

CBA CLASSIFICATIONS	UNION NEGO RATE	UNION NAME	# OF EES	H&W Emp Contribution	Pension WKLY Rate	Pension MO Rate	2nd Pension	401 & ESPP	Vacation
Driver Commercial	\$ 41.36	Loc 70	72	\$2,123.00	\$533.20				10 paid holidays
Driver Container	\$ 41.36	Loc 70	8	\$2,123.00	\$533.20				1 year & less than 5 years of svc = 2 weeks vac
Driver MRF Recycling	\$ 41.36	Loc 70	2	\$2,123.00	\$533.20				5 yrs & less than 10 yrs of svc = 3 weeks vac
Driver Residential	\$ 41.36	Loc 70	166	\$2,123.00	\$533.20				10 yrs of service or more = 4 weeks vac
Driver Rolloff	\$ 41.36	Loc 70	46	\$2,123.00	\$533.20				15 yrs of service or more = 5 weeks vac
Driver Transfer	\$ 41.36	Loc 70	87	\$2,123.00	\$533.20				20 yrs of service or more = 6 weeks vac
Primary HEO II	\$ 41.36	Loc 70	18	\$2,123.00	\$533.20				
Driver Apprentice (CIVICORP)	\$ 28.95	Loc 70	2	\$2,123.00	\$533.20				
Journeyman Electrician	\$ 47.98	Loc 1546	2	\$1,885.00		\$1,235.84		\$500.00	10 paid holidays
Heavy Equip Utility	\$ 38.38	Loc 1546	1	\$1,885.00		\$1,235.84		\$500.00	employed for 1 year = 1 week vac
Heavy Equip General Mechanic	\$ 42.64	Loc 1546	3	\$1,885.00		\$1,235.84		\$500.00	employed for 2 years = 2 weeks vac
Journeyman Heavy Equip Mechanic Sr	\$ 45.78	Loc 1546	8	\$1,885.00		\$1,235.84		\$500.00	employed for 5 years = 3 weeks vac
Inventory & Warranty Coord	\$ 39.74	Loc 1546	2	\$1,885.00		\$1,235.84		\$500.00	employed for 10 years = 4 weeks vac
Painter	\$ 29.84	Loc 1546	2	\$1,885.00		\$1,235.84		\$500.00	employed for 15 years = 5 weeks vac (starting 1/2021)
Plant Maint Tech	\$ 38.38	Loc 1546	6	\$1,885.00		\$1,235.84		\$500.00	employed for 20 years = 5 weeks vac
Journeyman Plant Maint Tech	\$ 45.78	Loc 1546	7	\$1,885.00		\$1,235.84		\$500.00	employed for 25 years = 6 weeks vac
General Technician	\$ 38.34	Loc 1546	14	\$1,885.00		\$1,235.84		\$500.00	
Technician Assistant (CIVICORP)	\$ 21.00	Loc 1546	2	\$1,885.00		\$1,235.84		\$500.00	
Journeyman Truck Technician	\$ 45.78	Loc 1546	28	\$1,885.00		\$1,235.84		\$500.00	
Journeyman Compactor Repair	\$ 45.78	Loc 1546	1	\$1,885.00		\$1,235.84		\$500.00	
Utility Worker - Maintenance	\$ 28.75	Loc 1546	8	\$1,885.00		\$1,235.84		\$500.00	
Welder / Container Technician	\$ 38.30	Loc 1546	5	\$1,885.00		\$1,235.84		\$500.00	
Screen Cleaner, Traffic Control Quality / Baler Check, Audit Control	\$ 23.44	Loc 6 Recycling	1	\$1,525.95			WM Pension Plan for Collective Bargaining Unit employees. \$2/hour		7 paid holidays
Recycling Equipment Operator	\$ 25.50	Loc 6 Recycling	2	\$1,525.95					1 year & less than 5 years of svc = 2 weeks vac
Recycling Sorter / Material Handler	\$ 22.19	Loc 6 Recycling	59	\$1,525.95					5 yrs & less than 15 yrs of svc = 3 weeks vac
									15 yrs of service or more = 4 weeks vac
Laborer / Site Maintenance	\$ 26.55	Loc 6 Landfill	38	\$1,392.82		\$909.83	WCTPT pension: straight hours only for a max of 2080 hours annually @ \$2.00 per hour		11 paid holidays
Primary HEO II / Spotter	\$ 31.08	Loc 6 Landfill	9	\$1,392.82		\$909.83	Probationary EE 1st 90 days earns at \$0.10 per hour		1 year & less than 5 years of svc = 2 weeks vac
Primary HEO III	\$ 32.85	Loc 6 Landfill	18	\$1,392.82		\$909.83	WCTPT pension: straight hours only for a max of 2080 hours annually @ \$2.00 per hour		5 yrs & less than 10 yrs of svc = 3 weeks vac
Scalehouse Attendant	\$ 31.43	Loc 6 Landfill	5	\$1,392.82		\$909.83	Probationary EE 1st 90 days earns at \$0.10 per hour		10 yrs of service or more = 4 weeks vac
Cash Processing	\$ 22.94	Loc 6 Clerical	1	WM Benefits (\$360-\$863 depending on medical/dental plan selected)		\$909.83	WCTPT pension: straight hours only for a max of 2080 hours annually @ \$2.00 per hour		20 yrs of service or more = 5 weeks vac
									25 yrs of service or more = 6 weeks vac

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CSR II - Non Sales	\$ 23.44	Loc 6 Clerical	11	WM Benefits (\$360-\$863 depending on medical/dental plan selected)		\$909.83	WCTPT pension: straight hours only for a max of 2080 hours annually @ \$2.00 per hour Probationary EE 1st 90 days earns at \$0.10 per hour		
Dispatcher Clerk	\$ 22.94	Loc 6 Clerical	7	WM Benefits (\$360-\$863 depending on medical/dental plan selected)		\$909.83	WCTPT pension: straight hours only for a max of 2080 hours annually @ \$2.00 per hour Probationary EE 1st 90 days earns at \$0.10 per hour		10 paid holidays 1 year of svc = 2 weeks vac 6 years = 3 weeks vac 15 years = 4 weeks vac 20 years = 5 weeks vac
Administrative Assistant III	\$ 30.39	Non-Union Hrly	1	WM Benefits (\$360-\$863 depending on medical/dental plan selected)					6 paid holidays
Gas Technician I	\$ 30.02	Non-Union Hrly	2	WM Benefits (\$360-\$863 depending on medical/dental plan selected)					0 - 4 years = 1 week 5 - 9 years = 2 weeks 10 - 19 years = 3 weeks 20+ years = 4 weeks
Operations Spec, Collections, Landfill, Maintenance, MRF	\$ 20.40	Non-Union Hrly	10	WM Benefits (\$360-\$863 depending on medical/dental plan selected)					
Operations Spec, Maintenanc Sr	\$ 26.32	Non-Union Hrly	2	WM Benefits (\$360-\$863 depending on medical/dental plan selected)					

401K for Hourly
Non-Union:
- Company matching contributions - Dollar for dollar on the first 3% of pay you contribute and 50 cents on the dollar for the next 3% of pay.
-100% vesting - you own all the money that goes into the plan, your contributions and the company's matching contributions.
ESPP for Hourly
Non-Union:
- set aside 1% - 10% of eligible pay
- purchase shares at 85% of the fair market value of WM stock
- 2 purchase periods each year