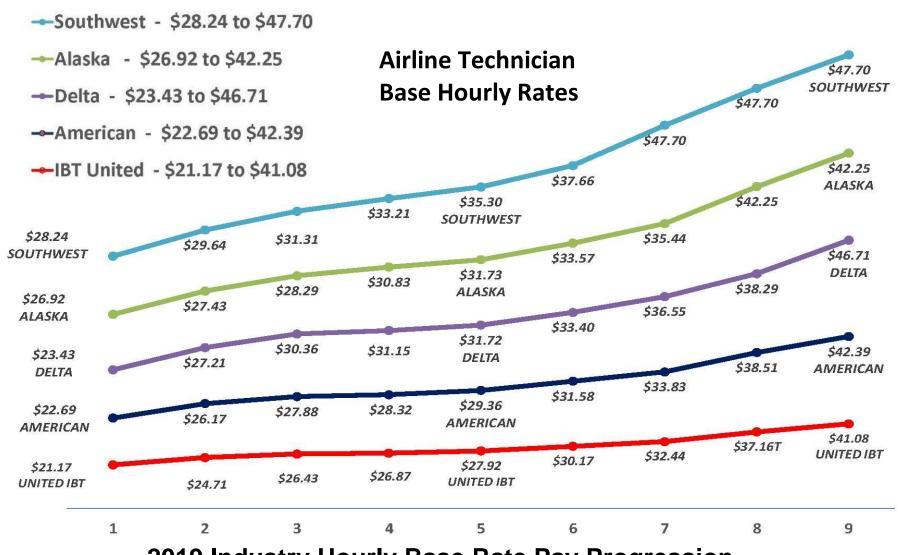


## Teamsters Negotiators Lowered our Base Rates United Junior Technicians now at bottom of Industry



2019 Industry Hourly Base Rate Pay Progression