

IUE-CWA / GE Aero Tentative Agreement (6.23.2025) for 2025-2029

Comparing Annual Base Wage Increases to Increases in Medical Care Premiums

R23- SCENARIO FOR MEMBERS MOVING ACROSS INCOME BRACKETS

For example, members (such as Lynn - R23) currently earning \$45.78 hourly, (\$95,222.40 yearly at 40hr weekly base pay and in the \$74,599-\$99,999 bracket); in the second year of the contract this member will be in the \$100,000-\$149,999 bracket, which comes with higher Medical premiums under each option. We will trace a scenario whereas the member is on Option 1, Covering 3 or More Dependents.

	R23 - Currently	Starting July 7, 2025	Starting July 6, 2026	Starting July 5, 2027	Starting July 3, 2028
Hourly Wage Rate	\$45.78	\$48.07	\$50.47	\$51.99	\$53.55
Annualized Straight Time Wage (2080 hrs)	\$95,222.40	\$99,983.52	\$104,982.70	\$108,132.18	\$111,376.14

	Year 1 Increase	Year 2 Increase	Year 3 Increase	Year 4 Increase
Hourly Wage Increases	+\$2.29	+\$2.40	+\$1.51	+\$1.56
Weekly Wage Increases (40hr)	+\$91.60	+\$96.00	+\$60.40	+\$62.40
Annualized Wage Increases (2080hrs)	+\$4,761.12	+\$4,999.18	+\$3,149.48	+\$3,243.97
Weekly Premium Increases	+\$ 7.54	+\$ 43.67	+\$ 10.61	\$ -
Annualized Premium Increases (weekly increase*52 weeks)	+\$ 391.93	+\$ 2,271.10	+\$ 551.72	\$ -

R23- SCENARIO FOR MEMBERS MOVING ACROSS INCOME BRACKETS

Member Currently Earning \$45.78 Hourly Rate (R23, Lynn, Mass) with Option 1 Medical Plan and 3 or More Dependents, moving from \$74,599-\$99,999 bracket in 1st Year to \$100,000-\$149,999 bracket in 2nd, 3rd and 4th Year of the contract.

Hourly Wage Rates	Annualized Straight Time Wage Increases (GWI) (increase in the hourly rate* 2080 hours)	Annualized Increase in Weekly Premiums (annual sum of the increase in the weekly premium)
\$48.0/hr starting July 7, 2025	+\$4,761.12	+\$ 391.93 (Jan-Dec 2026)
\$50.47/hr starting July 6, 2026	+\$4,999.18	+\$ 2,271.10 (Jan-Dec 2027)
\$51.99/hr starting July 5, 2027	+\$3,149.48	+\$ 551.72 (Jan-Dec 2028)
\$53.55/hr starting July 3, 2028	+\$3,243.97	No Increase (Jan-Dec 2029)