

WOUFT

1/6/22 1:20 PM

Year 1: TT and Tenured get 2.1% COLA, and one step, effective Sept. 2021.

NTT get 4.5% COLA, effective Sept. 2021, and \$500 upon ratification.

Year 2: TT and Tenured get 1.0% COLA, and one step, effective Sept. 2022.

NTT get 1.4%, effective September, 2022.

Promotional steps remain intact, as do years of service increases for NTT.