

United Steelworker* (USW)

US Pay Plan

PERCENTAGE BETWEEN STEPS.

1.00% Between Grade 5-10

2.5% Between Steps 1-15

2.00% Between Grade 11-14

3.0% Between Steps 16-30

3.25% Between Grade 15-20

3.50% Between Grade 21-26

4.00% Between Grade 27-30

US PAY PLAN: YEAR 1 - EFFECTIVE 10-01-2022

Year 1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
US05	27,851.20	28,547.48	29,261.17	29,992.70	30,742.51	31,511.08	32,298.85	33,106.32	33,933.98	34,782.33	35,651.89	36,543.19	37,456.77	38,393.19	39,353.02	40,533.61
US06	28,129.71	28,832.95	29,553.78	30,292.62	31,049.94	31,826.19	32,621.84	33,437.39	34,273.32	35,130.16	36,008.41	36,908.62	37,831.34	38,777.12	39,746.55	40,938.94
US07	28,411.01	29,121.28	29,849.32	30,595.55	31,360.44	32,144.45	32,948.06	33,771.76	34,616.06	35,481.46	36,368.49	37,277.71	38,209.65	39,164.89	40,144.01	41,348.33
US08	28,695.12	29,412.50	30,147.81	30,901.50	31,674.04	32,465.89	33,277.54	34,109.48	34,962.22	35,836.27	36,732.18	37,650.48	38,591.75	39,556.54	40,545.45	41,761.82
US09	28,982.07	29,706.62	30,449.29	31,210.52	31,990.78	32,790.55	33,610.32	34,450.57	35,311.84	36,194.63	37,099.50	38,026.99	38,977.66	39,952.10	40,950.91	42,179.43
US10	29,271.89	30,003.69	30,753.78	31,522.63	32,310.69	33,118.46	33,946.42	34,795.08	35,664.96	36,556.58	37,470.50	38,407.26	39,367.44	40,351.63	41,360.42	42,601.23
US11	29,857.33	30,603.76	31,368.86	32,153.08	32,956.90	33,780.83	34,625.35	35,490.98	36,378.26	37,287.71	38,219.91	39,175.40	40,154.79	41,158.66	42,187.62	43,453.25
US12	30,454.48	31,215.84	31,996.23	32,796.14	33,616.04	34,456.44	35,317.85	36,200.80	37,105.82	38,033.47	38,984.30	39,958.91	40,957.88	41,981.83	43,031.38	44,322.32
US13	31,063.57	31,840.15	32,636.16	33,452.06	34,288.36	35,145.57	36,024.21	36,924.82	37,847.94	38,794.14	39,763.99	40,758.09	41,777.04	42,821.47	43,892.00	45,208.76
US14	31,684.84	32,476.96	33,288.88	34,121.10	34,974.13	35,848.48	36,744.70	37,663.31	38,604.90	39,570.02	40,559.27	41,573.25	42,612.58	43,677.90	44,769.84	46,112.94
US15	32,714.59	33,532.46	34,370.77	35,230.04	36,110.79	37,013.56	37,938.90	38,887.37	39,859.56	40,856.04	41,877.45	42,924.38	43,997.49	45,097.43	46,224.86	47,611.61
US16	33,777.82	34,622.26	35,487.82	36,375.02	37,284.39	38,216.50	39,171.91	40,151.21	41,154.99	42,183.87	43,238.46	44,319.42	45,427.41	46,563.09	47,727.17	49,158.99
US17	34,875.60	35,747.49	36,641.17	37,557.20	38,496.13	39,458.54	40,445.00	41,456.13	42,492.53	43,554.84	44,643.71	45,759.81	46,903.80	48,076.40	49,278.31	50,756.65
US18	36,009.05	36,909.28	37,832.01	38,777.81	39,747.26	40,740.94	41,759.46	42,803.45	43,873.54	44,970.37	46,094.63	47,247.00	48,428.17	49,638.88	50,879.85	52,406.25
US19	37,179.35	38,108.83	39,061.55	40,038.09	41,039.04	42,065.02	43,116.65	44,194.56	45,299.43	46,431.91	47,592.71	48,782.53	50,002.09	51,252.14	52,533.45	54,109.45
US20	38,387.68	39,347.37	40,331.05	41,339.33	42,372.81	43,432.13	44,517.94	45,630.88	46,771.66	47,940.95	49,139.47	50,367.96	51,627.16	52,917.84	54,240.78	55,868.01
US21	39,731.25	40,724.53	41,742.64	42,786.21	43,855.86	44,952.26	46,076.06	47,227.97	48,408.66	49,618.88	50,859.35	52,130.84	53,434.11	54,769.96	56,139.21	57,823.39
US22	41,121.84	42,149.89	43,203.63	44,283.72	45,390.82	46,525.59	47,688.73	48,880.94	50,102.97	51,355.54	52,639.43	53,955.42	55,304.30	56,686.91	58,104.08	59,847.20
US23	42,561.10	43,625.13	44,715.76	45,833.65	46,979.49	48,153.98	49,357.83	50,591.78	51,856.57	53,152.99	54,481.81	55,843.86	57,239.95	58,670.95	60,137.72	61,941.86
US24	44,050.74	45,152.01	46,280.81	47,437.83	48,623.78	49,839.37	51,085.36	52,362.49	53,671.55	55,013.34	56,388.67	57,798.39	59,243.35	60,724.43	62,242.55	64,109.82
US25	45,592.52	46,732.33	47,900.64	49,098.16	50,325.61	51,583.75	52,873.34	54,195.18	55,550.06	56,938.81	58,362.28	59,821.33	61,316.87	62,849.79	64,421.03	66,353.67
US26	47,188.26	48,367.96	49,577.16	50,816.59	52,087.01	53,389.18	54,723.91	56,092.01	57,494.31	58,931.67	60,404.96	61,915.08	63,462.96	65,049.53	66,675.77	68,676.04
US27	49,075.79	50,302.68	51,560.25	52,849.25	54,170.49	55,524.75	56,912.87	58,335.69	59,794.08	61,288.93	62,821.16	64,391.68	66,001.48	67,651.51	69,342.80	71,423.09
US28	51,038.82	52,314.79	53,622.66	54,963.22	56,337.31	57,745.74	59,189.38	60,669.12	62,185.84	63,740.49	65,334.00	66,967.35	68,641.54	70,357.57	72,116.51	74,280.01
US29	53,080.37	54,407.38	55,767.56	57,161.75	58,590.80	60,055.57	61,556.96	63,095.88	64,673.28	66,290.11	67,947.36	69,646.05	71,387.20	73,171.88	75,001.17	77,251.21
US30	55,203.59	56,583.68	57,998.27	59,448.22	60,934.43	62,457.79	64,019.23	65,619.72	67,260.21	68,941.71	70,665.26	72,431.89	74,242.69	76,098.75	78,001.22	80,341.26


 Joss Springette, Esq.
 Chief Negotiator
 Office of Collective Bargaining
 11/2/2022
 Date


 Gerard Jackson
 Staff Representative USW
 United Steelworkers of America
 Nov. 2, 2022
 Date 11 AM


 Honorable Albert Bryan, Jr.
 Governor of the United States Virgin Islands
 11/2/22
 Date

US PAY F

Year 1	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US05	41,749.62	43,002.10	44,292.17	45,620.93	46,989.56	48,399.25	49,851.22	51,346.76	52,887.16	54,473.78	56,107.99	57,791.23	59,524.97	61,310.72
US06	42,167.11	43,432.12	44,735.09	46,077.14	47,459.46	48,883.24	50,349.74	51,860.23	53,416.04	55,018.52	56,669.07	58,369.14	60,120.22	61,923.82
US07	42,588.78	43,866.45	45,182.44	46,537.91	47,934.05	49,372.07	50,853.23	52,378.83	53,950.20	55,568.70	57,235.76	58,952.84	60,721.42	62,543.06
US08	43,014.67	44,305.11	45,634.26	47,003.29	48,413.39	49,865.79	51,361.77	52,902.62	54,489.70	56,124.39	57,808.12	59,542.36	61,328.63	63,168.49
US09	43,444.82	44,748.16	46,090.61	47,473.32	48,897.52	50,364.45	51,875.38	53,431.64	55,034.59	56,685.63	58,386.20	60,137.79	61,941.92	63,800.18
US10	43,879.27	45,195.64	46,551.51	47,948.06	49,386.50	50,868.09	52,394.14	53,965.96	55,584.94	57,252.49	58,970.06	60,739.17	62,561.34	64,438.18
US11	44,756.85	46,099.56	47,482.54	48,907.02	50,374.23	51,885.46	53,442.02	55,045.28	56,696.64	58,397.54	60,149.46	61,953.95	63,812.57	65,726.94
US12	45,651.99	47,021.55	48,432.19	49,885.16	51,381.71	52,923.17	54,510.86	56,146.19	57,830.57	59,565.49	61,352.45	63,193.03	65,088.82	67,041.48
US13	46,565.03	47,961.98	49,400.84	50,882.86	52,409.35	53,981.63	55,601.08	57,269.11	58,987.18	60,756.80	62,579.50	64,456.89	66,390.59	68,382.31
US14	47,496.33	48,921.22	50,388.85	51,900.52	53,457.54	55,061.26	56,713.10	58,414.49	60,166.93	61,971.93	63,831.09	65,746.03	67,718.41	69,749.96
US15	49,039.96	50,511.16	52,026.49	53,587.29	55,194.91	56,850.75	58,556.27	60,312.96	62,122.35	63,986.02	65,905.60	67,882.77	69,919.25	72,016.83
US16	50,633.76	52,152.77	53,717.35	55,328.87	56,988.74	58,698.40	60,459.35	62,273.13	64,141.33	66,065.57	68,047.54	70,088.96	72,191.63	74,357.38
US17	52,279.35	53,847.73	55,463.17	57,127.06	58,840.87	60,606.10	62,424.28	64,297.01	66,225.92	68,212.70	70,259.08	72,366.85	74,537.86	76,773.99
US18	53,978.43	55,597.79	57,265.72	58,983.69	60,753.20	62,575.80	64,453.07	66,386.66	68,378.26	70,429.61	72,542.50	74,718.78	76,960.34	79,269.15
US19	55,732.73	57,404.71	59,126.86	60,900.66	62,727.68	64,609.51	66,547.80	68,544.23	70,600.56	72,718.57	74,900.13	77,147.14	79,461.55	81,845.40
US20	57,544.05	59,270.37	61,048.48	62,879.93	64,766.33	66,709.32	68,710.60	70,771.92	72,895.08	75,081.93	77,334.39	79,654.42	82,044.05	84,505.37
US21	59,558.09	61,344.83	63,185.18	65,080.73	67,033.15	69,044.15	71,115.47	73,248.94	75,446.40	77,709.80	80,041.09	82,442.32	84,915.59	87,463.06
US22	61,642.62	63,491.90	65,396.66	67,358.56	69,379.31	71,460.69	73,604.51	75,812.65	78,087.03	80,429.64	82,842.53	85,327.80	87,887.64	90,524.27
US23	63,800.11	65,714.12	67,685.54	69,716.11	71,807.59	73,961.82	76,180.67	78,466.09	80,820.07	83,244.68	85,742.02	88,314.28	90,963.70	93,692.62
US24	66,033.12	68,014.11	70,054.53	72,156.17	74,320.85	76,550.48	78,846.99	81,212.40	83,648.78	86,158.24	88,742.99	91,405.28	94,147.43	96,971.86
US25	68,344.28	70,394.60	72,506.44	74,681.64	76,922.08	79,229.75	81,606.64	84,054.84	86,576.48	89,173.78	91,848.99	94,604.46	97,442.59	100,365.87
US26	70,736.33	72,858.41	75,044.17	77,295.49	79,614.36	82,002.79	84,462.87	86,996.76	89,606.66	92,294.86	95,063.71	97,915.62	100,853.09	103,878.68
US27	73,565.78	75,772.75	78,045.93	80,387.31	82,798.93	85,282.90	87,841.39	90,476.63	93,190.93	95,986.65	98,866.25	101,832.24	104,887.21	108,033.83
US28	76,508.41	78,803.66	81,167.77	83,602.80	86,110.89	88,694.22	91,355.04	94,095.69	96,918.56	99,826.12	102,820.90	105,905.53	109,082.70	112,355.18
US29	79,568.75	81,955.81	84,414.48	86,946.92	89,555.32	92,241.98	95,009.24	97,859.52	100,795.31	103,819.17	106,933.74	110,141.75	113,446.01	116,849.39
US30	82,751.50	85,234.04	87,791.06	90,424.79	93,137.54	95,931.66	98,809.61	101,773.90	104,827.12	107,971.93	111,211.09	114,547.42	117,983.85	121,523.36

United Steelworkers* (USW)

US Pay Plan

- 1.00% Between Grade 5-10
- 2.00% Between Grade 11-14
- 3.25% Between Grade 15-20
- 3.50% Between Grade 21-26
- 4.00% Between Grade 27-30

PERCENTAGE BETWEEN STEPS:

- 2.5% Between Steps 1-10
- 3.0% Between Steps 11 -30

US PAY PLAN: YEAR 2 - EFFECTIVE 10-01-2023

Year 2	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
US05	27,851.20	28,547.48	29,261.17	29,992.70	30,742.51	31,511.08	32,298.85	33,106.32	33,933.98	34,782.33	35,825.80	36,900.58	38,007.59	39,147.82	40,322.26	41,531.92
US06	28,129.71	28,832.95	29,553.78	30,292.62	31,049.94	31,826.19	32,621.84	33,437.39	34,273.32	35,130.16	36,184.06	37,269.58	38,387.67	39,539.30	40,725.48	41,947.24
US07	28,411.01	29,121.28	29,849.32	30,595.55	31,360.44	32,144.45	32,948.06	33,771.76	34,616.06	35,481.46	36,545.90	37,642.28	38,771.55	39,934.69	41,132.73	42,366.72
US08	28,695.12	29,412.50	30,147.81	30,901.50	31,674.04	32,465.89	33,277.54	34,109.48	34,962.22	35,836.27	36,911.36	38,018.70	39,159.26	40,334.04	41,544.06	42,790.38
US09	28,982.07	29,706.62	30,449.29	31,210.52	31,990.78	32,790.55	33,610.32	34,450.57	35,311.84	36,194.63	37,280.47	38,398.89	39,550.85	40,737.38	41,959.50	43,218.29
US10	29,271.89	30,003.69	30,753.78	31,522.63	32,310.69	33,118.46	33,946.42	34,795.08	35,664.96	36,556.58	37,653.28	38,782.88	39,946.36	41,144.75	42,379.10	43,650.47
US11	29,857.33	30,603.76	31,368.86	32,153.08	32,956.90	33,780.83	34,625.35	35,490.98	36,378.26	37,287.71	38,406.34	39,558.53	40,745.29	41,967.65	43,226.68	44,523.48
US12	30,454.48	31,215.84	31,996.23	32,796.14	33,616.04	34,456.44	35,317.85	36,200.80	37,105.82	38,033.47	39,174.47	40,349.70	41,560.20	42,807.00	44,091.21	45,413.95
US13	31,063.57	31,840.15	32,636.16	33,452.06	34,288.36	35,145.57	36,024.21	36,924.82	37,847.94	38,794.14	39,957.96	41,156.70	42,391.40	43,663.14	44,973.04	46,322.23
US14	31,684.84	32,476.96	33,288.88	34,121.10	34,974.13	35,848.48	36,744.70	37,663.31	38,604.90	39,570.02	40,757.12	41,979.83	43,239.23	44,536.40	45,872.50	47,248.67
US15	32,714.59	33,532.46	34,370.77	35,230.04	36,110.79	37,013.56	37,938.90	38,887.37	39,859.56	40,856.04	42,081.73	43,344.18	44,644.50	45,983.84	47,363.35	48,784.25
US16	33,777.82	34,622.26	35,487.82	36,375.02	37,284.39	38,216.50	39,171.91	40,151.21	41,154.99	42,183.87	43,449.38	44,752.86	46,095.45	47,478.31	48,902.66	50,369.74
US17	34,875.60	35,747.49	36,641.17	37,557.20	38,496.13	39,458.54	40,445.00	41,456.13	42,492.53	43,554.84	44,861.49	46,207.33	47,593.55	49,021.36	50,492.00	52,006.76
US18	36,009.05	36,909.28	37,832.01	38,777.81	39,747.26	40,740.94	41,759.46	42,803.45	43,873.54	44,970.37	46,319.49	47,709.07	49,140.34	50,614.55	52,132.99	53,696.98
US19	37,179.35	38,108.83	39,061.55	40,038.09	41,039.04	42,065.02	43,116.65	44,194.56	45,299.43	46,431.91	47,824.87	49,259.61	50,737.40	52,259.52	53,827.31	55,442.13
US20	38,387.68	39,347.37	40,331.05	41,339.33	42,372.81	43,432.13	44,517.94	45,630.88	46,771.66	47,940.95	49,379.18	50,860.55	52,386.37	53,957.96	55,576.70	57,244.00
US21	39,731.25	40,724.53	41,742.64	42,786.21	43,855.86	44,952.26	46,076.06	47,227.97	48,408.66	49,618.88	51,107.45	52,640.67	54,219.89	55,846.49	57,521.88	59,247.54
US22	41,121.84	42,149.89	43,203.63	44,283.72	45,390.82	46,525.59	47,688.73	48,880.94	50,102.97	51,355.54	52,896.21	54,483.09	56,117.59	57,801.12	59,535.15	61,321.20
US23	42,561.10	43,625.13	44,715.76	45,833.65	46,979.49	48,153.98	49,357.83	50,591.78	51,856.57	53,152.99	54,747.58	56,390.00	58,081.70	59,824.15	61,618.88	63,467.45
US24	44,050.74	45,152.01	46,280.81	47,437.83	48,623.78	49,839.37	51,085.36	52,362.49	53,671.55	55,013.34	56,663.74	58,363.65	60,114.56	61,918.00	63,775.54	65,688.81
US25	45,592.52	46,732.33	47,900.64	49,098.16	50,325.61	51,583.75	52,873.34	54,195.18	55,550.06	56,938.81	58,646.97	60,406.38	62,218.57	64,085.13	66,007.68	67,987.91
US26	47,188.26	48,367.96	49,577.16	50,816.59	52,087.01	53,389.18	54,723.91	56,092.01	57,494.31	58,931.67	60,699.62	62,520.60	64,396.22	66,328.11	68,317.95	70,367.49
US27	49,075.79	50,302.68	51,560.25	52,849.25	54,170.49	55,524.75	56,912.87	58,335.69	59,794.08	61,288.93	63,127.60	65,021.43	66,972.07	68,981.23	71,050.67	73,182.19
US28	51,038.82	52,314.79	53,622.66	54,963.22	56,337.31	57,745.74	59,189.38	60,669.12	62,185.84	63,740.49	65,652.70	67,622.29	69,650.95	71,740.48	73,892.70	76,109.48
US29	53,080.37	54,407.38	55,767.56	57,161.75	58,590.80	60,055.57	61,556.96	63,095.88	64,673.28	66,290.11	68,278.81	70,327.18	72,436.99	74,610.10	76,848.41	79,153.86
US30	55,203.59	56,583.68	57,998.27	59,448.22	60,934.43	62,457.79	64,019.23	65,619.72	67,260.21	68,941.71	71,009.97	73,140.26	75,334.47	77,594.51	79,922.34	82,320.01


 Joss Springette, Esq.
 Chief Negotiator
 Office of Collective Bargaining
 11/2/2022
 Date


 Gerald Jackson
 Staff Representative USW
 United Steelworkers of America
 Nov. 2nd 2022
 Date
 11 AM


 Honorable Albert Bryan, Jr.
 Governor of the United States Virgin Islands
 11/3/22
 Date

US PAY F

Year 2	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US05	42,777.88	44,061.22	45,383.05	46,744.55	48,146.88	49,591.29	51,079.03	52,611.40	54,189.74	55,815.43	57,489.90	59,214.59	60,991.03	62,820.76
US06	43,205.66	44,501.83	45,836.89	47,211.99	48,628.35	50,087.20	51,589.82	53,137.51	54,731.64	56,373.59	58,064.79	59,806.74	61,600.94	63,448.97
US07	43,637.72	44,946.85	46,295.25	47,684.11	49,114.63	50,588.07	52,105.72	53,668.89	55,278.95	56,937.32	58,645.44	60,404.81	62,216.95	64,083.46
US08	44,074.09	45,396.32	46,758.21	48,160.95	49,605.78	51,093.95	52,626.77	54,205.58	55,831.74	57,506.70	59,231.90	61,008.85	62,839.12	64,724.29
US09	44,514.84	45,850.28	47,225.79	48,642.56	50,101.84	51,604.89	53,153.04	54,747.63	56,390.06	58,081.76	59,824.22	61,618.94	63,467.51	65,371.54
US10	44,959.98	46,308.78	47,698.05	49,128.99	50,602.86	52,120.94	53,684.57	55,295.11	56,953.96	58,662.58	60,422.46	62,235.13	64,102.19	66,025.25
US11	45,859.18	47,234.96	48,652.01	50,111.57	51,614.91	53,163.36	54,758.26	56,401.01	58,093.04	59,835.83	61,630.91	63,479.83	65,384.23	67,345.76
US12	46,776.37	48,179.66	49,625.05	51,113.80	52,647.21	54,226.63	55,853.43	57,529.03	59,254.90	61,032.55	62,863.53	64,749.43	66,691.91	68,692.67
US13	47,711.89	49,143.25	50,617.55	52,136.07	53,700.16	55,311.16	56,970.50	58,679.61	60,440.00	62,253.20	64,120.80	66,044.42	68,025.75	70,066.52
US14	48,666.13	50,126.12	51,629.90	53,178.80	54,774.16	56,417.39	58,109.91	59,853.20	61,648.80	63,498.26	65,403.21	67,365.31	69,386.27	71,467.86
US15	50,247.78	51,755.21	53,307.87	54,907.11	56,554.32	58,250.95	59,998.48	61,798.43	63,652.39	65,561.96	67,528.82	69,554.68	71,641.32	73,790.56
US16	51,880.83	53,437.26	55,040.38	56,691.59	58,392.34	60,144.11	61,948.43	63,806.88	65,721.09	67,692.71	69,723.50	71,815.21	73,969.66	76,188.75
US17	53,566.96	55,173.97	56,829.19	58,534.06	60,290.09	62,098.79	63,961.75	65,880.61	67,857.02	69,892.73	71,989.52	74,149.20	76,373.68	78,664.89
US18	55,307.89	56,967.12	58,676.14	60,436.42	62,249.51	64,117.00	66,040.51	68,021.73	70,062.38	72,164.25	74,329.18	76,559.05	78,855.82	81,221.50
US19	57,105.39	58,818.56	60,583.11	62,400.61	64,272.62	66,200.80	68,186.83	70,232.43	72,339.40	74,509.59	76,744.87	79,047.22	81,418.64	83,861.20
US20	58,961.32	60,730.16	62,552.06	64,428.63	66,361.48	68,352.33	70,402.90	72,514.99	74,690.44	76,931.15	79,239.08	81,616.26	84,064.74	86,586.68
US21	61,024.97	62,855.71	64,741.39	66,683.63	68,684.14	70,744.66	72,867.00	75,053.01	77,304.60	79,623.74	82,012.45	84,472.82	87,007.01	89,617.22
US22	63,160.84	65,055.66	67,007.33	69,017.55	71,088.08	73,220.72	75,417.34	77,679.87	80,010.26	82,410.57	84,882.89	87,429.37	90,052.25	92,753.82
US23	65,371.47	67,332.61	69,352.59	71,433.17	73,576.16	75,783.45	78,056.95	80,398.66	82,810.62	85,294.94	87,853.79	90,489.40	93,204.08	96,000.21
US24	67,659.47	69,689.25	71,779.93	73,933.33	76,151.33	78,435.87	80,788.95	83,212.61	85,708.99	88,280.26	90,928.67	93,656.53	96,466.23	99,360.21
US25	70,027.55	72,128.38	74,292.23	76,521.00	78,816.63	81,181.12	83,616.56	86,125.06	88,708.81	91,370.07	94,111.17	96,934.51	99,842.54	102,837.82
US26	72,478.52	74,652.87	76,892.46	79,199.23	81,575.21	84,022.46	86,543.14	89,139.43	91,813.62	94,568.02	97,405.06	100,327.22	103,337.03	106,437.14
US27	75,377.66	77,638.99	79,968.16	82,367.20	84,838.22	87,383.36	90,004.86	92,705.01	95,486.16	98,350.74	101,301.27	104,340.30	107,470.51	110,694.63
US28	78,392.76	80,744.55	83,166.88	85,661.89	88,231.74	90,878.70	93,605.06	96,413.21	99,305.61	102,284.77	105,353.32	108,513.92	111,769.33	115,122.41
US29	81,528.47	83,974.33	86,493.56	89,088.36	91,761.01	94,513.85	97,349.26	100,269.74	103,277.83	106,376.17	109,567.45	112,854.47	116,240.11	119,727.31
US30	84,789.61	87,333.30	89,953.30	92,651.90	95,431.46	98,294.40	101,243.23	104,280.53	107,408.94	110,631.21	113,950.15	117,368.65	120,889.71	124,516.40

United Steelworker® (USW)

US Pay Plan

- 1.00% Between Grade 5-10
- 2.00% Between Grade 11-14
- 3.25% Between Grade 15-20
- 3.50% Between Grade 21-26
- 4.00% Between Grade 27-30

PERCENTAGE BETWEEN STEPS:

- 2.5% Between Steps 1-5
- 3.0% Between Steps 6 -30

US PAY PLAN YEAR 3 - EFFECTIVE 10-01 2024

Year 3	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
US05	27,851.20	28,547.48	29,261.17	29,992.70	30,742.51	31,664.79	32,614.73	33,593.17	34,600.97	35,639.00	36,708.17	37,809.41	38,943.70	40,112.01	41,315.37	42,554.83
US06	28,129.71	28,832.95	29,553.78	30,292.62	31,049.94	31,981.44	32,940.88	33,929.11	34,946.98	35,995.39	37,075.25	38,187.51	39,333.13	40,513.13	41,728.52	42,980.38
US07	28,411.01	29,121.28	29,849.32	30,595.55	31,360.44	32,301.25	33,270.29	34,268.40	35,296.45	36,355.34	37,446.00	38,569.38	39,726.46	40,918.26	42,145.81	43,410.18
US08	28,695.12	29,412.50	30,147.81	30,901.50	31,674.04	32,624.26	33,602.99	34,611.08	35,649.41	36,718.90	37,820.46	38,955.08	40,123.73	41,327.44	42,567.26	43,844.28
US09	28,982.07	29,706.62	30,449.29	31,210.52	31,990.78	32,950.51	33,939.02	34,957.19	36,005.91	37,086.09	38,198.67	39,344.63	40,524.97	41,740.72	42,992.94	44,282.73
US10	29,271.89	30,003.69	30,753.78	31,522.63	32,310.69	33,280.01	34,278.41	35,306.76	36,365.97	37,456.95	38,580.65	39,738.07	40,930.22	42,158.12	43,422.87	44,725.55
US11	29,857.33	30,603.76	31,368.86	32,153.08	32,956.90	33,945.61	34,963.98	36,012.90	37,093.29	38,206.09	39,352.27	40,532.84	41,748.82	43,001.29	44,291.32	45,620.06
US12	30,454.48	31,215.84	31,996.23	32,796.14	33,616.04	34,624.52	35,663.26	36,733.16	37,835.15	38,970.21	40,139.31	41,343.49	42,583.80	43,861.31	45,177.15	46,532.46
US13	31,063.57	31,840.15	32,636.16	33,452.06	34,288.36	35,317.01	36,376.52	37,467.82	38,591.86	39,749.61	40,942.10	42,170.36	43,435.47	44,738.54	46,080.69	47,463.11
US14	31,684.84	32,476.96	33,288.88	34,121.10	34,974.13	36,023.35	37,104.06	38,217.18	39,363.69	40,544.60	41,760.94	43,013.77	44,304.18	45,633.31	47,002.31	48,412.38
US15	32,714.59	33,532.46	34,370.77	35,230.04	36,110.79	37,194.11	38,309.94	39,459.24	40,643.01	41,862.30	43,118.17	44,411.72	45,744.07	47,116.39	48,529.88	49,985.78
US16	33,777.82	34,622.26	35,487.82	36,375.02	37,284.39	38,402.92	39,555.01	40,741.66	41,963.91	43,222.83	44,519.51	45,855.10	47,230.75	48,647.67	50,107.10	51,610.32
US17	34,875.60	35,747.49	36,641.17	37,557.20	38,496.13	39,651.02	40,840.55	42,065.76	43,327.74	44,627.57	45,966.40	47,345.39	48,765.75	50,228.72	51,735.58	53,287.65
US18	36,009.05	36,909.28	37,832.01	38,777.81	39,747.26	40,939.68	42,167.87	43,432.90	44,735.89	46,077.97	47,460.30	48,884.11	50,350.64	51,861.16	53,416.99	55,019.50
US19	37,179.35	38,108.83	39,061.55	40,038.09	41,039.04	42,270.21	43,538.32	44,844.47	46,189.81	47,575.50	49,002.76	50,472.85	51,987.03	53,546.64	55,153.04	56,807.63
US20	38,387.68	39,347.37	40,331.05	41,339.33	42,372.81	43,644.00	44,953.32	46,301.92	47,690.97	49,121.70	50,595.35	52,113.21	53,676.61	55,286.91	56,945.52	58,653.88
US21	39,731.25	40,724.53	41,742.64	42,786.21	43,855.86	45,171.54	46,526.68	47,922.48	49,360.16	50,840.96	52,366.19	53,937.18	55,555.29	57,221.95	58,938.61	60,706.77
US22	41,121.84	42,149.89	43,203.63	44,283.72	45,390.82	46,752.54	48,155.12	49,599.77	51,087.76	52,620.40	54,199.01	55,824.98	57,499.73	59,224.72	61,001.46	62,831.51
US23	42,561.10	43,625.13	44,715.76	45,833.65	46,979.49	48,388.88	49,840.55	51,335.76	52,875.84	54,462.11	56,095.97	57,778.85	59,512.22	61,297.58	63,136.51	65,030.61
US24	44,050.74	45,152.01	46,280.81	47,437.83	48,623.78	50,082.49	51,584.96	53,132.51	54,726.49	56,368.28	58,059.33	59,801.11	61,595.15	63,443.00	65,346.29	67,306.68
US25	45,592.52	46,732.33	47,900.64	49,098.16	50,325.61	51,835.38	53,390.44	54,992.15	56,641.92	58,341.17	60,091.41	61,894.15	63,750.98	65,663.51	67,633.41	69,662.41
US26	47,188.26	48,367.96	49,577.16	50,816.59	52,087.01	53,649.62	55,259.10	56,916.88	58,624.38	60,383.12	62,194.61	64,060.45	65,982.26	67,961.73	70,000.58	72,100.60
US27	49,075.79	50,302.68	51,560.25	52,849.25	54,170.49	55,795.60	57,469.47	59,193.55	60,969.36	62,798.44	64,682.39	66,622.86	68,621.55	70,680.20	72,800.60	74,984.62
US28	51,038.82	52,314.79	53,622.66	54,963.22	56,337.31	58,027.42	59,768.25	61,561.29	63,408.13	65,310.38	67,269.69	69,287.78	71,366.41	73,507.40	75,712.63	77,984.01
US29	53,080.37	54,407.38	55,767.56	57,161.75	58,590.80	60,348.52	62,158.98	64,023.75	65,944.46	67,922.79	69,960.48	72,059.29	74,221.07	76,447.70	78,741.13	81,103.37
US30	55,203.59	56,583.68	57,998.27	59,448.22	60,934.43	62,762.46	64,645.34	66,584.70	68,582.24	70,639.70	72,758.90	74,941.66	77,189.91	79,505.61	81,890.78	84,347.50


 Joss Spruette, Esq.
 Chief Negotiator
 Office of Collective Bargaining
 11/2/2022
 Date


 Gerard Jackson
 Staff Representative USW
 United Steelworkers of America
 Nov. 2, 2022
 Date
 11 AM


 Honorable Albert Bryan, Jr.
 Governor of the United States Virgin Islands
 11/2/22
 Date

US PAYE

Year 3	17	18	19	20	21	22	23	24	25	26	27	28	29	30
US05	43,831.47	45,146.42	46,500.81	47,895.83	49,332.71	50,812.69	52,337.07	53,907.18	55,524.40	57,190.13	58,905.84	60,673.01	62,493.20	64,368.00
US06	44,269.79	45,597.88	46,965.82	48,374.79	49,826.04	51,320.82	52,860.44	54,446.26	56,079.64	57,762.03	59,494.89	61,279.74	63,118.13	65,011.68
US07	44,712.49	46,053.86	47,435.48	48,858.54	50,324.30	51,834.03	53,389.05	54,990.72	56,640.44	58,339.65	60,089.84	61,892.54	63,749.31	65,661.79
US08	45,159.61	46,514.40	47,909.83	49,347.13	50,827.54	52,352.37	53,922.94	55,540.63	57,206.84	58,923.05	60,690.74	62,511.46	64,386.81	66,318.41
US09	45,611.21	46,979.54	48,388.93	49,840.60	51,335.82	52,875.89	54,462.17	56,096.03	57,778.91	59,512.28	61,297.65	63,136.58	65,030.67	66,981.60
US10	46,067.32	47,449.34	48,872.82	50,339.00	51,849.17	53,404.65	55,006.79	56,656.99	58,356.70	60,107.40	61,910.62	63,767.94	65,680.98	67,652.41
US11	46,988.67	48,398.33	49,850.28	51,345.78	52,886.16	54,472.74	56,106.92	57,790.13	59,523.84	61,309.55	63,148.84	65,043.30	66,994.60	69,004.44
US12	47,928.44	49,366.29	50,847.28	52,372.70	53,943.88	55,562.20	57,229.06	58,945.93	60,714.31	62,535.74	64,411.81	66,344.17	68,334.49	70,384.53
US13	48,887.01	50,353.62	51,864.23	53,420.15	55,022.76	56,673.44	58,373.64	60,124.85	61,928.60	63,786.46	65,700.05	67,671.05	69,701.18	71,792.22
US14	49,864.75	51,360.69	52,901.51	54,488.56	56,123.21	57,806.91	59,541.12	61,327.35	63,167.17	65,062.19	67,014.05	69,024.47	71,095.21	73,228.06
US15	51,485.35	53,029.91	54,620.81	56,259.43	57,947.22	59,685.63	61,476.20	63,320.49	65,220.10	67,176.71	69,192.01	71,267.77	73,405.80	75,607.98
US16	53,158.63	54,753.38	56,395.99	58,087.87	59,830.50	61,625.42	63,474.18	65,378.40	67,339.76	69,359.95	71,440.75	73,583.97	75,791.49	78,065.23
US17	54,886.28	56,532.87	58,228.86	59,975.72	61,774.99	63,628.24	65,537.09	67,503.20	69,528.30	71,614.15	73,762.57	75,975.45	78,254.71	80,602.35
US18	56,670.09	58,370.19	60,121.29	61,924.93	63,782.68	65,696.16	67,667.05	69,697.06	71,787.97	73,941.61	76,159.86	78,444.65	80,797.99	83,221.93
US19	58,511.86	60,267.22	62,075.24	63,937.49	65,855.62	67,831.29	69,866.22	71,962.21	74,121.08	76,344.71	78,635.05	80,994.10	83,423.93	85,926.64
US20	60,413.50	62,225.90	64,092.68	66,015.46	67,995.93	70,035.80	72,136.88	74,300.98	76,530.01	78,825.91	81,190.69	83,626.41	86,135.20	88,719.26
US21	62,527.97	64,403.81	66,335.92	68,326.00	70,375.78	72,487.06	74,661.67	76,901.52	79,208.56	81,584.82	84,032.36	86,553.34	89,149.94	91,824.43
US22	64,716.45	66,657.94	68,657.68	70,717.41	72,838.93	75,024.10	77,274.83	79,593.07	81,980.86	84,440.29	86,973.50	89,582.70	92,270.18	95,038.29
US23	66,981.53	68,990.97	71,060.70	73,192.52	75,388.30	77,649.95	79,979.44	82,378.83	84,850.19	87,395.70	90,017.57	92,718.10	95,499.64	98,364.63
US24	69,325.88	71,405.66	73,547.83	75,754.26	78,026.89	80,367.69	82,778.73	85,262.09	87,819.95	90,454.55	93,168.18	95,963.23	98,842.13	101,807.39
US25	71,752.29	73,904.85	76,122.00	78,405.66	80,757.83	83,180.56	85,675.98	88,246.26	90,893.65	93,620.46	96,429.07	99,321.94	102,301.60	105,370.65
US26	74,263.62	76,491.52	78,786.27	81,149.86	83,584.35	86,091.88	88,674.64	91,334.88	94,074.93	96,897.17	99,804.09	102,798.21	105,882.16	109,058.62
US27	77,234.16	79,551.18	81,937.72	84,395.85	86,927.73	89,535.56	92,221.63	94,988.27	97,837.92	100,773.06	103,796.25	106,910.14	110,117.44	113,420.97
US28	80,323.53	82,733.23	85,215.23	87,771.69	90,404.84	93,116.98	95,910.49	98,787.81	101,751.44	104,803.98	107,948.10	111,186.55	114,522.14	117,957.81
US29	83,536.47	86,042.56	88,623.84	91,282.55	94,021.03	96,841.66	99,746.91	102,739.32	105,821.50	108,996.14	112,266.03	115,634.01	119,103.03	122,676.12
US30	86,877.93	89,484.26	92,168.79	94,933.86	97,781.87	100,715.33	103,736.79	106,848.89	110,054.36	113,355.99	116,756.67	120,259.37	123,867.15	127,583.16

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2022

- 1.00% Between Grade 1 - 10
- 2.00% Between Grade 11-14
- 2.75% Between Grade 15 -20
- 3.75% Between Grade 21-26
- 4.00% Between Grade 27-30

PERCENTAGE BETWEEN STEPS:
2.5% Between Steps 1-15
3.0% Between Steps 16-25

FS PAY PLAN YEAR 1 - EFFECTIVE 10-01-2022

Year 1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
FS01	27,851.20	28,547.48	29,261.17	29,992.70	30,742.51	31,511.08	32,298.85	33,106.32	33,933.98	34,782.33	35,651.89	36,543.19	37,456.77	38,393.19	39,353.02	40,533.61
FS02	28,129.71	28,832.95	29,553.78	30,292.62	31,049.94	31,826.19	32,621.84	33,437.39	34,273.32	35,130.16	36,008.41	36,908.62	37,831.34	38,777.12	39,746.55	40,938.94
FS03	28,411.01	29,121.28	29,849.32	30,595.55	31,360.44	32,144.45	32,948.06	33,771.76	34,616.06	35,481.46	36,368.49	37,277.71	38,209.65	39,164.89	40,144.01	41,348.33
FS04	28,695.12	29,412.50	30,147.81	30,901.50	31,674.04	32,465.89	33,277.54	34,109.48	34,962.22	35,836.27	36,732.18	37,650.48	38,591.75	39,556.54	40,545.45	41,761.82
FS05	28,982.07	29,706.62	30,449.29	31,210.52	31,990.78	32,790.55	33,610.32	34,450.57	35,311.84	36,194.63	37,099.50	38,026.99	38,977.66	39,952.10	40,950.91	42,179.43
FS06	29,271.89	30,003.69	30,753.78	31,522.63	32,310.69	33,118.46	33,946.42	34,795.08	35,664.96	36,556.58	37,470.50	38,407.26	39,367.44	40,351.63	41,360.42	42,601.23
FS07	29,564.61	30,303.73	31,061.32	31,837.85	32,633.80	33,449.64	34,285.88	35,143.03	36,021.61	36,922.15	37,845.20	38,791.33	39,761.11	40,755.14	41,774.02	43,027.24
FS08	29,860.26	30,606.76	31,371.93	32,156.23	32,960.14	33,784.14	34,628.74	35,494.46	36,381.82	37,291.37	38,223.65	39,179.24	40,158.72	41,162.69	42,191.76	43,457.51
FS09	30,158.86	30,912.83	31,685.65	32,477.79	33,289.74	34,121.98	34,975.03	35,849.41	36,745.64	37,664.28	38,605.89	39,571.04	40,560.31	41,574.32	42,613.68	43,892.09
FS10	30,460.45	31,221.96	32,002.51	32,802.57	33,622.63	34,463.20	35,324.78	36,207.90	37,113.10	38,040.92	38,991.95	39,966.75	40,965.92	41,990.06	43,039.81	44,331.01
FS11	31,069.66	31,846.40	32,642.56	33,458.62	34,295.09	35,152.46	36,031.28	36,932.06	37,855.36	38,801.74	39,771.79	40,766.08	41,785.23	42,829.86	43,900.61	45,217.63
FS12	31,691.05	32,483.33	33,295.41	34,127.79	34,980.99	35,855.51	36,751.90	37,670.70	38,612.47	39,577.78	40,567.22	41,581.40	42,620.94	43,686.46	44,778.62	46,121.98
FS13	32,324.87	33,132.99	33,961.32	34,810.35	35,680.61	36,572.62	37,486.94	38,424.11	39,384.72	40,369.33	41,378.57	42,413.03	43,473.36	44,560.19	45,674.20	47,044.42
FS14	32,971.37	33,795.65	34,640.54	35,506.56	36,394.22	37,304.08	38,236.68	39,192.60	40,172.41	41,176.72	42,206.14	43,261.29	44,342.82	45,451.39	46,587.68	47,985.31
FS15	33,878.08	34,725.03	35,593.16	36,482.99	37,395.06	38,329.94	39,288.19	40,270.39	41,277.15	42,309.08	43,366.81	44,450.98	45,562.25	46,701.31	47,868.84	49,304.91
FS16	34,809.73	35,679.97	36,571.97	37,486.27	38,423.43	39,384.01	40,368.61	41,377.83	42,412.27	43,472.58	44,559.39	45,673.38	46,815.21	47,985.59	49,185.23	50,660.79
FS17	35,767.00	36,661.17	37,577.70	38,517.14	39,480.07	40,467.07	41,478.75	42,515.72	43,578.61	44,668.08	45,784.78	46,929.40	48,102.63	49,305.20	50,537.83	52,053.96
FS18	36,750.59	37,669.35	38,611.09	39,576.36	40,565.77	41,579.92	42,619.41	43,684.90	44,777.02	45,896.45	47,043.86	48,219.96	49,425.45	50,661.09	51,927.62	53,485.45
FS19	37,761.23	38,705.26	39,672.89	40,664.71	41,681.33	42,723.36	43,791.45	44,886.23	46,008.39	47,158.60	48,337.57	49,546.00	50,784.65	52,054.27	53,355.63	54,956.30
FS20	38,799.66	39,769.65	40,763.90	41,782.99	42,827.57	43,898.26	44,995.71	46,120.61	47,273.62	48,455.46	49,666.85	50,908.52	52,181.23	53,485.76	54,822.91	56,467.59
FS21	40,254.65	41,261.02	42,292.54	43,349.85	44,433.60	45,544.44	46,683.05	47,850.13	49,046.38	50,272.54	51,529.35	52,817.59	54,138.03	55,491.48	56,878.77	58,585.13
FS22	41,764.20	42,808.30	43,878.51	44,975.47	46,099.86	47,252.36	48,433.67	49,644.51	50,885.62	52,157.76	53,461.71	54,798.25	56,168.20	57,572.41	59,011.72	60,782.07
FS23	43,330.36	44,413.62	45,523.96	46,662.05	47,828.61	49,024.32	50,249.93	51,506.18	52,793.83	54,113.68	55,466.52	56,853.18	58,274.51	59,731.38	61,224.66	63,061.40
FS24	44,955.24	46,079.13	47,231.10	48,411.88	49,622.18	50,862.73	52,134.30	53,437.66	54,773.60	56,142.94	57,546.51	58,985.18	60,459.81	61,971.30	63,520.58	65,426.20
FS25	46,641.07	47,807.09	49,002.27	50,227.33	51,483.01	52,770.09	54,089.34	55,441.57	56,827.61	58,248.30	59,704.51	61,197.12	62,727.05	64,295.23	65,902.61	67,879.68
FS26	48,390.11	49,599.86	50,839.86	52,110.85	53,413.62	54,748.96	56,117.69	57,520.63	58,958.65	60,432.61	61,943.43	63,492.01	65,079.31	66,706.30	68,373.95	70,425.17
FS27	50,325.71	51,583.85	52,873.45	54,195.29	55,550.17	56,938.92	58,362.40	59,821.46	61,316.99	62,849.92	64,421.16	66,031.69	67,682.49	69,374.55	71,108.91	73,242.18
FS28	52,338.74	53,647.21	54,988.39	56,363.10	57,772.18	59,216.48	60,696.89	62,214.31	63,769.67	65,363.91	66,998.01	68,672.96	70,389.79	72,149.53	73,953.27	76,171.87
FS29	54,432.29	55,793.10	57,187.92	58,617.62	60,083.06	61,585.14	63,124.77	64,702.89	66,320.46	67,978.47	69,677.93	71,419.88	73,205.38	75,035.51	76,911.40	79,218.74
FS30	56,609.58	58,024.82	59,475.44	60,962.33	62,486.38	64,048.54	65,649.76	67,291.00	68,973.28	70,697.61	72,465.05	74,276.68	76,133.59	78,036.93	79,987.86	82,387.49


Joss Springette, Esq.
Chief Negotiator
Office of Collective Bargaining
11/2/2022
Date


Gerard Jackson
Staff Representative USW
United Steelworkers of America
Nov. 2, 2022
Date 11 AM


Honorable Albert Bryan, Jr.
Governor of the United States Virgin Islands
11/3/22
Date

FS PAY F

Year 1	17	18	19	20	21	22	23	24	25
FS01	41,749.62	43,002.10	44,292.17	45,620.93	46,989.56	48,399.25	49,851.22	51,346.76	52,887.16
FS02	42,167.11	43,432.12	44,735.09	46,077.14	47,459.46	48,883.24	50,349.74	51,860.23	53,416.04
FS03	42,588.78	43,866.45	45,182.44	46,537.91	47,934.05	49,372.07	50,853.23	52,378.83	53,950.20
FS04	43,014.67	44,305.11	45,634.26	47,003.29	48,413.39	49,865.79	51,361.77	52,902.62	54,489.70
FS05	43,444.82	44,748.16	46,090.61	47,473.32	48,897.52	50,364.45	51,875.38	53,431.64	55,034.59
FS06	43,879.27	45,195.64	46,551.51	47,948.06	49,386.50	50,868.09	52,394.14	53,965.96	55,584.94
FS07	44,318.06	45,647.60	47,017.03	48,427.54	49,880.36	51,376.78	52,918.08	54,505.62	56,140.79
FS08	44,761.24	46,104.08	47,487.20	48,911.81	50,379.17	51,890.54	53,447.26	55,050.68	56,702.20
FS09	45,208.85	46,565.12	47,962.07	49,400.93	50,882.96	52,409.45	53,981.73	55,601.18	57,269.22
FS10	45,660.94	47,030.77	48,441.69	49,894.94	51,391.79	52,933.54	54,521.55	56,157.20	57,841.91
FS11	46,574.16	47,971.38	49,410.52	50,892.84	52,419.63	53,992.21	55,611.98	57,280.34	58,998.75
FS12	47,505.64	48,930.81	50,398.73	51,910.70	53,468.02	55,072.06	56,724.22	58,425.95	60,178.72
FS13	48,455.75	49,909.43	51,406.71	52,948.91	54,537.38	56,173.50	57,858.70	59,594.47	61,382.30
FS14	49,424.87	50,907.62	52,434.84	54,007.89	55,628.13	57,296.97	59,015.88	60,786.35	62,609.95
FS15	50,784.05	52,307.57	53,876.80	55,493.11	57,157.90	58,872.64	60,638.82	62,457.98	64,331.72
FS16	52,180.61	53,746.03	55,358.41	57,019.17	58,729.74	60,491.63	62,306.38	64,175.57	66,100.84
FS17	53,615.58	55,224.05	56,880.77	58,587.19	60,344.81	62,155.15	64,019.81	65,940.40	67,918.61
FS18	55,090.01	56,742.71	58,444.99	60,198.34	62,004.29	63,864.42	65,780.35	67,753.76	69,786.38
FS19	56,604.99	58,303.13	60,052.23	61,853.80	63,709.41	65,620.69	67,589.31	69,616.99	71,705.50
FS20	58,161.62	59,906.47	61,703.67	63,554.77	65,461.42	67,425.26	69,448.02	71,531.46	73,677.40
FS21	60,342.68	62,152.96	64,017.55	65,938.08	67,916.22	69,953.71	72,052.32	74,213.89	76,440.31
FS22	62,605.53	64,483.70	66,418.21	68,410.76	70,463.08	72,576.97	74,754.28	76,996.91	79,306.82
FS23	64,953.24	66,901.84	68,908.89	70,976.16	73,105.45	75,298.61	77,557.57	79,884.29	82,280.82
FS24	67,388.99	69,410.66	71,492.98	73,637.77	75,846.90	78,122.31	80,465.98	82,879.95	85,366.35
FS25	69,916.07	72,013.56	74,173.96	76,399.18	78,691.16	81,051.89	83,483.45	85,987.95	88,567.59
FS26	72,537.93	74,714.07	76,955.49	79,264.15	81,642.08	84,091.34	86,614.08	89,212.50	91,888.88
FS27	75,439.44	77,702.63	80,033.71	82,434.72	84,907.76	87,454.99	90,078.64	92,781.00	95,564.43
FS28	78,457.02	80,810.73	83,235.06	85,732.11	88,304.07	90,953.19	93,681.79	96,492.24	99,387.01
FS29	81,595.30	84,043.16	86,564.46	89,161.39	91,836.23	94,591.32	97,429.06	100,351.93	103,362.49
FS30	84,859.12	87,404.89	90,027.04	92,727.85	95,509.68	98,374.97	101,326.22	104,366.01	107,496.99

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2022

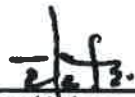
1.00% Between Grade 1 - 10
2.00% Between Grade 11-14
2.75% Between Grade 15 -20
3.75% Between Grade 21-26
4.00% Between Grade 27-30

PERCENTAGE BETWEEN STEPS:
2.5% Between Steps 1-10
3.0% Between Steps 11-25

FS PAY PLAN: YEAR 2 EFFECTIVE 10-01-2023

Year 2	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
FS01	27,851.20	28,547.48	29,261.17	29,992.70	30,742.51	31,511.08	32,298.85	33,106.32	33,933.98	34,782.33	35,825.80	36,900.58	38,007.59	39,147.82	40,322.26	41,531.92
FS02	28,129.71	28,832.95	29,553.78	30,292.62	31,049.94	31,826.19	32,621.84	33,437.39	34,273.32	35,130.16	36,184.06	37,269.58	38,387.67	39,539.30	40,725.48	41,947.24
FS03	28,411.01	29,121.28	29,849.32	30,595.55	31,360.44	32,144.45	32,948.06	33,771.76	34,616.06	35,481.46	36,545.90	37,642.28	38,771.55	39,934.69	41,132.73	42,366.72
FS04	28,695.12	29,412.50	30,147.81	30,901.50	31,674.04	32,465.89	33,277.54	34,109.48	34,962.22	35,836.27	36,911.36	38,018.70	39,159.26	40,334.04	41,544.06	42,790.38
FS05	28,982.07	29,706.62	30,449.29	31,210.52	31,990.78	32,790.55	33,610.32	34,450.57	35,311.84	36,194.63	37,280.47	38,398.89	39,550.85	40,737.38	41,959.50	43,218.29
FS06	29,271.89	30,003.69	30,753.78	31,522.63	32,310.69	33,118.46	33,946.42	34,795.08	35,664.96	36,556.58	37,653.28	38,782.88	39,946.36	41,144.75	42,379.10	43,650.47
FS07	29,564.61	30,303.73	31,061.32	31,837.85	32,633.80	33,449.64	34,285.88	35,143.03	36,021.61	36,922.15	38,029.81	39,170.71	40,345.83	41,556.20	42,802.89	44,086.97
FS08	29,860.26	30,606.76	31,371.93	32,156.23	32,960.14	33,784.14	34,628.74	35,494.46	36,381.82	37,291.37	38,410.11	39,562.41	40,749.28	41,971.76	43,230.92	44,527.84
FS09	30,158.86	30,912.83	31,685.65	32,477.79	33,289.74	34,121.98	34,975.03	35,849.41	36,745.64	37,664.28	38,794.21	39,958.04	41,156.78	42,391.48	43,663.23	44,973.12
FS10	30,460.45	31,221.96	32,002.51	32,802.57	33,622.63	34,463.20	35,324.78	36,207.90	37,113.10	38,040.92	39,182.15	40,357.62	41,568.35	42,815.40	44,099.86	45,422.85
FS11	31,069.66	31,846.40	32,642.56	33,458.62	34,295.09	35,152.46	36,031.28	36,932.06	37,855.36	38,801.74	39,965.80	41,164.77	42,399.71	43,671.70	44,981.85	46,331.31
FS12	31,691.05	32,483.33	33,295.41	34,127.79	34,980.99	35,855.51	36,751.90	37,670.70	38,612.47	39,577.78	40,765.11	41,988.06	43,247.71	44,545.14	45,881.49	47,257.94
FS13	32,324.87	33,132.99	33,961.32	34,810.35	35,680.61	36,572.62	37,486.94	38,424.11	39,384.72	40,369.33	41,580.41	42,827.83	44,112.66	45,436.04	46,799.12	48,203.10
FS14	32,971.37	33,795.65	34,640.54	35,506.56	36,394.22	37,304.08	38,236.68	39,192.60	40,172.41	41,176.72	42,412.02	43,684.38	44,994.91	46,344.76	47,735.10	49,167.16
FS15	33,878.08	34,725.03	35,593.16	36,482.99	37,395.06	38,329.94	39,288.19	40,270.39	41,277.15	42,309.08	43,578.35	44,885.70	46,232.27	47,619.24	49,047.82	50,519.25
FS16	34,809.73	35,679.97	36,571.97	37,486.27	38,423.43	39,384.01	40,368.61	41,377.83	42,412.27	43,472.58	44,776.76	46,120.06	47,503.66	48,928.77	50,396.63	51,908.53
FS17	35,767.00	36,661.17	37,577.70	38,517.14	39,480.07	40,467.07	41,478.75	42,515.72	43,578.61	44,668.08	46,008.12	47,388.36	48,810.01	50,274.31	51,782.54	53,336.02
FS18	36,750.59	37,669.35	38,611.09	39,576.36	40,565.77	41,579.92	42,619.41	43,684.90	44,777.02	45,896.45	47,273.34	48,691.54	50,152.29	51,656.86	53,206.56	54,802.76
FS19	37,761.23	38,705.26	39,672.89	40,664.71	41,681.33	42,723.36	43,791.45	44,886.23	46,008.39	47,158.60	48,573.36	50,030.56	51,531.48	53,077.42	54,669.74	56,309.83
FS20	38,799.66	39,769.65	40,763.90	41,782.99	42,827.57	43,898.26	44,995.71	46,120.61	47,273.62	48,455.46	49,909.13	51,406.40	52,948.59	54,537.05	56,173.16	57,858.36
FS21	40,254.65	41,261.02	42,292.54	43,349.85	44,433.60	45,544.44	46,683.05	47,850.13	49,046.38	50,272.54	51,780.72	53,334.14	54,934.16	56,582.19	58,279.65	60,028.04
FS22	41,764.20	42,808.30	43,878.51	44,975.47	45,099.86	47,252.36	48,433.67	49,644.51	50,885.62	52,157.76	53,722.49	55,334.17	56,994.19	58,704.02	60,465.14	62,279.10
FS23	43,330.36	44,413.62	45,523.96	46,662.05	47,828.61	49,024.32	50,249.93	51,506.18	52,793.83	54,113.68	55,737.09	57,409.20	59,131.48	60,905.42	62,732.58	64,614.56
FS24	44,955.24	46,079.13	47,231.10	48,411.88	49,622.18	50,862.73	52,134.30	53,437.66	54,773.60	56,142.94	57,827.23	59,562.05	61,348.91	63,189.37	65,085.06	67,037.61
FS25	46,641.07	47,807.09	49,002.27	50,227.33	51,483.01	52,770.09	54,089.34	55,441.57	56,827.61	58,248.30	59,995.75	61,795.62	63,649.49	65,558.98	67,525.75	69,551.52
FS26	48,390.11	49,599.86	50,839.86	52,110.85	53,413.62	54,748.96	56,117.69	57,520.63	58,958.65	60,432.61	62,245.59	64,112.96	66,036.35	68,017.44	70,057.96	72,159.70
FS27	50,325.71	51,583.85	52,873.45	54,195.29	55,550.17	56,938.92	58,362.40	59,821.46	61,316.99	62,849.92	64,735.41	66,677.48	68,677.80	70,738.13	72,860.28	75,046.09
FS28	52,338.74	53,647.21	54,988.39	56,363.10	57,772.18	59,216.48	60,696.89	62,214.31	63,769.67	65,363.91	67,324.83	69,344.58	71,424.91	73,567.66	75,774.69	78,047.93
FS29	54,432.29	55,793.10	57,187.92	58,617.62	60,083.06	61,585.14	63,124.77	64,702.89	66,320.46	67,978.47	70,017.82	72,118.36	74,281.91	76,510.37	78,805.68	81,169.85
FS30	56,609.58	58,024.82	59,475.44	60,962.33	62,486.38	64,048.54	65,649.76	67,291.00	68,973.28	70,697.61	72,818.54	75,003.09	77,253.19	79,570.78	81,957.90	84,416.64


Joss Springette, Esq.
Chief Negotiator
Office of Collective Bargaining
11/2/2022
Date


Gerard Jackson
Staff Representative USW
United Steelworkers of America
Nov-2, 2022
Date


Honorable Albert Bryan, Jr.
Governor of the United States Virgin Islands
11/3/22
Date

FS PAY F

Year 2	17	18	19	20	21	22	23	24	25
FS01	42,777.88	44,061.22	45,383.05	46,744.55	48,146.88	49,591.29	51,079.03	52,611.40	54,189.74
FS02	43,205.66	44,501.83	45,836.89	47,211.99	48,628.35	50,087.20	51,589.82	53,137.51	54,731.64
FS03	43,637.72	44,946.85	46,295.25	47,684.11	49,114.63	50,588.07	52,105.72	53,668.89	55,278.95
FS04	44,074.09	45,396.32	46,758.21	48,160.95	49,605.78	51,093.95	52,626.77	54,205.58	55,831.74
FS05	44,514.84	45,850.28	47,225.79	48,642.56	50,101.84	51,604.89	53,153.04	54,747.63	56,390.06
FS06	44,959.98	46,308.78	47,698.05	49,128.99	50,602.86	52,120.94	53,684.57	55,295.11	56,953.96
FS07	45,409.58	46,771.87	48,175.03	49,620.28	51,108.89	52,642.15	54,221.42	55,848.06	57,523.50
FS08	45,863.68	47,239.59	48,656.78	50,116.48	51,619.97	53,168.57	54,763.63	56,406.54	58,098.74
FS09	46,322.32	47,711.99	49,143.34	50,617.65	52,136.17	53,700.26	55,311.27	56,970.61	58,679.72
FS10	46,785.54	48,189.11	49,634.78	51,123.82	52,657.54	54,237.26	55,864.38	57,540.31	59,266.52
FS11	47,721.25	49,152.89	50,627.47	52,146.30	53,710.69	55,322.01	56,981.67	58,691.12	60,451.85
FS12	48,675.67	50,135.95	51,640.02	53,189.22	54,784.90	56,428.45	58,121.30	59,864.94	61,660.89
FS13	49,649.19	51,138.66	52,672.82	54,253.01	55,880.60	57,557.02	59,283.73	61,062.24	62,894.11
FS14	50,642.17	52,161.44	53,726.28	55,338.07	56,998.21	58,708.16	60,469.40	62,283.48	64,151.99
FS15	52,034.83	53,595.88	55,203.75	56,859.87	58,565.66	60,322.63	62,132.31	63,996.28	65,916.17
FS16	53,465.79	55,069.76	56,721.86	58,423.51	60,176.22	61,981.50	63,840.95	65,756.18	67,728.86
FS17	54,936.10	56,584.18	58,281.71	60,030.16	61,831.06	63,686.00	65,596.58	67,564.47	69,591.41
FS18	56,446.84	58,140.25	59,884.45	61,680.99	63,531.42	65,437.36	67,400.48	69,422.50	71,505.17
FS19	57,999.13	59,739.10	61,531.28	63,377.22	65,278.53	67,236.89	69,253.99	71,331.61	73,471.56
FS20	59,594.11	61,381.93	63,223.39	65,120.09	67,073.69	69,085.90	71,158.48	73,293.23	75,492.03
FS21	61,828.88	63,683.75	65,594.26	67,562.09	69,588.95	71,676.62	73,826.92	76,041.73	78,322.98
FS22	64,147.47	66,071.89	68,054.05	70,095.67	72,198.54	74,364.50	76,595.43	78,893.29	81,260.09
FS23	66,553.00	68,549.59	70,606.08	72,724.26	74,905.99	77,153.17	79,467.76	81,851.79	84,307.35
FS24	69,048.74	71,120.20	73,253.80	75,451.42	77,714.96	80,046.41	82,447.80	84,921.24	87,468.87
FS25	71,638.06	73,787.20	76,000.82	78,280.85	80,629.27	83,048.15	85,539.59	88,105.78	90,748.95
FS26	74,324.49	76,554.23	78,850.85	81,216.38	83,652.87	86,162.45	88,747.33	91,409.75	94,152.04
FS27	77,297.47	79,616.39	82,004.89	84,465.03	86,998.98	89,608.95	92,297.22	95,066.14	97,918.12
FS28	80,389.37	82,801.05	85,285.08	87,843.63	90,478.94	93,193.31	95,989.11	98,868.78	101,834.85
FS29	83,604.94	86,113.09	88,696.48	91,357.38	94,098.10	96,921.04	99,828.67	102,823.54	105,908.24
FS30	86,949.14	89,557.62	92,244.34	95,011.67	97,862.02	100,797.89	103,821.82	106,936.48	110,144.57

United Steelworkers
Finance (FS) Pay Plan
Effective October 1, 2022

PERCENTAGE BETWEEN STEPS:
2.5% Between Steps 1-5
3.0% Between Steps 6-25

1.00% Between Grade 1 - 10
2.00% Between Grade 11-14
2.75% Between Grade 15 -20
3.75% Between Grade 21-26
4.00% Between Grade 27-30

FS PAY PLAN: YEAR 3 - EFFECTIVE 10-01-2024

Year 3	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
FS01	27,851.20	28,547.48	29,261.17	29,992.70	30,742.51	31,664.79	32,614.73	33,593.17	34,600.97	35,639.00	36,708.17	37,809.41	38,943.70	40,112.01	41,315.37	42,554.83
FS02	28,129.71	28,832.95	29,553.78	30,292.62	31,049.94	31,981.44	32,940.88	33,929.11	34,946.98	35,995.39	37,075.25	38,187.51	39,333.13	40,513.13	41,728.52	42,980.38
FS03	28,411.01	29,121.28	29,849.32	30,595.55	31,360.44	32,301.25	33,270.29	34,268.40	35,296.45	36,355.34	37,446.00	38,569.38	39,726.46	40,918.26	42,145.81	43,410.18
FS04	28,695.12	29,412.50	30,147.81	30,901.50	31,674.04	32,624.26	33,602.99	34,611.08	35,649.41	36,718.90	37,820.46	38,955.08	40,123.73	41,327.44	42,567.26	43,844.28
FS05	28,982.07	29,706.62	30,449.29	31,210.52	31,990.78	32,950.51	33,939.02	34,957.19	36,005.91	37,086.09	38,198.67	39,344.63	40,524.97	41,740.72	42,992.94	44,282.73
FS06	29,271.89	30,003.69	30,753.78	31,522.63	32,310.69	33,280.01	34,278.41	35,306.76	36,365.97	37,456.95	38,580.65	39,738.07	40,930.22	42,158.12	43,422.87	44,725.55
FS07	29,564.61	30,303.73	31,061.32	31,837.85	32,633.80	33,612.81	34,621.20	35,659.83	36,729.63	37,831.52	38,966.46	40,135.45	41,339.52	42,579.70	43,857.10	45,172.81
FS08	29,860.26	30,606.76	31,371.93	32,156.23	32,960.14	33,948.94	34,967.41	36,016.43	37,096.92	38,209.83	39,356.13	40,536.81	41,752.91	43,005.50	44,295.67	45,624.54
FS09	30,158.86	30,912.83	31,685.65	32,477.79	33,289.74	34,288.43	35,317.08	36,376.59	37,467.89	38,591.93	39,749.69	40,942.18	42,170.44	43,435.56	44,738.62	46,080.78
FS10	30,460.45	31,221.96	32,002.51	32,802.57	33,622.63	34,631.31	35,670.25	36,740.36	37,842.57	38,977.85	40,147.18	41,351.60	42,592.15	43,869.91	45,186.01	46,541.59
FS11	31,069.66	31,846.40	32,642.56	33,458.62	34,295.09	35,323.94	36,383.66	37,475.17	38,599.42	39,757.41	40,950.13	42,178.63	43,443.99	44,747.31	46,089.73	47,472.42
FS12	31,691.05	32,483.33	33,295.41	34,127.79	34,980.99	36,030.42	37,111.33	38,224.67	39,371.41	40,552.55	41,769.13	43,022.20	44,312.87	45,642.26	47,011.52	48,421.87
FS13	32,324.87	33,132.99	33,961.32	34,810.35	35,680.61	36,751.03	37,853.56	38,989.16	40,158.84	41,363.60	42,604.51	43,882.65	45,199.13	46,555.10	47,951.75	49,390.31
FS14	32,971.37	33,795.65	34,640.54	35,506.56	36,394.22	37,486.05	38,610.63	39,768.95	40,962.02	42,190.88	43,456.60	44,760.30	46,103.11	47,486.20	48,910.79	50,378.11
FS15	33,878.08	34,725.03	35,593.16	36,482.99	37,395.06	38,516.91	39,672.42	40,862.59	42,088.47	43,351.13	44,651.66	45,991.21	47,370.95	48,792.07	50,255.84	51,763.51
FS16	34,809.73	35,679.97	36,571.97	37,486.27	38,423.43	39,576.13	40,763.41	41,986.32	43,245.90	44,543.28	45,879.58	47,255.97	48,673.65	50,133.86	51,637.87	53,187.01
FS17	35,767.00	36,661.17	37,577.70	38,517.14	39,480.07	40,664.47	41,884.41	43,140.94	44,435.17	45,768.22	47,141.27	48,555.51	50,012.17	51,512.54	53,057.91	54,649.65
FS18	36,750.59	37,669.35	38,611.09	39,576.36	40,565.77	41,782.75	43,036.23	44,327.31	45,657.13	47,026.85	48,437.65	49,890.78	51,387.51	52,929.13	54,517.01	56,152.52
FS19	37,761.23	38,705.26	39,672.89	40,664.71	41,681.33	42,931.77	44,219.72	45,546.32	46,912.71	48,320.09	49,769.69	51,262.78	52,800.66	54,384.68	56,016.22	57,696.71
FS20	38,799.66	39,769.65	40,763.90	41,782.99	42,827.57	44,112.39	45,435.77	46,798.84	48,202.80	49,648.89	51,138.36	52,672.51	54,252.68	55,880.26	57,556.67	59,283.37
FS21	40,254.65	41,261.02	42,292.54	43,349.85	44,433.60	45,766.61	47,139.61	48,553.80	50,010.41	51,510.72	53,056.04	54,647.72	56,287.16	57,975.77	59,715.04	61,506.50
FS22	41,764.20	42,808.30	43,878.51	44,975.47	46,099.86	47,482.86	48,907.34	50,374.56	51,885.80	53,442.37	55,045.65	56,697.01	58,397.93	60,149.86	61,954.36	63,812.99
FS23	43,330.36	44,413.62	45,523.96	46,662.05	47,828.61	49,263.46	50,741.37	52,263.61	53,831.52	55,446.46	57,109.86	58,823.15	60,587.85	62,405.48	64,277.65	66,205.98
FS24	44,955.24	46,079.13	47,231.10	48,411.88	49,622.18	51,110.84	52,644.17	54,223.49	55,850.20	57,525.71	59,251.48	61,029.02	62,859.89	64,745.69	66,688.06	68,688.70
FS25	46,641.07	47,807.09	49,002.27	50,227.33	51,483.01	53,027.50	54,618.33	56,256.88	57,944.58	59,682.92	61,473.41	63,317.61	65,217.14	67,173.65	69,188.86	71,264.53
FS26	48,390.11	49,599.86	50,839.86	52,110.85	53,413.62	55,016.03	56,666.51	58,366.51	60,117.50	61,921.03	63,778.66	65,692.02	67,662.78	69,692.66	71,783.44	73,936.95
FS27	50,325.71	51,583.85	52,873.45	54,195.29	55,550.17	57,216.67	58,933.17	60,701.17	62,522.20	64,397.87	66,329.81	68,319.70	70,369.29	72,480.37	74,654.78	76,894.42
FS28	52,338.74	53,647.21	54,988.39	56,363.10	57,772.18	59,505.34	61,290.50	63,129.22	65,023.09	66,973.78	68,983.00	71,052.49	73,184.06	75,379.58	77,640.97	79,970.20
FS29	54,432.29	55,793.10	57,187.92	58,617.62	60,083.06	61,885.55	63,742.12	65,654.38	67,624.02	69,652.74	71,742.32	73,894.59	76,111.43	78,394.77	80,746.61	83,169.01
FS30	56,609.58	58,024.82	59,475.44	60,962.33	62,486.38	64,360.98	66,291.81	68,280.56	70,328.98	72,438.85	74,612.01	76,850.37	79,155.88	81,530.56	83,976.48	86,495.77


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Honorable Albert Bryan, Jr.
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11/3/22
Date

FS PAY F

Year 3	17	18	19	20	21	22	23	24	25
FS01	43,831.47	45,146.42	46,500.81	47,895.83	49,332.71	50,812.69	52,337.07	53,907.18	55,524.40
FS02	44,269.79	45,597.88	46,965.82	48,374.79	49,826.04	51,320.82	52,860.44	54,446.26	56,079.64
FS03	44,712.49	46,053.86	47,435.48	48,858.54	50,324.30	51,834.03	53,389.05	54,990.72	56,640.44
FS04	45,159.61	46,514.40	47,909.83	49,347.13	50,827.54	52,352.37	53,922.94	55,540.63	57,206.84
FS05	45,611.21	46,979.54	48,388.93	49,840.60	51,335.82	52,875.89	54,462.17	56,096.03	57,778.91
FS06	46,067.32	47,449.34	48,872.82	50,339.00	51,849.17	53,404.65	55,006.79	56,656.99	58,356.70
FS07	46,527.99	47,923.83	49,361.55	50,842.39	52,367.67	53,938.70	55,556.86	57,223.56	58,940.27
FS08	46,993.27	48,403.07	49,855.16	51,350.82	52,891.34	54,478.08	56,112.42	57,795.80	59,529.67
FS09	47,463.20	48,887.10	50,353.71	51,864.33	53,420.26	55,022.86	56,673.55	58,373.76	60,124.97
FS10	47,937.84	49,375.97	50,857.25	52,382.97	53,954.46	55,573.09	57,240.28	58,957.49	60,726.22
FS11	48,896.59	50,363.49	51,874.40	53,430.63	55,033.55	56,684.55	58,385.09	60,136.64	61,940.74
FS12	49,874.53	51,370.76	52,911.88	54,499.24	56,134.22	57,818.24	59,552.79	61,339.38	63,179.56
FS13	50,872.02	52,398.18	53,970.12	55,589.23	57,256.90	58,974.61	60,743.85	62,566.16	64,443.15
FS14	51,889.46	53,446.14	55,049.52	56,701.01	58,402.04	60,154.10	61,958.72	63,817.49	65,732.01
FS15	53,316.42	54,915.91	56,563.39	58,260.29	60,008.10	61,808.34	63,662.59	65,572.47	67,539.64
FS16	54,782.62	56,426.10	58,118.88	59,862.45	61,658.32	63,508.07	65,413.31	67,375.71	69,396.98
FS17	56,289.14	57,977.81	59,717.15	61,508.66	63,353.92	65,254.54	67,212.18	69,228.54	71,305.40
FS18	57,837.09	59,572.20	61,359.37	63,200.15	65,096.16	67,049.04	69,060.51	71,132.33	73,266.30
FS19	59,427.61	61,210.44	63,046.75	64,938.16	66,886.30	68,892.89	70,959.68	73,088.47	75,281.12
FS20	61,061.87	62,893.73	64,780.54	66,723.95	68,725.67	70,787.44	72,911.07	75,098.40	77,351.35
FS21	63,351.69	65,252.24	67,209.81	69,226.10	71,302.89	73,441.97	75,645.23	77,914.59	80,252.03
FS22	65,727.38	67,699.20	69,730.18	71,822.08	73,976.74	76,196.05	78,481.93	80,836.39	83,261.48
FS23	68,192.16	70,237.92	72,345.06	74,515.41	76,750.87	79,053.40	81,425.00	83,867.75	86,383.78
FS24	70,749.36	72,871.84	75,058.00	77,309.74	79,629.03	82,017.90	84,478.44	87,012.79	89,623.17
FS25	73,402.46	75,604.54	77,872.67	80,208.85	82,615.12	85,093.57	87,646.38	90,275.77	92,984.04
FS26	76,155.06	78,439.71	80,792.90	83,216.68	85,713.19	88,284.58	90,933.12	93,661.11	96,470.95
FS27	79,201.26	81,577.30	84,024.61	86,545.35	89,141.71	91,815.96	94,570.44	97,407.56	100,329.78
FS28	82,369.31	84,840.39	87,385.60	90,007.17	92,707.38	95,488.60	98,353.26	101,303.86	104,342.97
FS29	85,664.08	88,234.00	90,881.02	93,607.45	96,415.68	99,308.15	102,287.39	105,356.01	108,516.69
FS30	89,090.64	91,763.36	94,516.26	97,351.75	100,272.30	103,280.47	106,378.89	109,570.25	112,857.36

United Steelworkers(USW)
IS Pay Plan - Internal Revenue Pay Plan
Effective October 1, 2022

4.50% Between Grade 1 - 3
4.50% Between Grade 4-5
5.75% Between Grade 6-8
6.00% Between Grade 9-11
6.00% Between Grade 12-13

PERCENTAGE BETWEEN STEPS:
2.5% Between Steps 1-15
3.0% Between Steps 16-25

IS PAY PLAN: YEAR 1 - EFFECTIVE 10-01-2022

Year 1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
IS01	27,851.20	28,547.48	29,261.17	29,992.70	30,742.51	31,511.08	32,298.85	33,106.32	33,933.98	34,782.33	35,651.89	36,543.19	37,456.77	38,393.19	39,353.02
IS02	29,104.50	29,832.12	30,577.92	31,342.37	32,125.93	32,929.07	33,752.30	34,596.11	35,461.01	36,347.54	37,256.23	38,187.63	39,142.32	40,120.88	41,123.90
IS03	30,414.21	31,174.56	31,953.93	32,752.77	33,571.59	34,410.88	35,271.16	36,152.93	37,056.76	37,983.18	38,932.76	39,906.07	40,903.73	41,926.32	42,974.48
IS04	31,782.85	32,577.42	33,391.85	34,226.65	35,082.32	35,959.37	36,858.36	37,779.82	38,724.31	39,692.42	40,684.73	41,701.85	42,744.39	43,813.00	44,908.33
IS05	33,213.07	34,043.40	34,894.49	35,766.85	36,661.02	37,577.54	38,516.98	39,479.91	40,466.91	41,478.58	42,515.54	43,578.43	44,667.89	45,784.59	46,929.20
IS06	35,122.83	36,000.90	36,900.92	37,823.44	38,769.03	39,738.25	40,731.71	41,750.00	42,793.75	43,863.60	44,960.19	46,084.19	47,236.30	48,417.20	49,627.63
IS07	37,142.39	38,070.95	39,022.72	39,998.29	40,998.25	42,023.20	43,073.78	44,150.63	45,254.39	46,385.75	47,545.40	48,734.03	49,952.38	51,201.19	52,481.22
IS08	39,278.08	40,260.03	41,266.53	42,298.19	43,355.65	44,439.54	45,550.53	46,689.29	47,856.52	49,052.93	50,279.26	51,536.24	52,824.64	54,145.16	55,498.89
IS09	41,634.76	42,675.63	43,742.52	44,836.08	45,956.98	47,105.91	48,283.56	49,490.65	50,727.91	51,996.11	53,296.01	54,628.41	55,994.12	57,393.98	58,828.83
IS10	44,132.85	45,236.17	46,367.07	47,526.25	48,714.40	49,932.26	51,180.57	52,460.09	53,771.59	55,115.88	56,493.77	57,906.12	59,353.77	60,837.62	62,358.56
IS11	46,780.82	47,950.34	49,149.10	50,377.82	51,637.27	52,928.20	54,251.41	55,607.69	56,997.88	58,422.83	59,883.40	61,380.49	62,915.00	64,487.87	66,100.07
IS12	49,587.67	50,827.36	52,098.04	53,400.49	54,735.50	56,103.89	57,506.49	58,944.15	60,417.76	61,928.20	63,476.40	65,063.31	66,689.90	68,357.14	70,066.07
IS13	52,562.93	53,877.00	55,223.92	56,604.52	58,019.63	59,470.13	60,956.88	62,480.80	64,042.82	65,643.89	67,284.99	68,967.11	70,691.29	72,458.57	74,270.04


Joss Springette Esq.
Chief Negotiator
Office of Collective Bargaining
11/2/2022
Date


Gerard Jackson
Staff Representative USW
United Steelworkers of America
Nov. 2, 2022
Date 11/2/22


Honorable Albert Bryan, Jr.
Governor of the United States Virgin Islands
11/3/22
Date

IS PAY P

Year 1	16	17	18	19	20	21	22	23	24	25
IS01	40,533.61	41,749.62	43,002.10	44,292.17	45,620.93	46,989.56	48,399.25	49,851.22	51,346.76	52,887.16
IS02	42,357.62	43,628.35	44,937.20	46,285.31	47,673.87	49,104.09	50,577.21	52,094.53	53,657.36	55,267.09
IS03	44,263.71	45,591.62	46,959.37	48,368.15	49,819.20	51,313.77	52,853.19	54,438.78	56,071.95	57,754.10
IS04	46,255.58	47,643.25	49,072.54	50,544.72	52,061.06	53,622.89	55,231.58	56,888.53	58,595.18	60,353.04
IS05	48,337.08	49,787.19	51,280.81	52,819.23	54,403.81	56,035.92	57,717.00	59,448.51	61,231.97	63,068.93
IS06	51,116.46	52,649.96	54,229.45	55,856.34	57,532.03	59,257.99	61,035.73	62,866.80	64,752.81	66,695.39
IS07	54,055.66	55,677.33	57,347.65	59,068.08	60,840.12	62,665.32	64,545.28	66,481.64	68,476.09	70,530.37
IS08	57,163.86	58,878.78	60,645.14	62,464.49	64,338.43	66,268.58	68,256.64	70,304.34	72,413.47	74,585.87
IS09	60,593.69	62,411.50	64,283.85	66,212.36	68,198.73	70,244.69	72,352.04	74,522.60	76,758.27	79,061.02
IS10	64,229.31	66,156.19	68,140.88	70,185.10	72,290.66	74,459.38	76,693.16	78,993.95	81,363.77	83,804.68
IS11	68,083.07	70,125.56	72,229.33	74,396.21	76,628.10	78,926.94	81,294.75	83,733.59	86,245.60	88,832.97
IS12	72,168.06	74,333.10	76,563.09	78,859.98	81,225.78	83,662.56	86,172.43	88,757.61	91,420.33	94,162.94
IS13	76,498.14	78,793.08	81,156.88	83,591.58	86,099.33	88,682.31	91,342.78	94,083.06	96,905.55	99,812.72

United Steelworkers(USW)

IS Pay Plan - Internal Revenue Pay Plan

4.50% Between Grade 1 - 3
4.50% Between Grade 4-5
5.75% Between Grade 6-8
6.00% Between Grade 9-11
6.00% Between Grade 12-13

PERCENTAGE BETWEEN STEPS:

2.5% Between Steps 1-10
3.0% Between Steps 11-25

IS PAY PLAN: YEAR 2 - EFFECTIVE 10-01 2023

Year 2	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
IS01	27,851.20	28,547.48	29,261.17	29,992.70	30,742.51	31,511.08	32,298.85	33,106.32	33,933.98	34,782.33	35,825.80	36,900.58	38,007.59	39,147.82	40,322.26
IS02	29,104.50	29,832.12	30,577.92	31,342.37	32,125.93	32,929.07	33,752.30	34,596.11	35,461.01	36,347.54	37,437.96	38,561.10	39,717.94	40,909.47	42,136.76
IS03	30,414.21	31,174.56	31,953.93	32,752.77	33,571.59	34,410.88	35,271.16	36,152.93	37,056.76	37,983.18	39,122.67	40,296.35	41,505.24	42,750.40	44,032.91
IS04	31,782.85	32,577.42	33,391.85	34,226.65	35,082.32	35,959.37	36,858.36	37,779.82	38,724.31	39,692.42	40,883.19	42,109.69	43,372.98	44,674.17	46,014.39
IS05	33,213.07	34,043.40	34,894.49	35,766.85	36,661.02	37,577.54	38,516.98	39,479.91	40,466.91	41,478.58	42,722.94	44,004.62	45,324.76	46,684.51	48,085.04
IS06	35,122.83	36,000.90	36,900.92	37,823.44	38,769.03	39,738.25	40,731.71	41,750.00	42,793.75	43,863.60	45,179.50	46,534.89	47,930.94	49,368.86	50,849.93
IS07	37,142.39	38,070.95	39,022.72	39,998.29	40,998.25	42,023.20	43,073.78	44,150.63	45,254.39	46,385.75	47,777.33	49,210.65	50,686.97	52,207.57	53,773.80
IS08	39,278.08	40,260.03	41,266.53	42,298.19	43,355.65	44,439.54	45,550.53	46,689.29	47,856.52	49,052.93	50,524.52	52,040.26	53,601.47	55,209.51	56,865.79
IS09	41,634.76	42,675.63	43,742.52	44,836.08	45,956.98	47,105.91	48,283.56	49,490.65	50,727.91	51,996.11	53,555.99	55,162.67	56,817.55	58,522.08	60,277.74
IS10	44,132.85	45,236.17	46,367.07	47,526.25	48,714.40	49,932.26	51,180.57	52,460.09	53,771.59	55,115.88	56,769.35	58,472.43	60,226.61	62,033.40	63,894.41
IS11	46,780.82	47,950.34	49,149.10	50,377.82	51,637.27	52,928.20	54,251.41	55,607.69	56,997.88	58,422.83	60,175.51	61,980.78	63,840.20	65,755.41	67,728.07
IS12	49,587.67	50,827.36	52,098.04	53,400.49	54,735.50	56,103.89	57,506.49	58,944.15	60,417.76	61,928.20	63,786.05	65,699.63	67,670.62	69,700.73	71,791.76
IS13	52,562.93	53,877.00	55,223.92	56,604.52	58,019.63	59,470.13	60,956.88	62,480.80	64,042.82	65,643.89	67,613.21	69,641.60	71,730.85	73,882.78	76,099.26


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Office of Collective Bargaining
11/2/2022
Date


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United Steelworkers of America
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Governor of the United States Virgin Islands
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IS PAY P

Year 2	16	17	18	19	20	21	22	23	24	25
ISO1	41,531.92	42,777.88	44,061.22	45,383.05	46,744.55	48,146.88	49,591.29	51,079.03	52,611.40	54,189.74
ISO2	43,400.86	44,702.89	46,043.97	47,425.29	48,848.05	50,313.49	51,822.90	53,377.58	54,978.91	56,628.28
ISO3	45,353.90	46,714.52	48,115.95	49,559.43	51,046.21	52,577.60	54,154.93	55,779.58	57,452.96	59,176.55
ISO4	47,394.82	48,816.67	50,281.17	51,789.60	53,343.29	54,943.59	56,591.90	58,289.66	60,038.35	61,839.50
ISO5	49,527.59	51,013.42	52,543.82	54,120.14	55,743.74	57,416.05	59,138.53	60,912.69	62,740.07	64,622.27
ISO6	52,375.43	53,946.69	55,565.09	57,232.04	58,949.01	60,717.48	62,539.00	64,415.17	66,347.63	68,338.05
ISO7	55,387.02	57,048.63	58,760.08	60,522.89	62,338.57	64,208.73	66,134.99	68,119.04	70,162.61	72,267.49
ISO8	58,571.77	60,328.92	62,138.79	64,002.95	65,923.04	67,900.73	69,937.75	72,035.89	74,196.96	76,422.87
ISO9	62,086.07	63,948.66	65,867.12	67,843.13	69,878.42	71,974.78	74,134.02	76,358.04	78,648.78	81,008.25
ISO10	65,811.24	67,785.58	69,819.14	71,913.72	74,071.13	76,293.26	78,582.06	80,939.52	83,367.71	85,868.74
ISO11	69,759.91	71,852.71	74,008.29	76,228.54	78,515.40	80,870.86	83,296.99	85,795.89	88,369.77	91,020.86
ISO12	73,945.51	76,163.87	78,448.79	80,802.25	83,226.32	85,723.11	88,294.80	90,943.65	93,671.96	96,482.12
ISO13	78,382.24	80,733.71	83,155.72	85,650.39	88,219.90	90,866.50	93,592.49	96,400.27	99,292.28	102,271.04

United Steelworkers(USW)

IS Pay Plan - Internal Revenue Pay Plan

4.50% Between Grade 1 - 3

4.50% Between Grade 4-5

5.75% Between Grade 6-8

6.00% Between Grade 9-11

6.00% Between Grade 12-13

PERCENTAGE BETWEEN STEPS:

2.5% Between Steps 1-5

3.0% Between Steps 6-25

IS PAY PLAN: YEAR 3 EFFECTIVE 10-01-2024

Year 3	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
IS01	27,851.20	28,547.48	29,261.17	29,992.70	30,742.51	31,664.79	32,614.73	33,593.17	34,600.97	35,639.00	36,708.17	37,809.41	38,943.70	40,112.01	41,315.37
IS02	29,104.50	29,832.12	30,577.92	31,342.37	32,125.93	33,089.70	34,082.40	35,104.87	36,158.01	37,242.75	38,360.04	39,510.84	40,696.16	41,917.05	43,174.56
IS03	30,414.21	31,174.56	31,953.93	32,752.77	33,571.59	34,578.74	35,616.10	36,684.59	37,785.12	38,918.68	40,086.24	41,288.83	42,527.49	43,803.31	45,117.41
IS04	31,782.85	32,577.42	33,391.85	34,226.65	35,082.32	36,134.78	37,218.83	38,335.39	39,485.45	40,670.02	41,890.12	43,146.82	44,441.23	45,774.46	47,147.70
IS05	33,213.07	34,043.40	34,894.49	35,766.85	36,661.02	37,760.85	38,893.68	40,060.49	41,262.30	42,500.17	43,775.17	45,088.43	46,441.08	47,834.31	49,269.34
IS06	35,122.83	36,000.90	36,900.92	37,823.44	38,769.03	39,932.10	41,130.06	42,363.96	43,634.88	44,943.93	46,292.25	47,681.01	49,111.44	50,584.79	52,102.33
IS07	37,142.39	38,070.95	39,022.72	39,998.29	40,998.25	42,228.19	43,495.04	44,799.89	46,143.89	47,528.20	48,954.05	50,422.67	51,935.35	53,493.41	55,098.22
IS08	39,278.08	40,260.03	41,266.53	42,298.19	43,355.65	44,656.32	45,996.01	47,375.89	48,797.16	50,261.08	51,768.91	53,321.98	54,921.64	56,569.28	58,266.36
IS09	41,634.76	42,675.63	43,742.52	44,836.08	45,956.98	47,335.69	48,755.77	50,218.44	51,724.99	53,276.74	54,875.04	56,521.29	58,216.93	59,963.44	61,762.34
IS10	44,132.85	45,236.17	46,367.07	47,526.25	48,714.40	50,175.84	51,681.11	53,231.54	54,828.49	56,473.35	58,167.55	59,912.57	61,709.95	63,561.25	65,468.09
IS11	46,780.82	47,950.34	49,149.10	50,377.82	51,637.27	53,186.39	54,781.98	56,425.44	58,118.20	59,861.75	61,657.60	63,507.33	65,412.55	67,374.92	69,396.17
IS12	49,587.67	50,827.36	52,098.04	53,400.49	54,735.50	56,377.57	58,068.90	59,810.96	61,605.29	63,453.45	65,357.05	67,317.77	69,337.30	71,417.42	73,559.94
IS13	52,562.93	53,877.00	55,223.92	56,604.52	58,019.63	59,760.22	61,553.03	63,399.62	65,301.61	67,260.66	69,278.48	71,356.83	73,497.54	75,702.46	77,973.54


 Jess Springette, Esq.
 Chief Negotiator
 Office of Collective Bargaining
 11/2/2022
 Date


 Gerard Jackson
 Staff Representative USW
 United Steelworkers of America
 Nov. 2, 2022
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 11 AM


 Honorable Albert Bryan, Jr.
 Governor of the United States Virgin Islands
 11/3/22
 Date



IS PAY P

Year 3	16	17	18	19	20	21	22	23	24	25
IS01	42,554.83	43,831.47	45,146.42	46,500.81	47,895.83	49,332.71	50,812.69	52,337.07	53,907.18	55,524.40
IS02	44,469.80	45,803.89	47,178.01	48,593.35	50,051.15	51,552.68	53,099.26	54,692.24	56,333.01	58,023.00
IS03	46,470.94	47,865.06	49,301.02	50,780.05	52,303.45	53,872.55	55,488.73	57,153.39	58,867.99	60,634.03
IS04	48,562.13	50,018.99	51,519.56	53,065.15	54,657.10	56,296.82	57,985.72	59,725.29	61,517.05	63,362.56
IS05	50,747.42	52,269.85	53,837.94	55,453.08	57,116.67	58,830.17	60,595.08	62,412.93	64,285.32	66,213.88
IS06	53,665.40	55,275.36	56,933.62	58,641.63	60,400.88	62,212.91	64,079.30	66,001.67	67,981.73	70,021.18
IS07	56,751.16	58,453.70	60,207.31	62,013.53	63,873.93	65,790.15	67,763.86	69,796.77	71,890.67	74,047.39
IS08	60,014.35	61,814.78	63,669.23	65,579.30	67,546.68	69,573.08	71,660.28	73,810.09	76,024.39	78,305.12
IS09	63,615.22	65,523.67	67,489.38	69,514.06	71,599.49	73,747.47	75,959.89	78,238.69	80,585.85	83,003.43
IS10	67,432.13	69,455.09	71,538.74	73,684.91	75,895.45	78,172.32	80,517.49	82,933.01	85,421.00	87,983.63
IS11	71,478.06	73,622.40	75,831.07	78,106.00	80,449.18	82,862.66	85,348.54	87,908.99	90,546.26	93,262.65
IS12	75,766.74	78,039.74	80,380.93	82,792.36	85,276.13	87,834.42	90,469.45	93,183.53	95,979.04	98,858.41
IS13	80,312.74	82,722.13	85,203.79	87,759.90	90,392.70	93,104.48	95,897.62	98,774.54	101,737.78	104,789.91



United Steelworkers(USW)
(LPN/RN) SS Pay Plan
Effective October 1, 2022

Human Services Nurses
New Pay Plan

2.0% RN Increase
2.0% LPN Increase

SS PAY PLAN: YEAR 1 - EFFECTIVE 10-01 2022
YEARS OF EXPERIENCE- LPN

0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25
45,000	45,900	46,818	47,754	48,709	49,684	50,677	51,691	52,725	53,779	54,855	55,952	57,071	58,212
1,730.77	1,765.38	1,800.69	1,836.71	1,873.44	1,910.91	1,949.13	1,988.11	2,027.87	2,068.43	2,109.80	2,151.99	2,195.03	2,238.93
21,63462	22,06731	22,50865	22,95883	23,41800	23,88636	24,36409	24,85137	25,34840	25,85537	26,37248	26,89992	27,43792	27,98668

YEARS OF EXPERIENCE- RN

0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25
70,000	71,400	72,828	74,285	75,770	77,286	78,831	80,408	82,016	83,656	85,330	87,036	88,777	90,552
2,692.31	2,746.15	2,801.08	2,857.10	2,914.24	2,972.53	3,031.98	3,092.62	3,154.47	3,217.56	3,281.91	3,347.55	3,414.50	3,482.79
33,65385	34,32692	35,01346	35,71373	36,42801	37,15657	37,89970	38,65769	39,43084	40,21946	41,02385	41,84433	42,68121	43,53484

Educational Adjustments for the Registered Nurses:

BSN/BAN	3,000.00
MA/MSN/MBA/MD	4,000.00
PHD	6,000.00

Compensation for additional Responsibilities:

Nurse in Charge	\$ 3.50
Weekend Pay	\$ 2.00
On Call:	
LPN	\$ 4.00
RN	\$ 6.00


Joss Springette, Esq.
Chief Negotiator
Office of Collective Bargaining
11/2/2022
Date


Gerald Jackson
Staff Representative USW
United Steelworkers of America
Nov. 2, 2022
Date
11 Nov


Honorable Albert Bryan
Governor of the United States Virgin Islands
11/3/22
Date

United Steelworkers(USW)
(LPN/RN) SS Pay Plan
Effective October 1, 2022

Human Services Nurses
New Pay Plan

2.5% RN Increase
2.5% LPN Increase

SS PAY PLAN- YEAR 2 - EFFECTIVE 10-01-2023 & YEAR 3 - EFFECTIVE 10-01-2024

YEARS OF EXPERIENCE- LPN

0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25
45,000	46,125	47,278	48,460	49,672	50,913	52,186	53,491	54,828	56,199	57,604	59,044	60,520	62,033
1,730.77	1,774.04	1,818.39	1,863.85	1,910.45	1,958.21	2,007.16	2,057.34	2,108.77	2,161.49	2,215.53	2,270.92	2,327.69	2,385.88
21.63462	22.17548	22.72987	23.29811	23.88057	24.47758	25.08952	25.71676	26.35968	27.01867	27.69414	28.38649	29.09615	29.82356

YEARS OF EXPERIENCE- RN

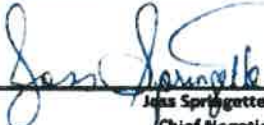
0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25
70,000	71,750	73,544	75,382	77,267	79,199	81,179	83,208	85,288	87,420	89,606	91,846	94,142	96,496
2,692.31	2,759.62	2,828.61	2,899.32	2,971.80	3,046.10	3,122.25	3,200.31	3,280.32	3,362.32	3,446.38	3,532.54	3,620.85	3,711.38
33.65385	34.49519	35.35757	36.24151	37.14755	38.07624	39.02814	40.00385	41.00394	42.02904	43.07977	44.15676	45.26068	46.39220

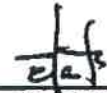
Educational Adjustments for the Registered Nurses:

BSN/BAN	3,000.00
MA/MSN/MBA/MD	4,000.00
PHD	6,000.00

Compensation for additional Responsibilities:

Nurse in Charge	\$ 3.50
Weekend Pay	\$ 2.00
On Call:	
LPN	\$ 4.00
RN	\$ 6.00


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