



# United Airlines – Mechanics and Related

*Review of Economic Highlights in February 2024 Contract Extension TA*

The Tentative Agreement (TA) bargaining unit members are considering represents a \$1.0 billion increase in compensation over the term of the extension agreement.

## TA Overview:

- This TA is an extension of the CBA that became effective December 5, 2016
- If ratified, the amendable date would be December 5, 2028
  - The current 2022 Extension Agreement is amendable December 5, 2024
- Technician basic wage scale increases include:
  - 4.0% - effective August 11, 2024
  - 6.87% - effective December 5, 2024
    - 11.1% increase from January 1, 2024, basic rates
  - 3.0% - effective December 5, 2025
  - 3.0% - effective December 5, 2026
  - 3.0% - effective December 5, 2027
- Extending the expiration of Retiree Bridge Medical coverage to December 5th, 2028 (current expiration is December 5th, 2026)
- Guam Pension (Western Conference of Teamsters Pension Plan) contribution increases:
  - \$0.20/hr increase May 1, 2024 (\$4.80/hr)
  - \$0.10/hr increase January 1, 2025 (\$4.90/hr)
  - \$0.10/hr increase January 1, 2026 (\$5.00/hr)
  - \$0.10/hr increase January 1, 2027 (\$5.10/hr)
- Increase the number of Heavy Check lines performed in-house to three (3), current book is two (2)
- A new eighty (80) hour cap on Personal Convenience leaves
- Members will be restricted from moving holidays two days before or two days after the Thanksgiving, Christmas and New Years Day holidays

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## Basic Wage Rates

Technician Positions with A&P Licenses Requirement							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$27.40	\$28.50	\$30.45	\$31.37	\$32.32	\$33.29
1	2	\$30.81	\$32.05	\$34.24	\$35.27	\$36.33	\$37.42
2	3	\$32.98	\$34.30	\$36.65	\$37.75	\$38.89	\$40.06
3	4	\$33.51	\$34.86	\$37.24	\$38.36	\$39.52	\$40.71
4	5	\$34.83	\$36.23	\$38.71	\$39.88	\$41.08	\$42.32
5	6	\$37.64	\$39.15	\$41.83	\$43.09	\$44.39	\$45.73
6	7	\$40.45	\$42.07	\$44.95	\$46.30	\$47.69	\$49.13
7	8	\$46.35	\$48.21	\$51.51	\$53.06	\$54.66	\$56.30
8	9	\$51.25	\$53.30	\$56.96	\$58.67	\$60.44	\$62.26
Basic Scale Increase =>			4.0%	6.9%	3.0%	3.0%	3.0%

### Applicable Premiums:

A&P	\$8.50	\$8.50	<i>\$8.50</i>	<i>\$8.50</i>	<i>\$8.50</i>	<i>\$8.50</i>
Line	\$1.00	\$1.00	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>
Longevity by YOS						
9	\$0.40	\$0.40	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>
10	\$0.60	\$0.60	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>
11	\$0.80	\$0.80	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>
12	\$1.00	\$1.00	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>

## All-in Wage Rates\*

Technician Positions with A&P Licenses Requirement							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$36.90	\$38.00	\$39.95	\$40.87	\$41.82	\$42.79
1	2	\$40.31	\$41.55	\$43.74	\$44.77	\$45.83	\$46.92
2	3	\$42.48	\$43.80	\$46.15	\$47.25	\$48.39	\$49.56
3	4	\$43.01	\$44.36	\$46.74	\$47.86	\$49.02	\$50.21
4	5	\$44.33	\$45.73	\$48.21	\$49.38	\$50.58	\$51.82
5	6	\$47.14	\$48.65	\$51.33	\$52.59	\$53.89	\$55.23
6	7	\$49.95	\$51.57	\$54.45	\$55.80	\$57.19	\$58.63
7	8	\$55.85	\$57.71	\$61.01	\$62.56	\$64.16	\$65.80
8	9	\$60.75	\$62.80	\$66.46	\$68.17	\$69.94	\$71.76
9	9	\$61.15	\$63.20	\$66.86	\$68.57	\$70.34	\$72.16
10	9	\$61.35	\$63.40	\$67.06	\$68.77	\$70.54	\$72.36
11	9	\$61.55	\$63.60	\$67.26	\$68.97	\$70.74	\$72.56
12+	9	\$61.75	\$63.80	\$67.46	\$69.17	\$70.94	\$72.76

\*All-in wage rates includes basic scale rate and applicable premiums (A&P, Line, and Longevity)

## Basic Wage Rates

Lead Technicians and Inspectors							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$54.34	\$56.49	\$60.34	\$62.13	\$63.99	\$65.90
Basic Scale Increase =>			4.0%	6.8%	3.0%	3.0%	3.0%

\* The hourly base rate of pay for Lead Technicians and Inspectors shall be five percent (5%) over the top of scale hourly base rate of pay (including A&P, line and longevity) for Technicians.

### Applicable Premiums:

A&P	\$8.50	\$8.50	<i>\$8.50</i>	<i>\$8.50</i>	<i>\$8.50</i>	<i>\$8.50</i>
Line	\$1.00	\$1.00	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>
Longevity by YOS						
9	\$0.40	\$0.40	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>
10	\$0.60	\$0.60	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>
11	\$0.80	\$0.80	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>
12	\$1.00	\$1.00	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>

## All-in Wage Rates\*

Lead Technicians and Inspectors							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$63.84	\$65.99	\$69.84	\$71.63	\$73.49	\$75.40
12+	1	\$64.84	\$66.99	\$70.84	\$72.63	\$74.49	\$76.40

\*All-in wage rates includes basic scale rate and applicable premiums (A&P, Line, and Longevity)

## Basic Wage Rates

GSE Technician/Coordinator, Facilities Technician and Base Specialty Technician (Technician Basic Scale)							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$27.40	\$28.50	\$30.45	\$31.37	\$32.32	\$33.29
1	2	\$30.81	\$32.05	\$34.24	\$35.27	\$36.33	\$37.42
2	3	\$32.98	\$34.30	\$36.65	\$37.75	\$38.89	\$40.06
3	4	\$33.51	\$34.86	\$37.24	\$38.36	\$39.52	\$40.71
4	5	\$34.83	\$36.23	\$38.71	\$39.88	\$41.08	\$42.32
5	6	\$37.64	\$39.15	\$41.83	\$43.09	\$44.39	\$45.73
6	7	\$40.45	\$42.07	\$44.95	\$46.30	\$47.69	\$49.13
7	8	\$46.35	\$48.21	\$51.51	\$53.06	\$54.66	\$56.30
8	9	\$51.25	\$53.30	\$56.96	\$58.67	\$60.44	\$62.26
Basic Scale Increase =>			4.0%	6.9%	3.0%	3.0%	3.0%

### Applicable Premiums:

Skill (0-19 YOS)	\$4.25	\$4.25	\$4.25	\$4.25	\$4.25	\$4.25
Skill (20+ YOS)	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00
Line	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Longevity by YOS						
9	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
10	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
11	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80
12	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00

## All-in Wage Rates\*

GSE Technician/Coordinator, Facilities Technician and Base Specialty Technician (Technician Basic Scale)							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$32.65	\$33.75	\$35.70	\$36.62	\$37.57	\$38.54
1	2	\$36.06	\$37.30	\$39.49	\$40.52	\$41.58	\$42.67
2	3	\$38.23	\$39.55	\$41.90	\$43.00	\$44.14	\$45.31
3	4	\$38.76	\$40.11	\$42.49	\$43.61	\$44.77	\$45.96
4	5	\$40.08	\$41.48	\$43.96	\$45.13	\$46.33	\$47.57
5	6	\$42.89	\$44.40	\$47.08	\$48.34	\$49.64	\$50.98
6	7	\$45.70	\$47.32	\$50.20	\$51.55	\$52.94	\$54.38
7	8	\$51.60	\$53.46	\$56.76	\$58.31	\$59.91	\$61.55
8	9	\$56.50	\$58.55	\$62.21	\$63.92	\$65.69	\$67.51
9	9	\$56.90	\$58.95	\$62.61	\$64.32	\$66.09	\$67.91
10	9	\$57.10	\$59.15	\$62.81	\$64.52	\$66.29	\$68.11
11	9	\$57.30	\$59.35	\$63.01	\$64.72	\$66.49	\$68.31
12-19	9	\$57.50	\$59.55	\$63.21	\$64.92	\$66.69	\$68.51
20+	9	\$59.25	\$61.30	\$64.96	\$66.67	\$68.44	\$70.26

\*All-in wage rates includes basic scale rate and applicable premiums (Skill, Line and Longevity)

## A&P Technician Pay Scale Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

➤ Example: the average Technician currently at YOS 7 would see their pay increase by \$79,857 between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

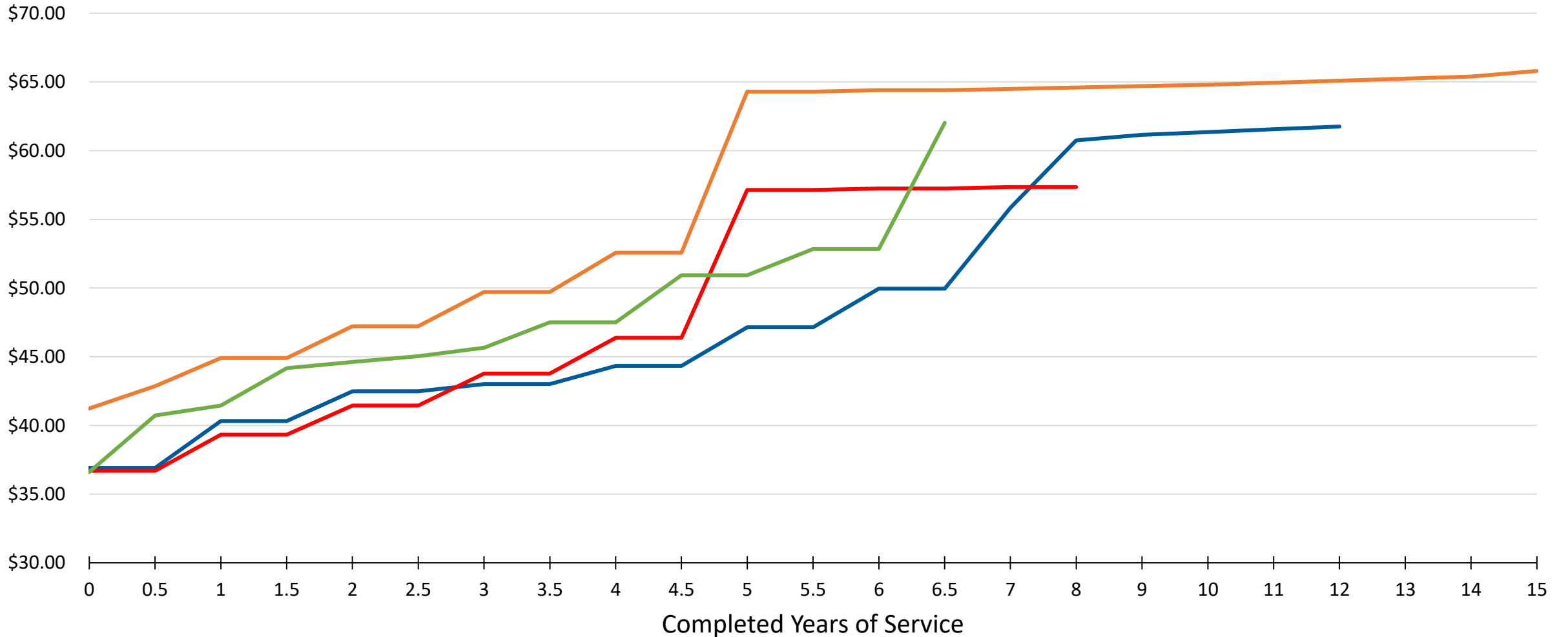
Technician Positions with A&P Licenses Requirement							
Current YOS	Current Step	Annual Pay Increase Above Current Book*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
0	1	\$964	\$7,425	\$10,751	\$14,110	\$17,265	\$50,516
1	2	\$1,053	\$8,270	\$11,388	\$14,414	\$18,078	\$53,203
2	3	\$1,098	\$8,762	\$11,636	\$15,089	\$19,509	\$56,093
3	4	\$1,131	\$8,949	\$12,190	\$16,281	\$21,192	\$59,743
4	5	\$1,198	\$9,367	\$13,149	\$17,688	\$24,123	\$65,526
5	6	\$1,289	\$10,112	\$14,291	\$20,151	\$26,204	\$72,046
6	7	\$1,433	\$10,993	\$16,271	\$21,872	\$26,204	\$76,773
7	8	\$1,608	\$12,514	\$17,660	\$21,872	\$26,204	\$79,857
8	9	\$1,683	\$13,590	\$17,660	\$21,872	\$26,204	\$81,009
9	9	\$1,683	\$13,590	\$17,660	\$21,872	\$26,204	\$81,009
10	9	\$1,683	\$13,590	\$17,660	\$21,872	\$26,204	\$81,009
11	9	\$1,683	\$13,590	\$17,660	\$21,872	\$26,204	\$81,009
12+	9	\$1,683	\$13,590	\$17,660	\$21,872	\$26,204	\$81,009

\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate, A&P Licenses Premium, Line Premium, and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours). For purposes of this analysis, it is assumed that the date of ratification of the TA is April 1st, 2024 with step increases occurring each October 1st.

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)

## Technicians - Current All-in Pay Rates\*

— UA (Jan-24) — AA (Mar-23) — DL (Apr-23) — WN (Aug-23)

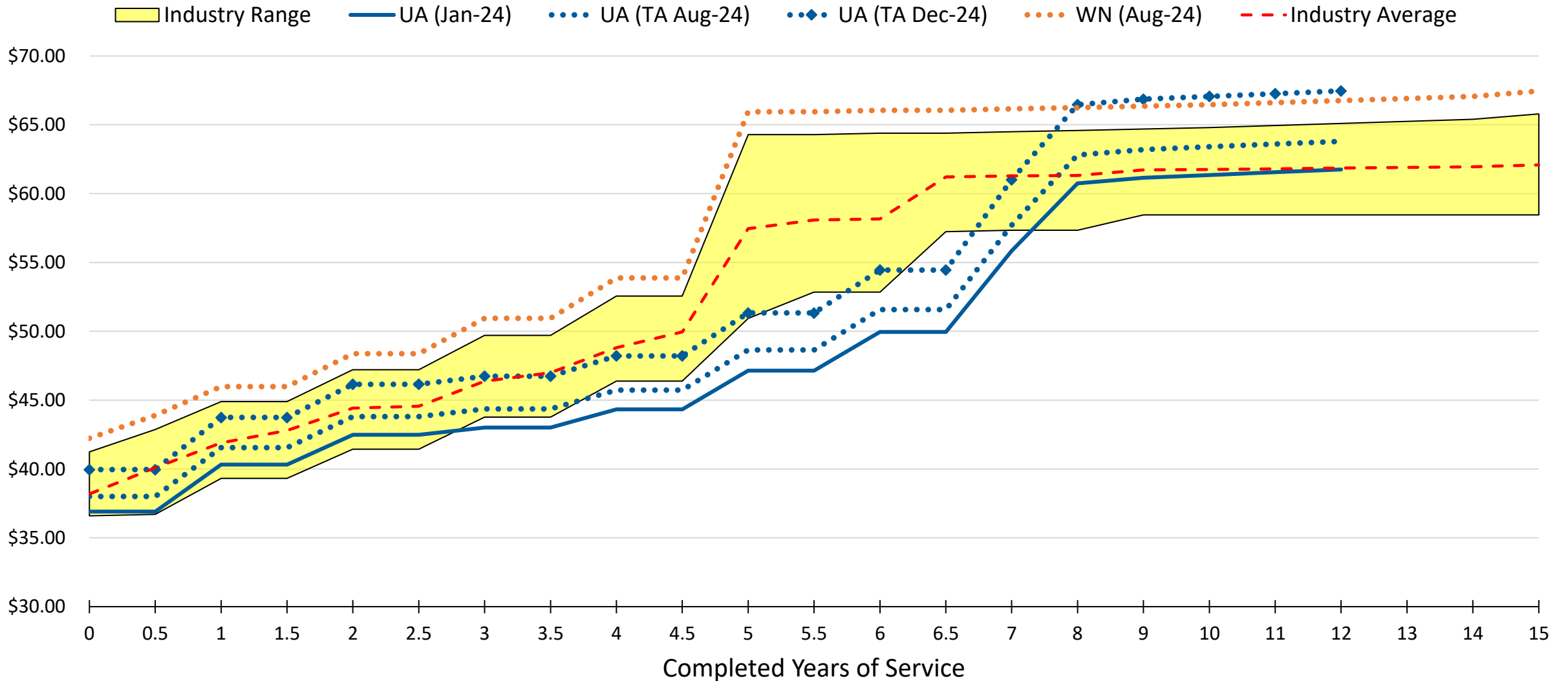


Sources: CBAs and employer documents, current wages as of February 2024

\* All-in pay rates include base pay rates and premiums (A&P, Line and Longevity, excluding VEBA)

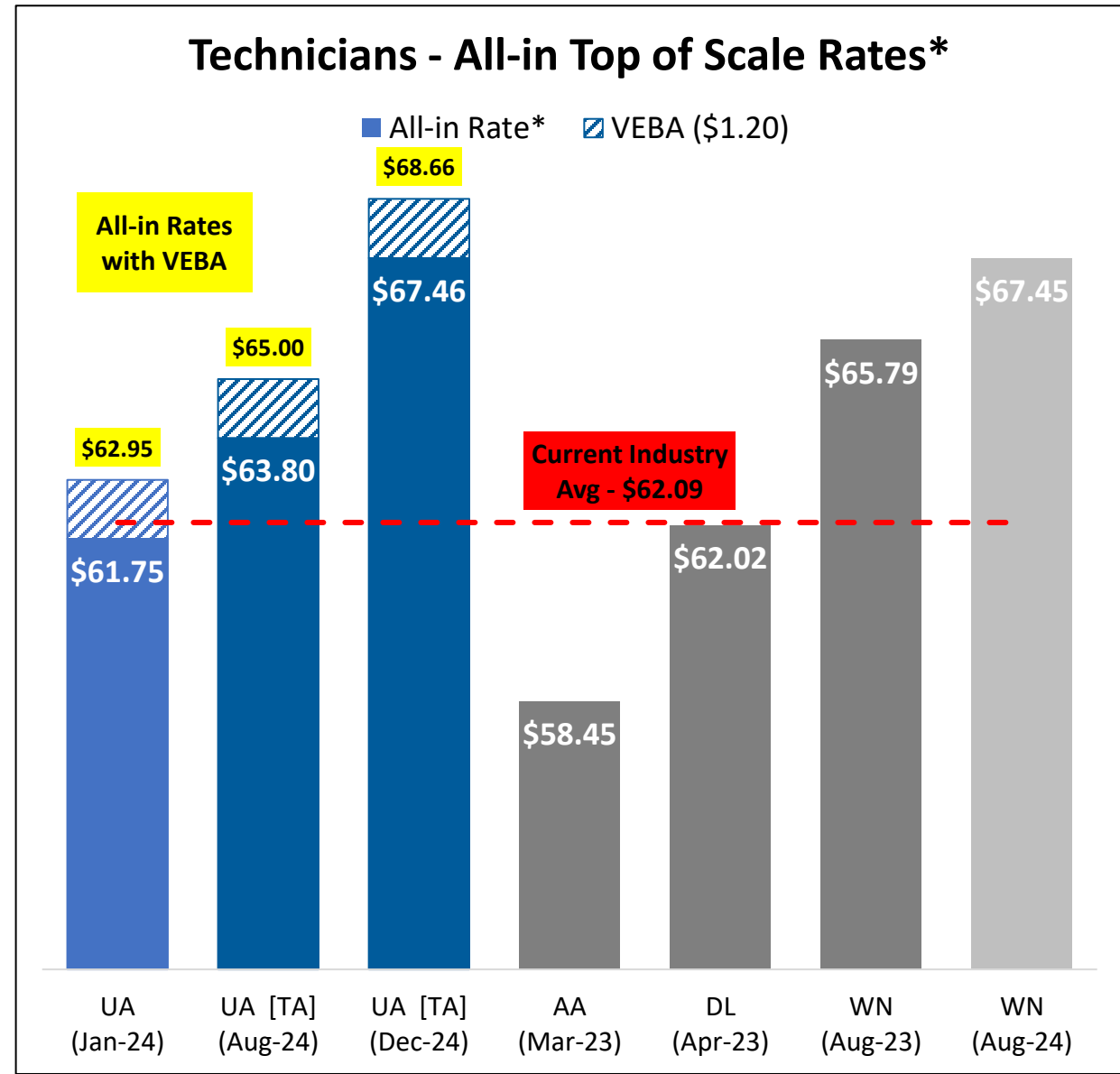
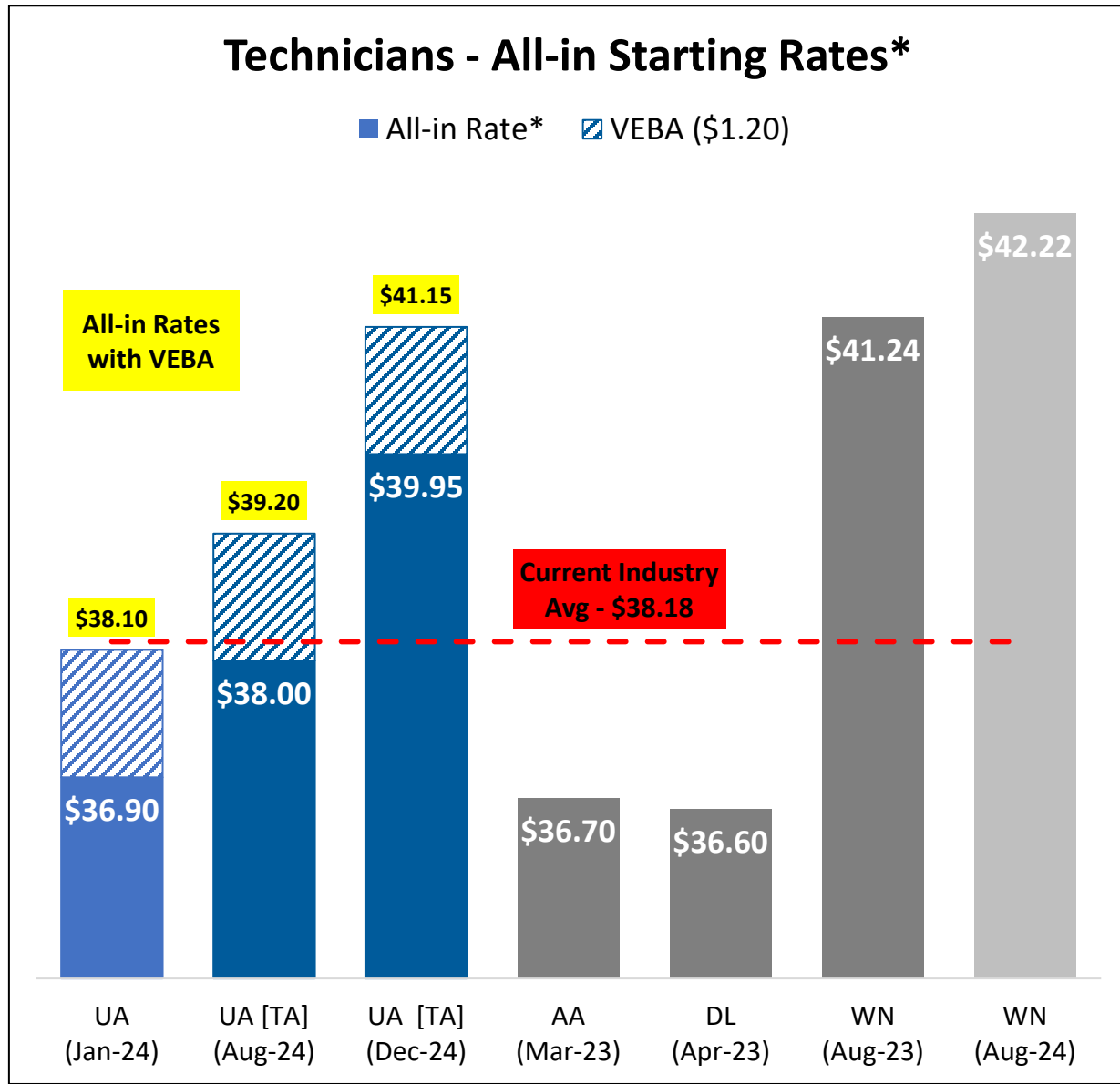


## Technicians - Current All-in Pay Rates\*



Sources: CBAs and employer documents, current wages as of February 2024  
 Industry Range and Average includes the current all-in Technician rates at American, Delta and Southwest  
 \* All-in pay rates include base pay rates and premiums (A&P, Line and Longevity, excluding VEBA)

# United Airlines MX and Related – Feb-24 TA: Technicians (cont.)

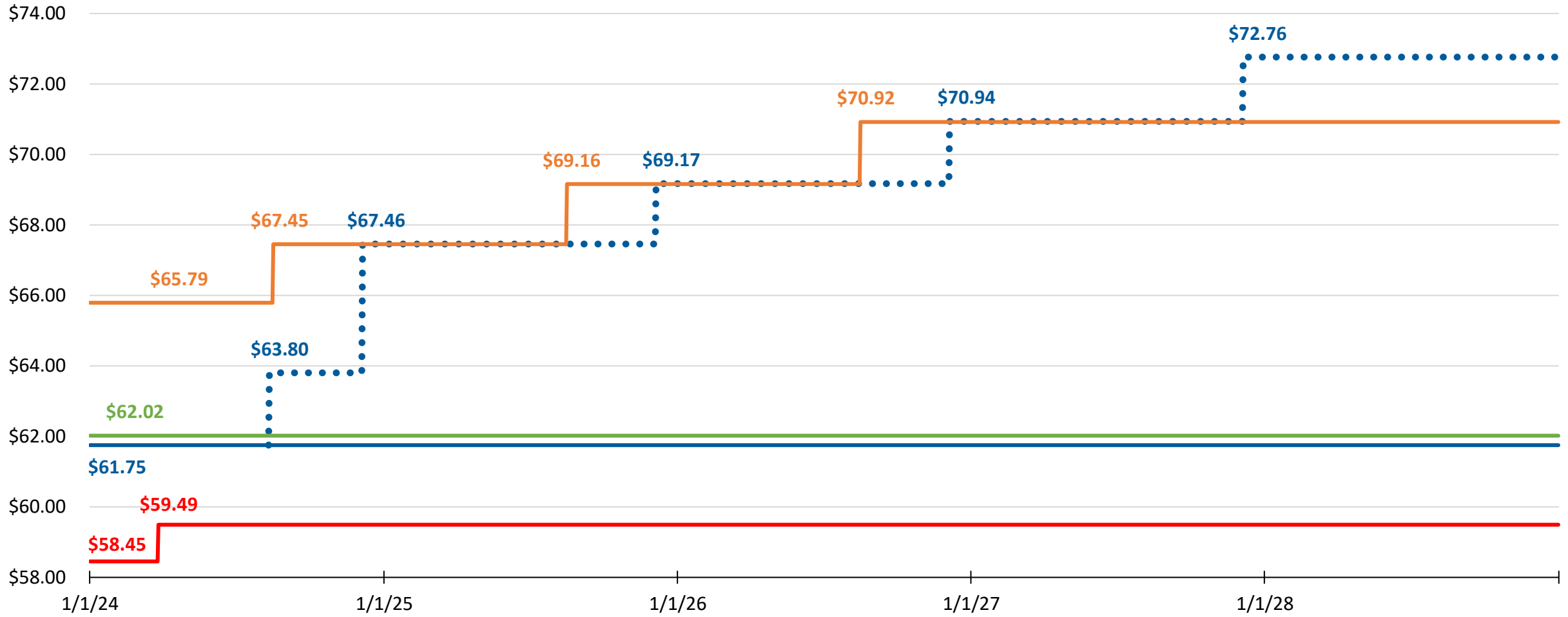


Sources: CBAs and employer documents, current wages as of February 2024

\* All-in pay rates include base pay rates and premiums (A&P, Line and Longevity, excluding VEBA)

## Technicians All-in Top of Scale Rate\*

— UA (Current)    •••• UA (TA)    — AA    — DL    — WN



Sources: CBAs and employer documents, current wages as of February 2024

\* All-in pay rates include base pay rates and premiums (A&P, Line and Longevity, excluding VEBA)

## Lead Technician Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

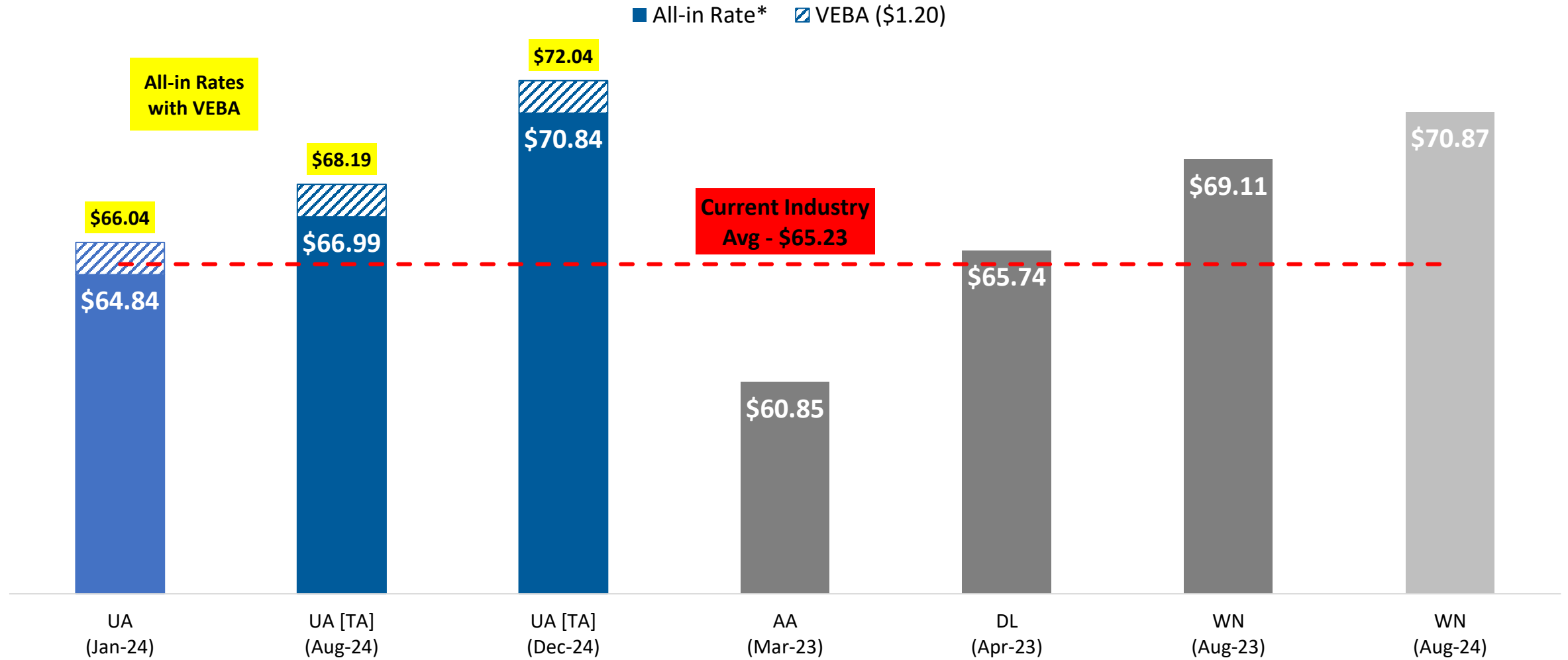
➤ Example: the average Lead Technician would see their pay increase by **\$85,065** between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

Lead Technicians and Inspectors							
Current YOS	Current Step	Annual Pay Increase*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
0	1	\$1,765	\$14,280	\$18,540	\$22,967	\$27,513	\$85,065
12+	1	\$1,765	\$14,280	\$18,540	\$22,967	\$27,513	\$85,065

\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate, A&P Licenses Premium, Line Premium, and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours). For purposes of this analysis, it is assumed that the date of ratification of the TA is April 1st, 2024.

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)

## Lead Technician All-in Rates\*



All-in Rates with VEBA

Current Industry Avg - \$65.23

Sources: CBAs and employer documents, current wages as of February 2024

\* All-in pay rates include base pay rates and premiums (A&P, Line and maximum Longevity, excluding VEBA)

## GSE, Facilities and Base Spec Tech Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

- Example: the average GSE Technician with more than eight (8) years of service would see their pay increase by **\$81,009** between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

<b>GSE Technician/Coordinator, Facilities Technician and Base Specialty Technician</b>							
<b>Current YOS</b>	<b>Current Step</b>	<b>Annual Pay Increase*</b>					<b>Total Pay Inc 8/11/24 to 12/4/28</b>
		<b>8/11/24**</b>	<b>12/5/24</b>	<b>12/5/25</b>	<b>12/5/26</b>	<b>12/5/27</b>	
0	1	\$964	\$7,425	\$10,751	\$14,110	\$17,265	\$50,516
1	2	\$1,053	\$8,270	\$11,388	\$14,414	\$18,078	\$53,203
2	3	\$1,098	\$8,762	\$11,636	\$15,089	\$19,509	\$56,093
3	4	\$1,131	\$8,949	\$12,190	\$16,281	\$21,192	\$59,743
4	5	\$1,198	\$9,367	\$13,149	\$17,688	\$24,123	\$65,526
5	6	\$1,289	\$10,112	\$14,291	\$20,151	\$26,204	\$72,046
6	7	\$1,433	\$10,993	\$16,271	\$21,872	\$26,204	\$76,773
7	8	\$1,608	\$12,514	\$17,660	\$21,872	\$26,204	\$79,857
8	9	\$1,683	\$13,590	\$17,660	\$21,872	\$26,204	\$81,009
9	9	\$1,683	\$13,590	\$17,660	\$21,872	\$26,204	\$81,009
10	9	\$1,683	\$13,590	\$17,660	\$21,872	\$26,204	\$81,009
11	9	\$1,683	\$13,590	\$17,660	\$21,872	\$26,204	\$81,009
12-19	9	\$1,683	\$13,590	\$17,660	\$21,872	\$26,204	\$81,009
20+	9	\$1,683	\$13,590	\$17,660	\$21,872	\$26,204	\$81,009

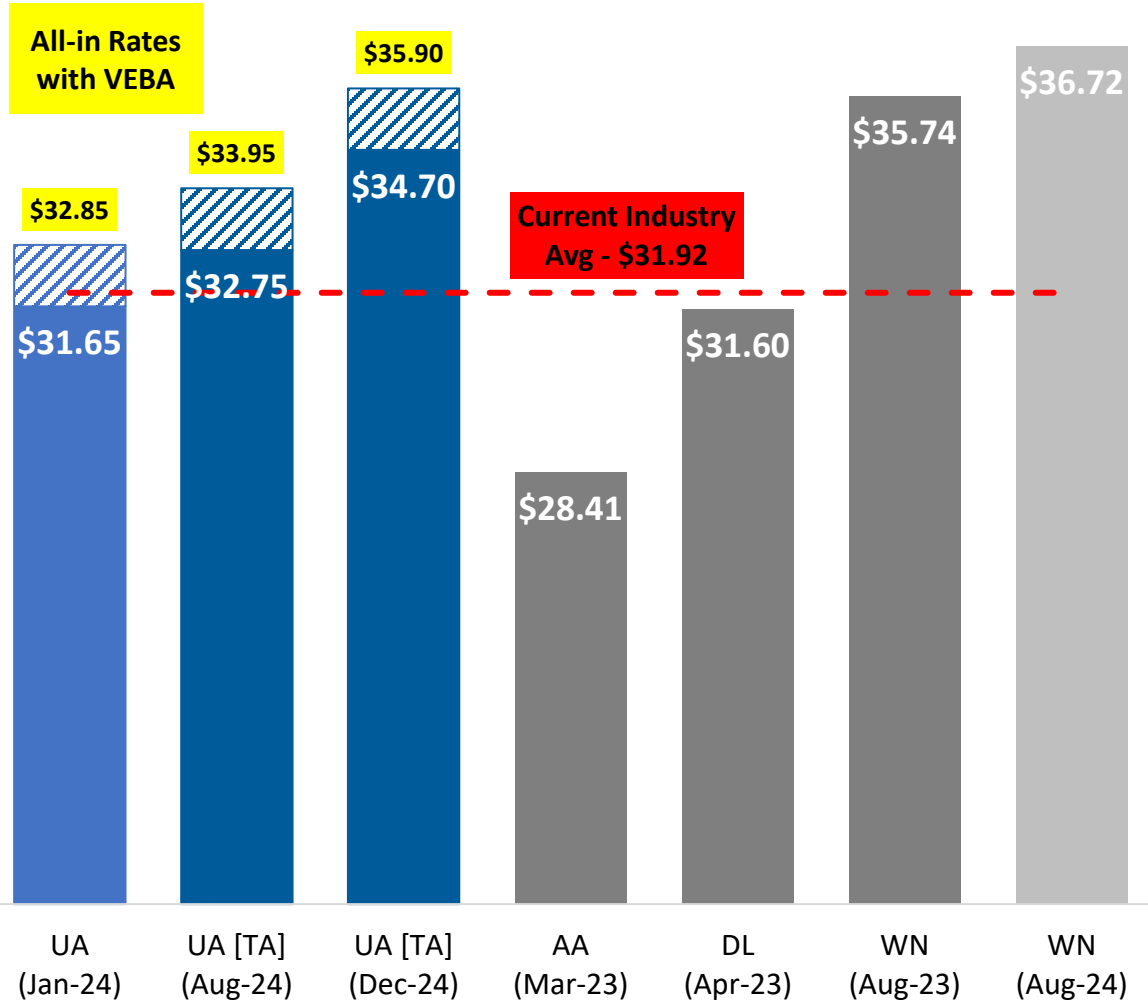
\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate, Skill Premium, Line Premium, and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours). For purposes of this analysis, it is assumed that the date of ratification of the TA is April 1st, 2024 with step increases occurring each October 1st.

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)

# United Airlines MX and Related – Feb-24 TA: Technicians (cont.)

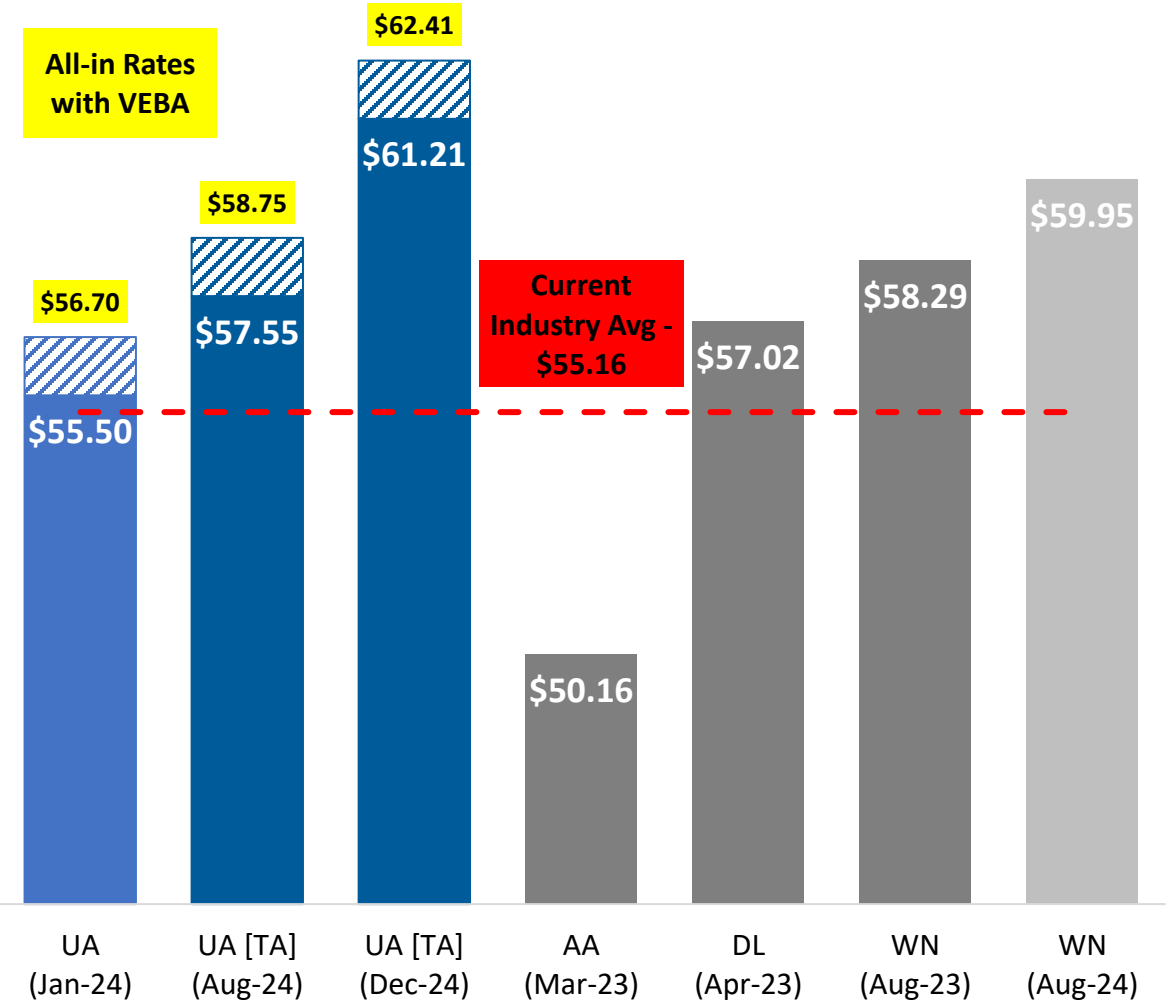
## GSEs - All-in Starting Rates\*

■ All-in Rate\*    ▨ VEBA (\$1.20)



## GSEs - All-in Top of Scale Rates\*

■ All-in Rate\*    ▨ VEBA (\$1.20)



Sources: CBAs and employer documents, current wages as of February 2024

\* All-in pay rates include base pay rates and premiums (GSE and Longevity, excluding VEBA)

## Basic Wage Rates

Flight Simulator Technicians							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
1st 6 mos	1	\$61.34	\$63.42	\$67.12	\$68.85	\$70.64	\$72.49
6 mos +	2	\$62.57	\$64.69	\$68.46	\$70.22	\$72.04	\$73.92
Basic Scale Increase =>			3.4%	5.8%	2.6%	2.6%	2.6%

\* The hourly base rate of pay for Flight Simulator Technicians shall be three percent (3%) over the top of scale hourly base rate of pay (including A&P and line) for Technicians.

### Applicable Premiums:

#### Longevity (by YOS)

9	\$0.40	\$0.40	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>
10	\$0.60	\$0.60	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>
11	\$0.80	\$0.80	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>
12	\$1.00	\$1.00	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>

Lead Flight Simulator Technicians							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$65.75	\$67.98	\$71.94	\$73.79	\$75.70	\$77.67
Basic Scale Increase =>			3.4%	5.8%	2.6%	2.6%	2.6%

\* The hourly base rate of pay for Lead Flight Simulator Technicians shall be five percent (5%) over the top of scale hourly base rate of pay (including longevity) for Flight Simulator Technicians.

### Applicable Premiums:

#### Longevity (by YOS)

9	\$0.40	\$0.40	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>
10	\$0.60	\$0.60	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>
11	\$0.80	\$0.80	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>
12	\$1.00	\$1.00	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>

## All-in Wage Rates\*

Flight Simulator Technicians							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
1st 6 mos	1	\$61.34	\$63.42	\$67.12	\$68.85	\$70.64	\$72.49
6 mos +	2	\$62.57	\$64.69	\$68.46	\$70.22	\$72.04	\$73.92
12+	2	\$63.57	\$65.69	\$69.46	\$71.22	\$73.04	\$74.92

\*All-in wage rates includes basic scale rate and applicable premiums (Longevity)

Lead Flight Simulator Technicians							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$65.75	\$67.98	\$71.94	\$73.79	\$75.70	\$77.67
12+	1	\$66.75	\$68.98	\$72.94	\$74.79	\$76.70	\$78.67

\*All-in wage rates includes basic scale rate and applicable premiums (Longevity)



## Flight Simulator Technician Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

- Example: the average Flight Simulator Technician with more than six (6) months of service would see their pay increase by **\$83,518** between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

Flight Simulator Technicians							
Current YOS	Current Step	Annual Pay Increase*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
1st 6 mos	1	\$1,718	\$13,803	\$18,207	\$22,539	\$27,013	\$83,279
6 mos +	2	\$1,741	\$14,018	\$18,207	\$22,539	\$27,013	\$83,518
12+	2	\$1,741	\$14,018	\$18,207	\$22,539	\$27,013	\$83,518

\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours). For purposes of this analysis, it is assumed that the date of ratification of the TA is April 1st, 2024, and the new hire employees move to Step 2 on November 1st, 2024.

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)

## Lead Flight Sim Tech Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

➤ Example: the average Lead Flight Simulator Technician would see their pay increase by \$87,749 between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

Lead Flight Simulator Technicians							
Current YOS	Current Step	Annual Pay Increase*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
0	1	\$1,831	\$14,732	\$19,135	\$23,681	\$28,370	\$87,749
12+	1	\$1,831	\$14,732	\$19,135	\$23,681	\$28,370	\$87,749

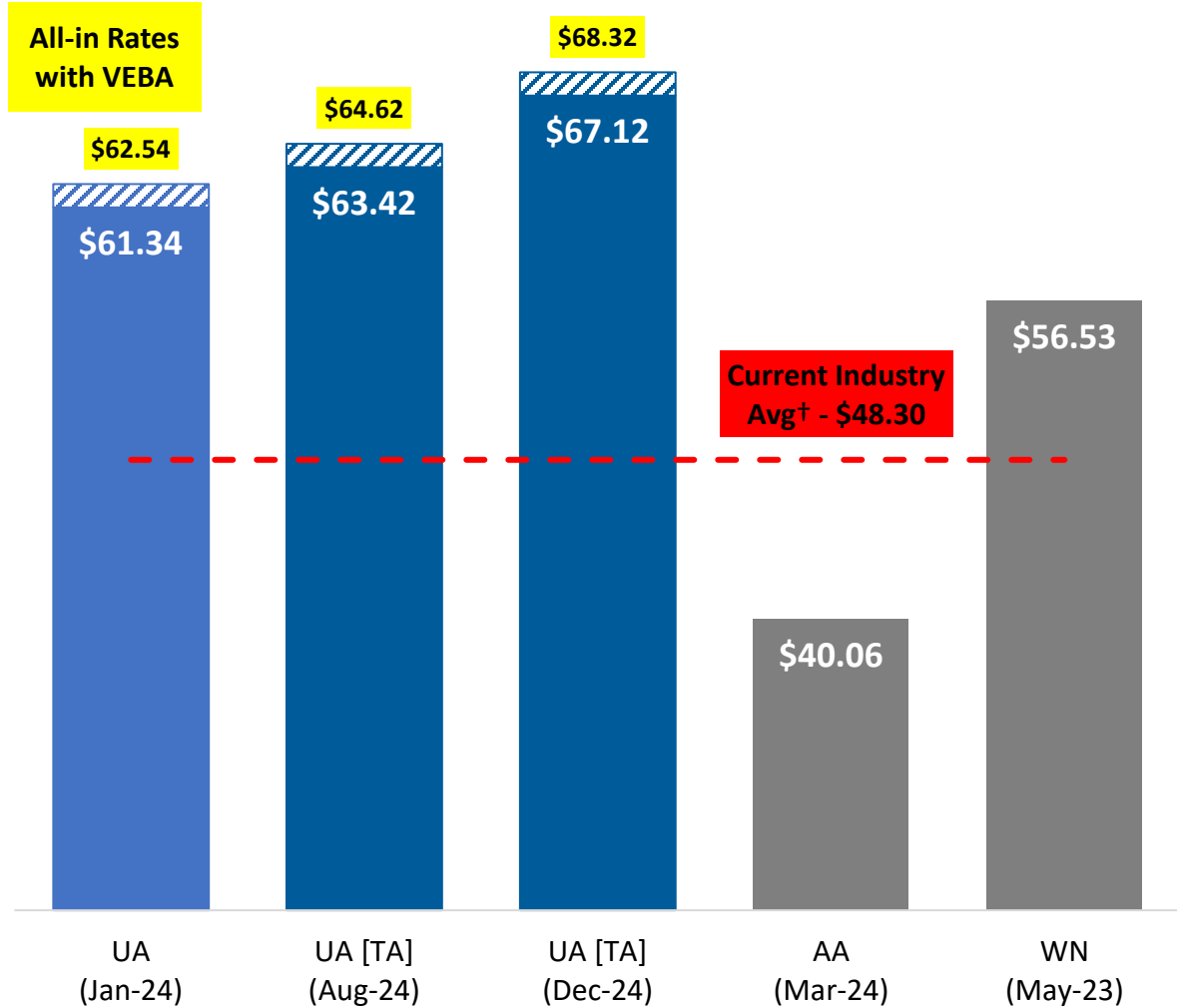
\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours).

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)

# United Airlines MX and Related – Feb-24 TA: Technicians (cont.)

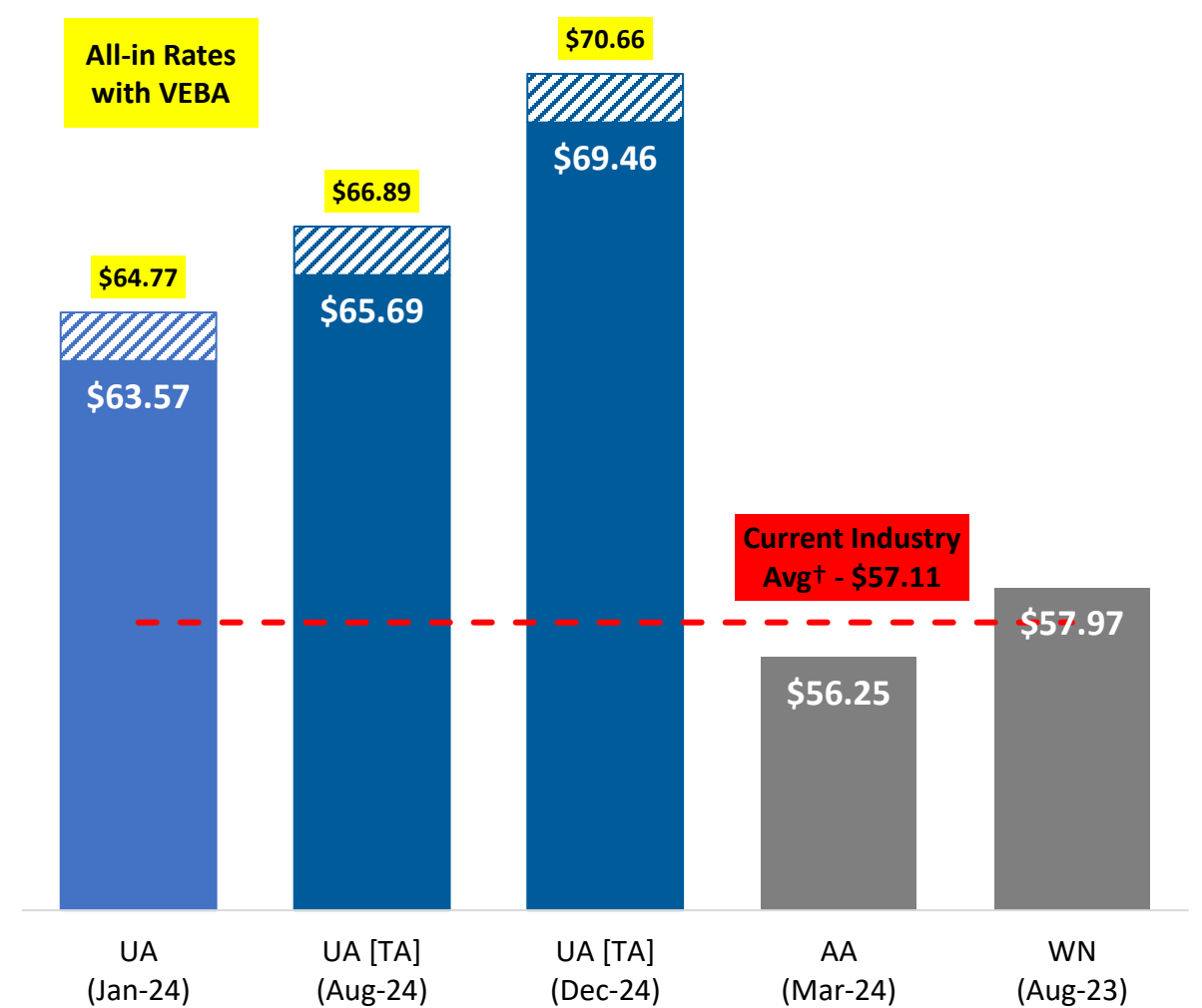
## Sim Techs - All-in Starting Rates\*

■ All-in Rate\*    ▨ VEBA (\$1.20)



## Sim Techs - All-in Top of Scale Rates\*

■ All-in Rate\*    ▨ VEBA (\$1.20)



Sources: CBAs and employer documents, current wages as of February 2024.  
 \* All-in pay rates include base pay rates and premiums (Longevity, excluding VEBA)  
 † Current Delta pay rates could not be verified.

# United Airlines MX and Related – Feb-24 TA: Staff Engineers

## Basic Wage Rates

Staff Engineers							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$48.01	\$49.64	\$52.54	\$53.89	\$55.29	\$56.74
1	2	\$52.97	\$54.77	\$57.97	\$59.46	\$61.01	\$62.61
2	3	\$57.96	\$59.93	\$63.43	\$65.06	\$66.75	\$68.50
3	4	\$62.93	\$65.07	\$68.87	\$70.64	\$72.48	\$74.38
4	5	\$63.56	\$65.72	\$69.56	\$71.35	\$73.21	\$75.13
5	6	\$64.50	\$66.69	\$70.58	\$72.39	\$74.27	\$76.22
6	7	\$65.10	\$67.31	\$71.24	\$73.07	\$74.97	\$76.94
7	8	\$66.04	\$68.28	\$72.27	\$74.13	\$76.06	\$78.06
8	9	\$66.67	\$68.93	\$72.95	\$74.82	\$76.76	\$78.77
Basic Scale Increase =>			3.4%	5.8%	2.6%	2.6%	2.6%

\* The hourly base rate of pay for Staff Engineers shall be six and fifty-five hundredths percent (6.55%) over the top of scale hourly base rate of pay (excluding all premiums) for Flight Simulator Technicians.

### Applicable Premiums:

#### Longevity (by YOS)

9	\$0.40	\$0.40	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>
10	\$0.60	\$0.60	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>
11	\$0.80	\$0.80	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>
12	\$1.00	\$1.00	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>

## All-in Wage Rates\*

Staff Engineers							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$48.01	\$49.64	\$52.54	\$53.89	\$55.29	\$56.74
1	2	\$52.97	\$54.77	\$57.97	\$59.46	\$61.01	\$62.61
2	3	\$57.96	\$59.93	\$63.43	\$65.06	\$66.75	\$68.50
3	4	\$62.93	\$65.07	\$68.87	\$70.64	\$72.48	\$74.38
4	5	\$63.56	\$65.72	\$69.56	\$71.35	\$73.21	\$75.13
5	6	\$64.50	\$66.69	\$70.58	\$72.39	\$74.27	\$76.22
6	7	\$65.10	\$67.31	\$71.24	\$73.07	\$74.97	\$76.94
7	8	\$66.04	\$68.28	\$72.27	\$74.13	\$76.06	\$78.06
8	9	\$66.67	\$68.93	\$72.95	\$74.82	\$76.76	\$78.77
9	9	\$67.07	\$69.33	\$73.35	\$75.22	\$77.16	\$79.17
10	9	\$67.27	\$69.53	\$73.55	\$75.42	\$77.36	\$79.37
11	9	\$67.47	\$69.73	\$73.75	\$75.62	\$77.56	\$79.57
12+	9	\$67.67	\$69.93	\$73.95	\$75.82	\$77.76	\$79.77

\*All-in wage rates includes basic scale rate and applicable premiums (Longevity)

## Basic Wage Rates

Senior Staff Engineers							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$68.72	\$71.05	\$75.19	\$77.13	\$79.13	\$81.19
Basic Scale Increase =>			3.4%	5.8%	2.6%	2.6%	2.6%

\* The hourly base rate of pay for Senior Staff Engineers shall be nine and eighty-three hundredths percent (9.83%) over the top of scale hourly base rate of pay (excluding all premiums) for Flight Simulator Technicians.

### Applicable Premiums:

#### Longevity (by YOS)

9	\$0.40	\$0.40	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>
10	\$0.60	\$0.60	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>
11	\$0.80	\$0.80	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>
12	\$1.00	\$1.00	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>

## All-in Wage Rates\*

Senior Staff Engineers							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$68.72	\$71.05	\$75.19	\$77.13	\$79.13	\$81.19
12+	1	\$69.72	\$72.05	\$76.19	\$78.13	\$80.13	\$82.19

\*All-in wage rates includes basic scale rate and applicable premiums (Longevity)

## Staff Engineer Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

➤ Example: the average Staff Engineer with five (5) years of service would see their pay increase by **\$87,980** between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

Staff Engineers							
Current YOS	Current Step	Annual Pay Increase*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
0	1	\$1,411	\$10,986	\$15,701	\$21,245	\$27,312	\$76,655
1	2	\$1,549	\$12,095	\$17,160	\$22,782	\$27,608	\$81,194
2	3	\$1,692	\$13,221	\$18,394	\$23,027	\$27,952	\$84,285
3	4	\$1,769	\$14,173	\$18,591	\$23,303	\$28,247	\$86,083
4	5	\$1,790	\$14,323	\$18,820	\$23,547	\$28,632	\$87,111
5	6	\$1,807	\$14,504	\$19,012	\$23,868	\$28,789	\$87,980
6	7	\$1,825	\$14,644	\$19,270	\$24,005	\$28,789	\$88,533
7	8	\$1,845	\$14,839	\$19,388	\$24,005	\$28,789	\$88,866
8	9	\$1,853	\$14,937	\$19,388	\$24,005	\$28,789	\$88,972
9	9	\$1,853	\$14,937	\$19,388	\$24,005	\$28,789	\$88,972
10	9	\$1,853	\$14,937	\$19,388	\$24,005	\$28,789	\$88,972
11	9	\$1,853	\$14,937	\$19,388	\$24,005	\$28,789	\$88,972
12+	9	\$1,853	\$14,937	\$19,388	\$24,005	\$28,789	\$88,972

\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours). For purposes of this analysis, it is assumed that the date of ratification of the TA is April 1st, 2024 with step increases occurring each October 1st.

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)

## Senior Staff Engineer Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

➤ Example: the average Senior Staff Engineer would see their pay increase by \$91,782 between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

Senior Staff Engineers							
Current YOS	Current Step	Annual Pay Increase*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
0	1	\$1,913	\$15,399	\$20,016	\$24,776	\$29,679	\$91,782
12+	1	\$1,913	\$15,399	\$20,016	\$24,776	\$29,679	\$91,782

\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours).

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)

# United Airlines MX and Related – Feb-24 TA: Avionics Shop Techs (cont.)

## Basic Wage Rates

Avionics Shop Technicians							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
1st 6 mos	1	\$53.92	\$56.08	\$59.92	\$61.72	\$63.58	\$65.49
6 mos +	2	\$55.09	\$57.30	\$61.22	\$63.06	\$64.96	\$66.91
Basic Scale Increase =>			4.0%	6.8%	3.0%	3.0%	3.0%

### Applicable Premiums:

FCC	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00	
Longevity (by YOS)							
9	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	
10	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	
11	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	
12	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	

Lead Avionics Shop Technicians							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$58.19	\$60.52	\$64.64	\$66.57	\$68.56	\$70.61
Basic Scale Increase =>			4.0%	6.8%	3.0%	3.0%	3.0%

\* The hourly base rate of pay for Lead Avionics Shop Technicians shall be five percent (5%) over the top of scale hourly base rate of pay (including FCC and longevity) for Avionics Shop Technicians.

### Applicable Premiums:

FCC	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00	
Longevity (by YOS)							
9	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	
10	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	
11	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	
12	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	

## All-in Wage Rates\*

Avionics Shop Technicians							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
1st 6 mos	1	\$59.92	\$62.08	\$65.92	\$67.72	\$69.58	\$71.49
6 mos +	2	\$61.09	\$63.30	\$67.22	\$69.06	\$70.96	\$72.91
12+	2	\$62.09	\$64.30	\$68.22	\$70.06	\$71.96	\$73.91

\*All-in wage rates includes basic scale rate and applicable premiums (FCC & Longevity)

Lead Avionics Shop Technicians							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$64.19	\$66.52	\$70.64	\$72.57	\$74.56	\$76.61
12+	1	\$65.19	\$67.52	\$71.64	\$73.57	\$75.56	\$77.61

\*All-in wage rates includes basic scale rate and applicable premiums (FCC & Longevity)



## Avionics Shop Technicians Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

- Example: the average Avionics Shop Technician with more than six (6) months of service would see their pay increase by **\$86,995** between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

Avionics Shop Technicians							
Current YOS	Current Step	Annual Pay Increase*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
1st 6 mos	1	\$1,786	\$14,335	\$18,969	\$23,491	\$28,132	\$86,712
6 mos +	2	\$1,815	\$14,589	\$18,969	\$23,491	\$28,132	\$86,995
12+	2	\$1,815	\$14,589	\$18,969	\$23,491	\$28,132	\$86,995

\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate, FCC Licenses Premium and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours). For purposes of this analysis, it is assumed that the date of ratification of the TA is April 1st, 2024, and the new hire employees move to Step 2 on November 1st, 2024.

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)

## Lead Avionics Shop Tech Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

➤ Example: the average Lead Avionics Shop Technician would see their pay increase by \$91,449 between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

Lead Avionics Shop Technicians							
Current YOS	Current Step	Annual Pay Increase*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
0	1	\$1,913	\$15,351	\$19,944	\$24,681	\$29,560	\$91,449
12+	1	\$1,913	\$15,351	\$19,944	\$24,681	\$29,560	\$91,449

\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate, FCC Licenses Premium, and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours).

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)

## Basic Wage Rates

Metrologists							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
1st 3 mos	1	\$54.35	\$56.53	\$60.40	\$62.22	\$64.09	\$66.02
Next 6 mos	2	\$54.76	\$56.96	\$60.86	\$62.69	\$64.58	\$66.52
Next 6 mos	3	\$55.29	\$57.51	\$61.45	\$63.30	\$65.20	\$67.16
Thereafter	4	\$56.09	\$58.34	\$62.33	\$64.20	\$66.13	\$68.12
Basic Scale Increase =>			4.0%	6.8%	3.0%	3.0%	3.0%

### Applicable Premiums:

Machinist	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Longevity (by YOS)						
9	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
10	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
11	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80
12	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00

## All-in Wage Rates\*

Metrologists							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
1st 3 mos	1	\$62.85	\$65.03	\$68.90	\$70.72	\$72.59	\$74.52
Next 6 mos	2	\$63.26	\$65.46	\$69.36	\$71.19	\$73.08	\$75.02
Next 6 mos	3	\$63.79	\$66.01	\$69.95	\$71.80	\$73.70	\$75.66
Thereafter	4	\$64.59	\$66.84	\$70.83	\$72.70	\$74.63	\$76.62
12+	4	\$65.59	\$67.84	\$71.83	\$73.70	\$75.63	\$77.62

\*All-in wage rates includes basic scale rate and applicable premiums (Machinist and Longevity)

## Metrologists Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

- Example: the average Metrologists with more than fifteen (15) months of service would see their pay increase by **\$88,527** between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

Metrologists							
Current YOS	Current Step	Annual Pay Increase*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
1st 3 mos	1	\$1,808	\$14,739	\$19,302	\$23,895	\$28,631	\$88,376
Next 6 mos	2	\$1,814	\$14,730	\$19,302	\$23,895	\$28,631	\$88,372
Next 6 mos	3	\$1,833	\$14,851	\$19,302	\$23,895	\$28,631	\$88,513
Thereafter	4	\$1,847	\$14,851	\$19,302	\$23,895	\$28,631	\$88,527
12+	4	\$1,847	\$14,851	\$19,302	\$23,895	\$28,631	\$88,527

\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate, Machinist Premium and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours). For purposes of this analysis, it is assumed that the date of ratification of the TA is April 1st, 2024. Further, it is assumed that employees currently at Step 1 receive step increases on July 1, 2024 (Step 2), January 1st, 2025 (Step 3), and July 1st, 2025 (Step 4). Employees currently at Steps 2 or 3 will receive a step increase on November 1st, 2024 (Step 3 or 4) and April 1st, 2025 (Step 4), if applicable.

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)

## Basic Wage Rates

Utility Specialists							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$19.76	\$20.56	\$21.96	\$22.62	\$23.30	\$24.00
1	2	\$22.13	\$23.02	\$24.60	\$25.34	\$26.11	\$26.90
2	3	\$23.80	\$24.76	\$26.45	\$27.25	\$28.07	\$28.92
3	4	\$25.62	\$26.65	\$28.47	\$29.33	\$30.21	\$31.12
4	5	\$27.54	\$28.65	\$30.61	\$31.53	\$32.48	\$33.46
5	6	\$30.10	\$31.31	\$33.45	\$34.46	\$35.50	\$36.57
6	7	\$32.20	\$33.49	\$35.79	\$36.87	\$37.98	\$39.12
7	8	\$32.37	\$33.67	\$35.98	\$37.06	\$38.18	\$39.33
8	9	\$32.87	\$34.19	\$36.53	\$37.63	\$38.76	\$39.93
Basic Scale Increase =>			4.0%	6.8%	3.0%	3.0%	3.0%

### Applicable Premiums:

Line	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Longevity (by YOS)						
9	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
10	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
11	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80
12	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00

## All-in Wage Rates\*

Utility Specialists							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$20.76	\$21.56	\$22.96	\$23.62	\$24.30	\$25.00
1	2	\$23.13	\$24.02	\$25.60	\$26.34	\$27.11	\$27.90
2	3	\$24.80	\$25.76	\$27.45	\$28.25	\$29.07	\$29.92
3	4	\$26.62	\$27.65	\$29.47	\$30.33	\$31.21	\$32.12
4	5	\$28.54	\$29.65	\$31.61	\$32.53	\$33.48	\$34.46
5	6	\$31.10	\$32.31	\$34.45	\$35.46	\$36.50	\$37.57
6	7	\$33.20	\$34.49	\$36.79	\$37.87	\$38.98	\$40.12
7	8	\$33.37	\$34.67	\$36.98	\$38.06	\$39.18	\$40.33
8	9	\$33.87	\$35.19	\$37.53	\$38.63	\$39.76	\$40.93
9	9	\$34.27	\$35.59	\$37.93	\$39.03	\$40.16	\$41.33
10	9	\$34.47	\$35.79	\$38.13	\$39.23	\$40.36	\$41.53
11	9	\$34.67	\$35.99	\$38.33	\$39.43	\$40.56	\$41.73
12+	9	\$34.87	\$36.19	\$38.53	\$39.63	\$40.76	\$41.93

\*All-in wage rates includes basic scale rate and applicable premiums (Line and Longevity)

## Basic Wage Rates

Lead Utility Specialists							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$34.62	\$36.00	\$38.46	\$39.62	\$40.80	\$42.03
Basic Scale Increase =>			4.0%	6.8%	3.0%	3.0%	3.0%

\* The hourly base rate of pay for Lead Utility Specialists shall be five percent (5%) over the top end hourly base rate of pay (including longevity and line) for Utility Specialists.

### Applicable Premiums:

Line	\$1.00	\$1.00	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>
Longevity (by YOS)						
9	\$0.40	\$0.40	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>
10	\$0.60	\$0.60	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>
11	\$0.80	\$0.80	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>
12	\$1.00	\$1.00	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>

## All-in Wage Rates\*

Lead Utility Specialists							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$35.62	\$37.00	\$39.46	\$40.62	\$41.80	\$43.03
12+	1	\$36.62	\$38.00	\$40.46	\$41.62	\$42.80	\$44.03

\*All-in wage rates includes basic scale rate and applicable premiums (Line and Longevity)

## Utility Specialists Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

- Example: the average Utility Specialist with more than five (5) years of service would see their pay increase by **\$50,898** between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

Utility Specialists							
Current YOS	Current Step	Annual Pay Increase*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
0	1	\$695	\$5,350	\$7,740	\$10,298	\$13,265	\$37,348
1	2	\$760	\$5,953	\$8,321	\$11,073	\$14,319	\$40,426
2	3	\$818	\$6,392	\$8,948	\$11,952	\$15,587	\$43,697
3	4	\$880	\$6,876	\$9,653	\$13,013	\$16,488	\$46,910
4	5	\$954	\$7,425	\$10,508	\$13,771	\$16,613	\$49,271
5	6	\$1,028	\$8,075	\$11,125	\$13,868	\$16,803	\$50,898
6	7	\$1,065	\$8,555	\$11,198	\$14,018	\$16,803	\$51,639
7	8	\$1,077	\$8,619	\$11,329	\$14,018	\$16,803	\$51,846
8	9	\$1,084	\$8,711	\$11,329	\$14,018	\$16,803	\$51,944
9	9	\$1,084	\$8,711	\$11,329	\$14,018	\$16,803	\$51,944
10	9	\$1,084	\$8,711	\$11,329	\$14,018	\$16,803	\$51,944
11	9	\$1,084	\$8,711	\$11,329	\$14,018	\$16,803	\$51,944
12+	9	\$1,084	\$8,711	\$11,329	\$14,018	\$16,803	\$51,944

\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate, Line Premium, and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours). For purposes of this analysis, it is assumed that the date of ratification of the TA is April 1st, 2024 with step increases occurring each October 1st.

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)

## Lead Utility Specialists Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

➤ Example: the average Lead Utility Specialists would see their pay increase by \$54,517 between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

Lead Utility Specialists							
Current YOS	Current Step	Annual Pay Increase*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
0	1	\$1,133	\$9,139	\$11,900	\$14,708	\$17,636	\$54,517
12+	1	\$1,133	\$9,139	\$11,900	\$14,708	\$17,636	\$54,517

\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate, Line Premium, and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours).

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)



## Basic Wage Rates

Maintenance Planning Analysts (MPA)							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$24.19	\$25.16	\$26.89	\$27.70	\$28.54	\$29.40
1	2	\$25.68	\$26.71	\$28.54	\$29.40	\$30.29	\$31.20
2	3	\$27.17	\$28.26	\$30.20	\$31.11	\$32.05	\$33.02
3	4	\$28.63	\$29.78	\$31.82	\$32.78	\$33.77	\$34.79
4	5	\$30.14	\$31.35	\$33.50	\$34.51	\$35.55	\$36.62
5	6	\$31.63	\$32.90	\$35.15	\$36.21	\$37.30	\$38.42
6	7	\$33.09	\$34.42	\$36.78	\$37.89	\$39.03	\$40.21
7	8	\$34.59	\$35.98	\$38.44	\$39.60	\$40.79	\$42.02
8	9	\$36.08	\$37.53	\$40.10	\$41.31	\$42.55	\$43.83
9	10	\$37.57	\$39.08	\$41.75	\$43.01	\$44.31	\$45.64
10	11	\$39.04	\$40.61	\$43.39	\$44.70	\$46.05	\$47.44
Basic Scale Increase =>			4.0%	6.8%	3.0%	3.0%	3.0%

### Applicable Premiums:

#### Longevity (by YOS)

9	\$0.40	\$0.40	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>	<i>\$0.40</i>
10	\$0.60	\$0.60	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>	<i>\$0.60</i>
11	\$0.80	\$0.80	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>	<i>\$0.80</i>
12	\$1.00	\$1.00	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>	<i>\$1.00</i>

## All-in Wage Rates\*

Maintenance Planning Analysts (MPA)							
YOS	Step	Current	8/11/24	12/5/24	12/5/25	12/5/26	12/5/27
0	1	\$24.19	\$25.16	\$26.89	\$27.70	\$28.54	\$29.40
1	2	\$25.68	\$26.71	\$28.54	\$29.40	\$30.29	\$31.20
2	3	\$27.17	\$28.26	\$30.20	\$31.11	\$32.05	\$33.02
3	4	\$28.63	\$29.78	\$31.82	\$32.78	\$33.77	\$34.79
4	5	\$30.14	\$31.35	\$33.50	\$34.51	\$35.55	\$36.62
5	6	\$31.63	\$32.90	\$35.15	\$36.21	\$37.30	\$38.42
6	7	\$33.09	\$34.42	\$36.78	\$37.89	\$39.03	\$40.21
7	8	\$34.59	\$35.98	\$38.44	\$39.60	\$40.79	\$42.02
8	9	\$36.08	\$37.53	\$40.10	\$41.31	\$42.55	\$43.83
9	10	\$37.97	\$39.48	\$42.15	\$43.41	\$44.71	\$46.04
10	11	\$39.64	\$41.21	\$43.99	\$45.30	\$46.65	\$48.04
11	11	\$39.84	\$41.41	\$44.19	\$45.50	\$46.85	\$48.24
12+	11	\$40.04	\$41.61	\$44.39	\$45.70	\$47.05	\$48.44

\*All-in wage rates includes basic scale rate and applicable premiums (Longevity)

## MPAs Annual Pay Improvements over the life of the TA

The below tables show the average annual pay improvements above current book members on the Technician pay scale would enjoy if the TA is ratified. To read the chart simply locate your current pay step follow across the same row. The increases consider step and longevity increases a member would receive over this period.

- Example: the average Maintenance Planning Analyst with more than eight (8) years of service would see their pay increase by **\$60,568** between the August 11<sup>th</sup>, 2024, pay increase and December 4<sup>th</sup>, 2028.

Maintenance Planning Analysts (MPA)							
Current YOS	Current Step	Annual Pay Increase*					Total Pay Inc 8/11/24 to 12/4/28
		8/11/24**	12/5/24	12/5/25	12/5/26	12/5/27	
0	1	\$822	\$6,494	\$8,947	\$11,724	\$14,794	\$42,781
1	2	\$871	\$6,879	\$9,466	\$12,347	\$15,552	\$45,115
2	3	\$920	\$7,279	\$9,970	\$12,986	\$16,297	\$47,452
3	4	\$970	\$7,664	\$10,490	\$13,608	\$17,071	\$49,802
4	5	\$1,019	\$8,065	\$10,993	\$14,244	\$17,814	\$52,134
5	6	\$1,068	\$8,449	\$11,509	\$14,868	\$18,579	\$54,472
6	7	\$1,116	\$8,846	\$12,014	\$15,513	\$19,344	\$56,834
7	8	\$1,166	\$9,232	\$12,536	\$16,156	\$19,992	\$59,083
8	9	\$1,216	\$9,635	\$13,040	\$16,684	\$19,992	\$60,568
9	9	\$1,265	\$10,020	\$13,471	\$16,684	\$19,992	\$61,432
10	9	\$1,289	\$10,353	\$13,471	\$16,684	\$19,992	\$61,789
11	9	\$1,289	\$10,353	\$13,471	\$16,684	\$19,992	\$61,789
12+	9	\$1,289	\$10,353	\$13,471	\$16,684	\$19,992	\$61,789

\* Annual Pay Increase is the difference between the TA and current all-in Hourly Rate (includes the Basic scale rate and Longevity, excluding VEBA) assuming 2,080 hours worked at straight time and 200 overtime hours at 1.5x's pay (2,380 paid hours). For purposes of this analysis, it is assumed that the date of ratification of the TA is April 1st, 2024 with step increases occurring each October 1st.

\*\* The column for 8/11/24 is the average hours worked for the period of 8/11/2024 to 12/4/2024 (or 126 days / 365 = 34.5% of a year => 34.5% \* 2,380 annual pay hours = 821.1 pay hours for the period.)