



TRAVIS PATTERN AND FOUNDRY

(509) 466-3545

Thank you for applying for a position with Travis Pattern and Foundry.

To speed up the interview process, shift hours, pay, union dues, and benefits are explained below.

Pay Rates (General Labor)

Grade 5 ~~Start~~ **\$14.89** **Due to the pandemic, we have increased our current starting wage to Grade 4.**

Grade 4 ~~After 120 total days (960 hours) worked~~ - **\$16.00 Pandemic Starting Wage**

Grade 3 ~~After 240 total days (1920 hours) worked~~ - **\$18.50** **Depending on Grade placement by Dept. Please refer to the Union Contract for more details.**

Pay Rates (Welders)

Start - **\$16.00 (may be higher – Depending on Experience and Welding Test)**

After 30 total days (240 hours) **worked** - **\$16.50**

After 150 total days (1200 hours) **worked** – **\$18.50**

Medical and Dental

Upon satisfaction of the initial cumulative hours-of service requirement of 1200 hours, benefits begin the first of the month following 60 days of continued full time employment for those working 30 or more hours per week.

PTO/Paid Sick Leave/Vacation Accrual

1 hour of PTO time accrued for every 40 hours worked. Increase of PTO accrual is based on years of service. Available for use after 90 days of employment.

Union Dues (Travis Pattern is a Union Shop)

Initiation - **\$60.00** – after 30 day probation (**4 weeks @ \$15/wk**)

Monthly - **\$46.50** – after 30 day probation

Standard Shift Hours (*may vary based upon job assignment*)

Day Shift (M-F) 7:30 am – 4:00 pm (Lunch 12:00-12:30)

Swing Shift (M-F) 4:00 pm – 12:30 am (Lunch 8:00-8:30) [\$0.20 shift differential]

Grave Shift (Sunday) 9:00 pm – 7:30 am (Lunch 2:00-2:30) & (Tu-F) 12:30 – 7:30 am (Lunch 4:00-4:30) [\$0.30 shift differential] \*The shifts worked are still 5 consecutive shifts, it is because the start time is 12:30 am that it appears this way

Due to the number of applicants we often have, we cannot notify each and every applicant not selected. Only those selected for further consideration will be called.

Our employees deserve the best co-workers possible. Therefore, we reserve the right to hire the best qualified person for the job.

**Please do not call about your application - we will process your application as quickly and fairly as possible.**

### NOTICE TO APPLICANTS

Travis Pattern and Foundry requires all new applicants to pass a urinalysis drug test prior to starting their employment. If you are offered employment, it will be a conditional offer of employment. The condition of the offer is you will be hired if you pass the urinalysis drug screen.

The cost of the drug screen will be **\$30.00** (cash only – no checks) and will be paid by you at the time of the test. If you pass the drug screen, you will be hired to work 36 hours to 40 hours / week). After you have worked 60 days, you will be reimbursed for the cost of the drug screen.

Travis Pattern and Foundry is an Equal Opportunity Employer  
2020-2021