

## HOURLY PAY RATES

Momentive Performance Materials

Waterford, New York

**EFFECTIVE: June 24, 2019**

NOTE: Skill adder applies to OTA, MEA, MTA and Craft Planner/Leader positions

GW1 1% (NSB add \$0.60 for less than 5 years or \$3.00 for 5 or more years to Rate 1)

LEVEL	RATE 1	RATE 1	FIRE DUTY \$0.50/HR *ADD TO RATE 1	WEEKLY SALARY STRAIGHT TIME WITHOUT OVERTIME	ANNUAL SALARY STRAIGHT TIME WITHOUT OVERTIME
	HOURLY RATE	SKILL ADDER \$0.50/HR			
SPA	17.51	-----	18.01	700.40	36537.56
SPA1	19.62	-----	20.12	784.80	40940.43
SPA2	20.19	-----	20.69	807.60	42129.83
SPB	24.17	-----	24.67	966.80	50434.77
SPB1	24.73	-----	25.23	989.20	51603.30
SPC	26.48	-----	26.98	1059.20	55254.97
L1	18.09	-----	18.59	723.60	37747.82
L2	23.01	-----	23.51	920.40	48014.23
L3E	23.01	-----	23.51	920.40	48014.23
L3	25.90	-----	26.40	1036.00	54044.70
L3A	27.10	-----	27.60	1084.00	56548.70
L4	27.10	-----	27.60	1084.00	56548.70
L5E	27.10	-----	27.60	1084.00	56548.70
L5	28.84	-----	29.34	1153.60	60179.51
L5A	31.15	-----	31.65	1246.00	64999.71
L6	31.56	-----	32.06	1262.40	65855.24
L7E	32.13	-----	32.63	1285.20	67044.64
L7	34.85	-----	35.35	1394.00	72720.38
L8	35.90	-----	36.40	1436.00	74911.38
L9	39.37	-----	39.87	1574.80	82152.12

Maintenance Rates (Progression begins at R21)

R17	28.84	-----	29.34	1153.42	60170.12
R19	31.15	-----	31.65	1245.94	64996.37
R21	34.83	-----	35.33	1393.40	72688.87
R22	35.55	-----	36.05	1422.08	74185.22
R23	36.89	-----	37.39	1475.41	76967.17
R23C	37.43	-----	37.93	1497.22	78105.24
R24	37.95	-----	38.45	1517.83	79180.08
R24D	-----	38.45	38.95	1537.83	80223.41
R24E	-----	38.95	39.45	1557.83	81266.75
R24F	-----	39.45	39.95	1577.83	82310.08
R24G	-----	39.95	40.45	1597.83	83353.41
R26	40.25	-----	40.75	1609.94	83985.26
R26D	-----	40.75	41.25	1629.94	85028.59
R26E	-----	41.25	41.75	1649.94	86071.92
R26F	-----	41.75	42.25	1669.94	87115.26
R26G	-----	42.25	42.75	1689.94	88158.59