IAM&AW AFL-CIO

UNION NEWS

Union Steward

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Approved for posting,

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20¢ COLA, Annual COLA Application, and 9% GWI Effective September 11, 2026

Because of your solidarity, these gains are yours today.

Effective September 11, 2026, members on the active payroll will receive a 20-cent cost-of-living adjustment (COLA) based on May, June, and July 2026. In accordance with Article 6.4(c), this 20-cent COLA, along with the COLA earned during the year totaling 32 cents, shall be added to the employees' base rates and made a part thereof. The total COLA from September 2025 - September 2026 is 52 cents.

Then, after application of the annual COLA fold-in, members on the active payroll on September 10, 2026 (or on an approved leave of absence of 90 days or less), will also receive a 9% General Wage Increase (GWI) effective the same day.

Note: Employees at the maximum Grade A rate will receive their 9% as a lump sum equal to 9% of bargaining-unit gross earnings, as stated in Letter of Understanding #23.

Wage Rates Effective 09/11/26

Base Rate Chart Effective 09/11/26

Labor Grade	Base Rate Range Minimum per hour	Base Rate Range Maximum per hour
Nurses (B)	$40.84	$71.31
11	$37.84	$70.41
10	$35.84	$68.64
9	$33.84	$67.07
8	$31.84	$65.39
7	$27.84	$63.66
6	$26.84	$62.00
5	$25.84	$60.26
4	$24.84	$58.66
3	$23.84	$57.05
2	$22.84	$55.35
1	$21.84	$53.65
A	$20.84	$27.63