22.4 Conversion Revised

Example 1: 22.4 Driver—Seniority of less than one year - REVISED					
	Increase to 2018-23 RPCD Progression	GWI	2023-28 RPCD Progression	Rate	
7/31/2023	---	---	---	$20.50	
8/1/2023	**$0.50**	$2.75	---	**$23.75**	
1-Year Anniversary	---	---	**$0.25**	$24.00	
8/1/2024	---	$0.75	---	$24.75	
2-Year Anniversary	---	---	$0.25	$25.00	
8/1/2025	---	$0.75	---	$25.75	
3-Year Anniversary	---	---	$5.00	$30.75	
8/1/2026	---	$1.00	---	$31.75	
4-Year Anniversary	---	---	$15.00	$46.75*	
8/1/2027	---	$2.25	---	$49.00	
Increase on 8/1/2023				**$3.25**	**16%**
Total increase				**$28.50**	**139%**

Example 2: 22.4 - 1 but less than 2 years of seniority (8/2/21 - 8/1/22) - REVISED					
	Increase to 2018-23 RPCD Progression	GWI	2023-28 RPCD Progression	Rate	
7/31/2023	---	---	---	$21.25	
8/1/2023	**$1.75**	$2.75	---	**$25.75**	
2-Year Anniversary	---	---	---	$25.75	
8/1/2024	---	$0.75	---	$26.50	
3-Year Anniversary	---	---	$4.25	$30.75	
8/1/2025	---	$0.75	---	$31.50	
4-Year Anniversary	---	---	$14.25	$45.75*	
8/1/2026	---	$1.00	---	$46.75	
8/1/2027	---	$2.25	---	$49.00	
Increase on 8/1/2023				**$4.50**	**21%**
Total increase				**$27.75**	**131%**

22.4 Conversion Revised

Example 3: 22.4 - 2 but less than 3 years of seniority (8/2/20 - 8/1/21) - REVISED					
	Increase to 2018-23 RPCD Progression	**GWI**	**2023-28 RPCD Progression**	**Rate**	
7/31/2023	---	---	---	$22.75	
8/1/2023	**$1.25**	$2.75	---	**$26.75**	
3-Year Anniversary	---	---	**$4.00**	$30.75	
8/1/2024	---	$0.75	---	$31.50	
4-Year Anniversary	---	---	$13.50	$45.00*	
8/1/2025	---	$0.75	---	$45.75	
8/1/2026	---	$1.00	---	$46.75	
8/1/2027	---	$2.25	---	$49.00	
Increase on 8/1/2023				**$4.00**	**18%**
Total increase				**$26.25**	**115%**

Example 4: 22.4 - 3 but less than 4 years of seniority (8/2/19 - 8/1/20) - REVISED					
	Increase to 2018-23 RPCD Progression	**GWI**	**2023-28 RPCD Progression**	**Rate**	
7/31/2023	---	---	---	$25.00	
8/1/2023	**$3.75**	$2.75	---	**$31.50**	
4-Year Anniversary	---	---	**$12.75**	$44.25*	
8/1/2024	---	$0.75	---	$45.00	
8/1/2025	---	$0.75	---	$45.75	
8/1/2026	---	$1.00	---	$46.75	
8/1/2027	---	$2.25	---	$49.00	
Increase on 8/1/2023				**$6.50**	**26%**
Total increase				**$24.00**	**96%**

22.4 Conversion Revised

Example 5: 22.4 - Driver at Top Rate (seniority date on or before 8/2/2019)					
	Increase to 2018-23 RPCD Progression	**GWI**	**2023-28 RPCD Progression**	**Rate**	
7/31/2023	---	---	---	$35.94	
8/1/2023	**$5.56**	$2.75	---	**$44.25***	
8/1/2024	---	$0.75	---	$45.00	
8/1/2025	---	$0.75	---	$45.75	
8/1/2026	---	$1.00	---	$46.75	
8/1/2027	---	$2.25	---	$49.00	
Increase on 8/1/2023				**$8.31**	**23%**
Total increase				**$13.06**	**36%**

Full-time wage progression (Article 41.2) Package Car and Feeder Drivers 2023-28			
	Old Progression	**New Progression**	**Increase**
Start Rate	$21.00	$23.00	9.52%
+12 months	$23.00	$24.00	4.35%
+24 months	$24.00	$25.00	4.17%
+36 months	$28.75	$30.75	6.96%
+48 months	Top Rate	Top Rate	---

1. The full-time top rate for RPCD drivers used in this chart is the average top rate. Your rate may be higher or lower. Please check your supplement or rider for your RPCD top rate.