

	Contract Years	10/01/18	10/01/19	10/01/20	10/01/21	10/01/22	10/01/23
		09/30/19	09/30/20	09/30/21	09/30/22	09/30/23	09/30/24
	*Wage Increase of \$1.00 only for Highest Rate	*			*	*	*

If the employee has the following Qualified Anniversary Years of Service on October 1 of the Contract Years set forth above, the Employee's straight-time basic wage rate for each Contract Year of this Master Contract will be:							
	0	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
	1	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
	2	\$23.75	\$24.00	\$24.00	\$24.25	\$24.50	\$24.75
	3	\$23.75	\$24.00	\$24.00	\$24.25	\$24.50	\$24.75
	4	\$29.40	\$30.00	\$30.00	\$30.60	\$31.25	\$31.90
	5	\$29.40	\$30.00	\$30.00	\$30.60	\$31.25	\$31.90
	6 or More	\$35.00	\$36.00	\$36.00	\$37.00	\$38.00	\$39.00

### C. CONTAINER ROYALTY DISTRIBUTIONS

The ILA's and USMX's shares of the Container Royalty Nos. 1 and 3 assessments collected that are in excess of the amounts needed to satisfy the contractual obligations set forth in Article XII, Section 3(a) of the 2012 Master Contract shall be calculated as follows:

- (a) At the end of the 2018-2019 contract year, the ILA's share shall equal the sum of (a) the first \$15 million (hereinafter referred to as "ILA's Initial Lump-Sum Amount") plus (b) 50% of the remaining excess;
- (b) At the end of the 2019-2020 contract year, the ILA's share shall equal the sum of (a) the first \$16 million plus (b) 50% of the remaining excess;