

*All new drivers will start at \$2.00 per hour below the journeyman rate. After 90 days they will receive an increase of \$.50. After 180 days they will receive another increase of \$.50. After one year they will be paid the full rate. Upon ratification of contract.*

Drivers Wages		7/1/2021	7/1/2022	7/1/2023
	Current	3.50%	3.50%	4.00%
Journeyman	\$26.22	\$27.14	\$28.09	\$29.21
Increase		\$0.92	\$0.95	\$1.12
GTS Wages				
Training	Port prevailing wage*	Port prevailing wage*	Port prevailing wage*	Port prevailing wage*
Probation	\$16.11	\$16.67	\$17.26	\$17.95
Post Probation	\$16.66	\$17.24	\$17.85	\$18.56
1 yr after probation	\$17.34	\$17.95	\$18.58	\$19.32
2 yrs after probation	\$18.05	\$18.68	\$19.34	\$20.11
3 yrs after probation	\$18.57	\$19.22	\$19.89	\$20.69

\*City of Oakland Living Wage Ordinance effective July 1, 2018 states minimum wage for those without Health Insurance benefits is \$15.78/hr. Any increases adopted by the City of Oakland will also be adopted by the Port and adhered to by this agreement.

***Note: Drivers will be allowed to collect tips upon ratification. Drivers are strictly prohibited from soliciting tips.***

**Driver 401k Plan:** The Company will contribute \$.55 per hour to the Teamsters 401k Plan for eligible full-time employees for up to 2080 hours per year. Starting January 1 2022, the Company will contribute an additional \$.25 per hour (for eligible full-time employees for up to 2080 hours per year) to a total of \$.80 on eligible hours.

**GT Starter 401k Plan:** The Company will contribute \$.40 per hour to the Teamsters 401k Plan for eligible full-time GT Starter employees for up to 2080 hours per year. Starting January 1 2022, the Company will contribute an additional \$.25 per hour (for eligible full-time GT Starter employees for up to 2080 hours per year) to a total of \$.65 on eligible hours.