,468.17	1,528.07	1,587.97	1,647.84	1,707.82
	12,42911	12,77091	13,25748	13,76922	14,30622	14,86559	15,51671	16,16841	16,87174	17,60397	18,35214	19,10090	19,84966	20,59799	21,34776
US16	26,241	27,249	28,464	29,674	30,932	32,191	33,549	34,908	36,374	37,876	39,384	40,888	42,397	43,898	45,408
25,601	1,009.27	1,048.03	1,094.77	1,141.30	1,189.69	1,238.11	1,290.36	1,342.61	1,399.00	1,456.78	1,514.76	1,572.63	1,630.66	1,688.38	1,746.46
	12,61588	13,10033	13,68460	14,26620	14,87108	15,47634	16,12944	16,78268	17,48755	18,20979	18,93454	19,65784	20,38321	21,10478	21,83078
US17	26,953	28,156	29,352	30,597	31,842	33,186	34,284	35,470	36,701	37,931	39,163	40,397	41,629	42,866	44,100
26,206	1,036.67	1,082.90	1,128.93	1,176.79	1,224.69	1,276.37	1,318.62	1,364.24	1,411.58	1,458.87	1,506.28	1,553.73	1,601.12	1,648.68	1,696.16
	12,95837	13,53631	14,11160	14,70993	15,30863	15,95465	16,48275	17,05305	17,64480	18,23590	18,82856	19,42166	20,01402	20,60844	21,20196
US18	27,812	28,994	30,224	31,454	32,781	34,040	35,790	37,361	38,889	40,413	41,941	43,468	44,993	46,519	48,044
27,134	1,069.71	1,115.17	1,162.45	1,209.76	1,260.82	1,309.23	1,376.52	1,446.95	1,495.73	1,554.36	1,613.11	1,671.83	1,730.51	1,789.18	1,847.86
	13,37132	13,93960	14,53064	15,12204	15,76019	16,36538	17,20656	17,96193	18,69657	19,42948	20,16391	20,89788	21,63139	22,36470	23,09826
US19	28,799	29,830	31,045	32,308	33,713	35,281	36,879	38,535	40,185	41,836	43,489	45,141	46,789	48,436	50,088
28,097	1,107.67	1,147.32	1,194.02	1,242.62	1,296.67	1,356.97	1,418.44	1,482.13	1,545.56	1,609.08	1,672.64	1,736.20	1,799.57	1,862.92	1,926.44
	13,84588	14,34156	14,92526	15,53272	16,20839	16,96208	17,73047	18,52656	19,31950	20,11353	20,90802	21,70252	22,49466	23,28647	24,08054
US20	30,069	31,263	32,604	34,065	35,639	37,314	39,086	40,810	42,589	44,365	46,140	47,916	49,694	51,448	53,136
29,336	1,156.52	1,202.43	1,254.01	1,310.19	1,370.72	1,435.15	1,503.32	1,569.61	1,638.05	1,706.36	1,774.61	1,842.93	1,911.31	1,978.77	2,043.68
	14,45644	15,03036	15,67517	16,37741	17,13405	17,93935	18,79147	19,62017	20,47561	21,32945	22,18262	23,03665	23,89131	24,73468	25,54597
US21	31,541	32,913	34,441	36,042	37,740	39,532	41,378	43,265	45,091	46,913	48,733	50,541	52,269	53,963	55,722
30,772	1,213.13	1,265.90	1,324.64	1,386.23	1,451.52	1,520.47	1,591.48	1,664.05	1,734.27	1,804.33	1,874.34	1,943.88	2,010.36	2,075.50	2,143.16
	15,16409	15,82372	16,55795	17,32789	18,14403	19,00587	19,89345	20,80059	21,67838	22,55418	23,42928	24,29851	25,12952	25,94372	26,78948
US22	33,219	34,794	36,415	38,134	39,945	41,859	44,148	46,440	48,687	50,854	52,980	55,109	57,237	59,366	61,491
32,409	1,277.66	1,338.22	1,400.58	1,466.69	1,536.36	1,609.95	1,698.02	1,786.14	1,872.59	1,955.92	2,037.68	2,119.60	2,201.41	2,283.30	2,365.05
	15,97078	16,72780	17,50731	18,33366	19,20451	20,12440	21,22521	22,32679	23,40741	24,44904	25,47101	26,49495	27,51765	28,54131	29,56309

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2012

US Pay Plan
2.5% General Increase

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US14	44,069	45,594	47,171	48,803	50,492	52,239	54,047	55,917	57,851	59,853	61,924	64,066	66,283	68,577	70,949
24,652	1,694,96	1,753,61	1,814,28	1,877,06	1,942,00	2,009,20	2,078,71	2,150,64	2,225,05	2,302,04	2,381,69	2,464,09	2,549,35	2,637,56	2,728,82
	21,18702	21,92009	22,67852	23,46320	24,27503	25,11494	25,98392	26,88296	27,81311	28,77545	29,77108	30,80116	31,86688	32,96947	34,110215
US15	46,015	47,695	49,431	51,230	53,095	55,028	57,031	59,106	61,252	63,482	65,792	68,187	70,669	73,242	75,908
25,222	1,769,81	1,834,41	1,901,19	1,970,39	2,042,11	2,116,44	2,193,48	2,273,32	2,355,85	2,441,60	2,530,47	2,622,58	2,718,04	2,816,98	2,919,52
	22,12268	22,93016	23,76482	24,62986	25,52638	26,45554	27,41853	28,41656	29,44808	30,51999	31,63092	32,78229	33,97556	35,21227	36,49400
US16	46,966	48,576	50,243	51,966	53,748	55,592	57,499	59,471	61,511	63,621	65,803	68,060	70,394	72,809	75,306
25,601	1,806,37	1,868,32	1,932,41	1,998,69	2,067,24	2,138,15	2,211,49	2,287,34	2,365,80	2,446,95	2,530,88	2,617,69	2,707,47	2,800,34	2,896,39
	22,57958	23,35406	24,15510	24,98362	25,84056	26,72689	27,64362	28,59180	29,57250	30,58684	31,63596	32,72108	33,84341	35,00424	36,20489
US17	45,370	46,681	48,026	49,409	50,832	52,296	53,802	55,351	56,946	58,586	60,273	62,009	63,795	65,632	67,522
26,296	1,745,01	1,795,44	1,847,15	1,900,34	1,955,07	2,011,38	2,069,31	2,128,90	2,190,22	2,253,29	2,318,19	2,384,95	2,453,64	2,524,30	2,597,00
	21,81258	22,44296	23,08932	23,75429	24,43842	25,14224	25,86634	26,61129	27,37769	28,16617	28,97736	29,81191	30,67049	31,55380	32,46255
US18	49,625	51,253	52,934	54,670	56,463	58,315	60,228	62,203	64,244	66,351	68,527	70,775	73,096	75,494	77,970
27,134	1,908,66	1,971,26	2,035,92	2,102,69	2,171,66	2,242,89	2,316,46	2,392,44	2,470,91	2,551,96	2,635,66	2,722,11	2,811,40	2,903,61	2,998,85
	23,85819	24,64074	25,44896	26,28368	27,14579	28,03617	28,95576	29,90551	30,88641	31,89948	32,94578	34,02641	35,14247	36,29515	37,48563
US19	51,796	53,567	55,399	57,294	59,253	61,279	63,375	65,543	67,784	70,102	72,500	74,979	77,544	80,196	82,938
28,097	1,992,14	2,060,27	2,130,73	2,203,60	2,278,96	2,356,90	2,437,51	2,520,87	2,607,08	2,696,25	2,788,46	2,883,82	2,982,45	3,084,45	3,189,94
	24,90169	25,75333	26,63409	27,54498	28,48702	29,46127	30,46885	31,51088	32,58855	33,70308	34,85573	36,04779	37,28063	38,55563	39,87423
US20	54,878	56,684	58,543	60,463	62,447	64,495	66,610	68,795	71,052	73,382	75,789	78,275	80,842	83,494	86,233
29,336	2,110,71	2,180,15	2,251,66	2,325,52	2,401,79	2,480,57	2,561,94	2,645,97	2,732,75	2,822,39	2,914,96	3,010,57	3,109,32	3,211,31	3,316,64
	26,38388	27,25191	28,14578	29,06896	30,02242	31,00715	32,02419	33,07458	34,15943	35,27986	36,43704	37,63217	38,86651	40,14133	41,45796
US21	57,505	59,345	61,244	63,204	65,227	67,314	69,468	71,691	73,985	76,353	78,796	81,317	83,920	86,605	89,376
30,772	2,211,74	2,282,52	2,355,56	2,430,93	2,508,72	2,589,00	2,671,85	2,757,35	2,845,58	2,936,64	3,030,62	3,127,60	3,227,68	3,330,96	3,437,56
	27,64674	28,53144	29,44445	30,38667	31,35904	32,36253	33,39813	34,46687	35,56981	36,70805	37,88270	39,09495	40,34599	41,63706	42,96945
US22	63,699	65,979	68,341	70,788	73,322	75,947	78,666	81,482	84,399	87,421	90,550	93,792	97,150	100,628	104,230
32,409	2,449,95	2,537,66	2,628,51	2,722,61	2,820,08	2,921,04	3,025,61	3,133,93	3,246,12	3,362,33	3,482,70	3,607,39	3,736,53	3,870,30	4,008,85
	30,62440	31,72075	32,85636	34,03261	35,25098	36,51297	37,82013	39,17409	40,57652	42,02916	43,53381	45,09232	46,70662	48,37872	50,11068

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2012

US Pay Plan
2.5% General Increase

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
US23	35,130	36,774	38,462	40,343	42,267	44,287	46,400	48,465	50,345	52,213	54,082	55,948	57,822	59,696	61,564
34,273	1,351.15	1,414.38	1,479.30	1,551.64	1,625.65	1,703.36	1,784.61	1,864.02	1,936.35	2,008.19	2,080.08	2,151.84	2,223.93	2,295.98	2,367.85
16,88934	17.67976	18.49126	19.39548	20.32065	21.29198	22.30760	23.30029	24.20434	25.10232	26.00099	26.89802	27.79910	28.69979	29.59810	
US24	37,220	38,973	40,824	42,763	44,799	46,877	48,949	50,956	52,979	54,992	57,011	59,029	61,042	63,062	65,074
36,312	1,431.53	1,498.96	1,570.16	1,644.74	1,723.03	1,802.98	1,882.67	1,959.86	2,037.66	2,115.10	2,192.72	2,270.34	2,347.76	2,425.47	2,502.84
17,89413	18.73695	19.62695	20.55923	21.53785	22.53721	23.53335	24.49822	25.47080	26.43869	27.40899	28.37927	29.34700	30.31839	31.28555	
US25	39,455	41,606	43,578	45,639	47,734	49,882	51,822	53,973	55,959	57,940	59,922	61,905	63,886	65,866	67,849
38,493	1,517.51	1,600.22	1,676.07	1,755.35	1,835.92	1,918.53	1,993.16	2,075.88	2,152.27	2,228.46	2,304.68	2,380.96	2,457.15	2,533.32	2,609.58
18,96891	20.00271	20.95084	21.94181	22.94894	23.98165	24.91453	25.94849	26.90339	27.85577	28.80844	29.76200	30.71438	31.66653	32.61969	
US26	41,570	43,565	45,635	47,652	49,701	51,748	53,777	56,057	58,187	60,323	62,458	64,588	66,719	68,854	70,989
40,556	1,598.84	1,675.59	1,755.18	1,832.76	1,911.56	1,990.32	2,068.34	2,156.04	2,237.97	2,320.10	2,402.23	2,484.15	2,566.13	2,648.24	2,730.34
19,98553	20.94483	21.93971	22.90945	23.89456	24.87901	25.85427	26.95049	27.97461	29.00128	30.02792	31.05187	32.07659	33.10304	34.12923	
US27	44,188	46,583	48,562	50,262	52,449	54,725	57,166	59,567	61,967	64,365	66,766	69,170	71,570	73,967	76,364
43,110	1,699.53	1,791.64	1,867.79	1,933.16	2,017.25	2,104.80	2,198.68	2,291.02	2,383.35	2,475.58	2,567.92	2,660.37	2,752.68	2,844.90	2,937.07
21,24411	22.39554	23.34735	24.16451	25.21567	26.31003	27.48345	28.63776	29.79186	30.94480	32.09905	33.25461	34.40855	35.56123	36.71342	
US28	47,395	48,390	51,584	53,864	56,234	58,720	61,338	63,952	66,567	69,177	71,791	74,405	77,016	79,635	82,247
46,239	1,822.88	1,861.16	1,984.00	2,071.69	2,162.85	2,258.45	2,359.17	2,459.67	2,560.27	2,660.64	2,761.21	2,861.72	2,962.16	3,062.88	3,163.34
22,786046	23.264553	24.800013	25.896174	27.035605	28.230579	29.489663	30.745923	32.003431	33.257965	34.515116	35.771467	37.027045	38.285965	39.541744	
US29	50,837	53,048	55,382	57,919	60,421	63,128	65,956	68,779	71,647	74,513	77,382	80,245	83,110	85,977	88,840
49,597	1,955.27	2,040.32	2,130.09	2,227.65	2,323.89	2,428.00	2,536.77	2,645.35	2,755.66	2,865.88	2,976.22	3,086.34	3,196.52	3,306.80	3,416.92
24,44083	25.50401	26.62618	27.84566	29.04859	30.34997	31.70965	33.06682	34.44571	35.82354	37.20274	38.57924	39.95652	41.33502	42.71148	
US30	54,625	57,012	59,561	62,271	65,104	68,021	71,136	74,209	77,282	80,357	83,427	86,506	89,585	92,658	95,734
53,293	2,100.97	2,192.79	2,290.80	2,395.04	2,504.01	2,616.19	2,736.01	2,854.21	2,972.37	3,090.67	3,208.73	3,327.14	3,445.58	3,563.77	3,682.08
26,26218	27.40983	28.63505	29.93795	31.30012	32.70237	34.20014	35.67758	37.15464	38.63339	40.10919	41.58921	43.06979	44.54708	46.02605	

United Steelworkers (USW)
US Pay Plan
Effective October 1, 2012

US Pay Plan
2.5% General Increase

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US23															
34,273	63,035	65,481	67,531	69,644	71,824	74,080	76,398	78,790	81,256	83,799	86,422	89,127	91,917	94,794	97,761
	2,424.44	2,518.51	2,597.34	2,678.63	2,762.47	2,849.22	2,938.40	3,030.37	3,125.22	3,223.04	3,323.92	3,427.96	3,535.25	3,645.91	3,760.02
	30,305.49	31,481.35	32,466.71	33,482.92	34,530.94	35,615.21	36,729.96	37,879.61	39,065.24	40,287.99	41,549.00	42,849.48	44,190.67	45,573.84	47,000.30
US24															
36,312	67,156	69,305	71,523	73,812	76,174	78,611	81,127	83,723	86,402	89,167	92,020	94,965	98,004	101,140	104,376
	2,582.93	2,665.59	2,750.89	2,838.92	2,929.76	3,023.51	3,120.27	3,220.11	3,323.16	3,429.50	3,539.24	3,652.50	3,769.38	3,890.00	4,014.48
	32,286.68	33,319.86	34,386.09	35,486.45	36,622.01	37,793.92	39,003.32	40,251.43	41,539.48	42,868.74	44,240.54	45,656.24	47,117.23	48,624.99	50,180.99
US25															
38,493	69,884	71,988	74,155	76,387	78,686	81,055	83,494	86,007	88,596	91,263	94,010	96,840	99,755	102,757	105,850
	2,687.86	2,768.77	2,852.11	2,937.96	3,026.39	3,117.48	3,211.32	3,307.98	3,407.55	3,510.12	3,615.77	3,724.61	3,836.72	3,952.20	4,071.16
	33,598.28	34,609.59	35,651.34	36,724.44	37,829.85	38,968.53	40,141.48	41,349.74	42,594.36	43,876.45	45,197.14	46,557.57	47,958.95	49,402.52	50,889.53
US26															
40,556	73,189	75,458	77,798	80,209	82,696	85,259	87,902	90,627	93,437	96,333	99,320	102,399	105,573	108,846	112,220
	2,814.98	2,902.24	2,992.21	3,084.97	3,180.61	3,279.20	3,380.86	3,485.67	3,593.72	3,705.13	3,819.99	3,938.41	4,060.50	4,186.37	4,316.15
	35,187.24	36,278.04	37,402.66	38,562.14	39,757.57	40,990.05	42,260.74	43,570.83	44,921.52	46,314.09	47,749.83	49,230.07	50,756.20	52,329.65	53,951.87
US27															
43,110	78,846	81,408	84,054	86,777	89,589	92,492	95,488	98,582	101,776	105,074	108,478	111,993	115,621	119,368	123,235
	3,032.53	3,131.09	3,232.85	3,337.59	3,445.73	3,557.37	3,672.63	3,791.62	3,914.47	4,041.30	4,172.24	4,307.42	4,446.98	4,591.06	4,739.81
	37,906.60	39,138.57	40,410.57	41,719.87	43,071.60	44,467.12	45,907.85	47,393.26	48,930.87	50,516.23	52,152.96	53,842.71	55,587.22	57,388.24	59,247.62
US28															
46,239	84,945	87,731	90,608	93,580	96,650	99,820	103,094	106,475	109,968	113,575	117,300	121,147	125,121	129,225	133,464
	3,267.10	3,374.26	3,484.93	3,599.24	3,717.29	3,839.22	3,965.15	4,095.20	4,229.53	4,368.26	4,511.54	4,659.51	4,812.35	4,970.19	5,133.21
	40,838.713	42,178.223	43,561.669	44,990.492	46,466.180	47,990.271	49,564.351	51,190.062	52,869.096	54,603.203	56,394.188	58,243.917	60,154.317	62,127.379	64,165.157
US29															
49,597	91,798	94,855	98,014	101,278	104,650	108,135	111,736	115,457	119,301	123,274	127,379	131,621	136,004	140,533	145,213
	3,530.70	3,648.27	3,769.76	3,895.29	4,025.01	4,159.04	4,297.54	4,440.64	4,588.52	4,741.32	4,899.20	5,062.35	5,230.92	5,405.11	5,585.10
	44,133.77	45,603.43	47,122.02	48,691.18	50,312.60	51,988.01	53,719.21	55,508.06	57,356.48	59,266.45	61,240.02	63,279.32	65,386.52	67,563.89	69,813.76
US30															
53,293	98,913	102,196	105,579	109,084	112,706	116,448	120,314	124,296	128,423	132,687	137,092	141,643	146,346	151,204	156,224
	3,804.33	3,930.63	4,060.74	4,195.55	4,334.85	4,478.76	4,627.46	4,780.63	4,939.34	5,103.33	5,272.76	5,447.82	5,628.68	5,815.55	6,008.63
	47,554.11	49,132.91	50,759.21	52,444.41	54,185.57	55,984.53	57,843.22	59,757.83	61,741.79	63,791.61	65,909.49	68,097.69	70,358.53	72,694.44	75,107.89

Approved: 
Dr. Valdemar A. Hill, Jr.
Chief Negotiator
Office of Collective Bargaining
Date: 9/29/10

Randolph Allen
United Steelworkers of America
Chief Negotiator
Date: 9-28-2010

Honorable John P. Delough, Jr.
Governor of the United States Virgin Islands
Date: 10/23/10