



TENTATIVE AGREEMENT HIGHLIGHTS FOR TEAMSTERS AT UNITED AIRLINES

ARTICLE 1 – PURPOSE, SCOPE, AND STATUS OF AGREEMENT:

- **Section B.12:** Increases protected heavy checks from two lines to three. Additionally, United would continue to guarantee six lines if any narrow body heavy check is outsourced out of the U.S.
- **Section F.1:** Establishes clearer and more extensive data requirements for the scope review committee.

ARTICLE 7 – HOURS OF SERVICE:

Establishes clear and consistent guidelines for providing information regarding adverse conditions.

ARTICLE 10 – LEAVES OF ABSENCE:

- **Section E.1:** Personal Convenience Leave (PCL) would be capped at 120 hours annually for the first two years of the contract, then at 80 hours a year for the remainder of this agreement.
- **Section E.8:** Increases extended illness leave benefits from 24 months to 36 months.

ARTICLE 13 - TRAINING:

- **Section U:** Full-time Designated Station Trainers (DSTs) would receive lead pay for all hours worked and all paid time, including when on vacation or sick.

ARTICLE 14 – SAFETY AND HEALTH:

New language that prohibits the company from unilaterally imposing a vaccination requirement on a covered employee.

ARTICLE 15 – COMPENSATION:

- **Sections H and I:** Moving allowance increases from the current \$12,000 cap to \$14,000 at date of ratification (DOR), then to \$15,000 at DOR plus three years.
- **Section K:** Taxi run-up premium increases from \$1 to \$5.

ARTICLE 15, APPENDIX A – WAGE SCALES:

- **Section A:** At date of signing (DOS), technicians and related employees at United would receive wage increases at all steps that would put all-in wage rates above American Airlines and Delta Air Lines. Additionally, all



TENTATIVE AGREEMENT HIGHLIGHTS FOR TEAMSTERS AT UNITED AIRLINES *(CONTINUED)*

technician basic rate scales would top out at five years instead of eight, accelerating the time it takes to reach the top of the scale. All wage rates are listed in Appendix A.

- **Section D:** Increases shift premiums. Swing shift would increase to \$0.65 from \$0.51 per hour at DOS and midnight shift would increase to \$0.75 from \$0.58 per hour at DOS. There would be additional increases of \$0.05 per hour at DOS plus two and the amendable date for both shifts.
- **Section J:** Employees performing welding would receive at least four hours of welding premium. For technicians welding over four hours in a shift, that employee would receive eight or 10 hours of welding premium, depending on shift length.
- **Section L:** Longevity premium would begin at year six instead of at year 10. Longevity premium increases would be between \$0.15 and \$1.55 per hour from year six to year 12.

ARTICLE 16 – HEALTH AND WELFARE BENEFITS:

- **Section G.2.d:** Voluntary Employees' Beneficiary Association (VEBA) contributions would be uncapped and paid for every hour worked, including overtime, and would be included in both basic wage rates and all-in wage rates.
- **Section H.3:** The Retiree Bridge Medical Plan, set to expire on December 5, 2026, would be extended until December 5, 2028 and grandfather in eligible employees until they

reach age 65. This would extend coverage to roughly 1,800 employees.

- **Section K.1.b:** Western Conference of Teamsters Pension Plan contributions for Guam-based employees would now receive an eight percent contribution of the top of scale technician rate from 2029 and beyond. This rate would be held from 2027 and 2029 to allow for a catch-up period.
- **Section K.2:** New direct one percent contribution to the 401(k) plan on eligible earnings over the \$170,000 Continental Retirement Plan (CARP) limit. Pension contributions through CARP pension plan would also continue.

ARTICLE 18 – UNION SECURITY AND REPRESENTATION

- **Section O:** New language that gives the union a second union representative as a notetaker during investigations.

ARTICLE 19 AND 20 – GRIEVANCE PROCEDURE AND BOARD OF ARBITRATION:

Provides resolution to the arbitration schedule should the company refuse to answer or advance a grievance. Changes were also made to the System Board of Adjustment (SBA) to streamline the overall SBA experience.

ARTICLE 24 – DURATION:

The duration of the agreement is four years.



TENTATIVE AGREEMENT HIGHLIGHTS FOR TEAMSTERS AT UNITED AIRLINES *(CONTINUED)*

LETTER OF AGREEMENT 18

– FURLOUGH PROTECTION:

Furlough protection would be extended to every technician on property at DOS, doubling the protection of every worker covered by the agreement.

LETTER OF AGREEMENT 29

– INDUSTRY RESET:

Maintains the industry reset, ensuring wages do not stagnate or fall behind others in the industry.

LETTER OF AGREEMENT 35

– RATIFICATION BONUS:

Upon ratification, a \$54 million signing bonus will be distributed among members according to years of service and will average \$5,000 per person. Bonus amounts by years of service are listed in Appendix B.

WAGE TABLES AND SIGNING BONUS STRUCTURE

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APPENDIX A:

UPDATED WAGE TABLES IN ARTICLE 15, APPENDIX A

A. Technicians, Welder Technicians, Machinist Technicians, Flame Spray Technicians, Plater Technicians, Airport Communication Technicians and Inspectors:

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$29.27	\$36.79	\$37.90	\$38.28	\$39.43	Reset
1	2	\$32.91	\$39.81	\$41.01	\$41.43	\$42.68	Reset
2	3	\$35.23	\$42.27	\$43.54	\$43.98	\$45.30	Reset
3	4	\$35.79	\$44.91	\$46.26	\$46.73	\$48.14	Reset
4	5	\$37.20	\$47.93	\$49.37	\$49.87	\$51.37	Reset
5 – top of scale	6	\$40.20	\$60.37	\$62.19	\$62.82	\$64.71	Reset
6	7	\$43.20	\$60.37	\$62.19	\$62.82	\$64.71	Reset
7	8	\$49.51	\$60.37	\$62.19	\$62.82	\$64.71	Reset
8	9	\$54.74	\$60.37	\$62.19	\$62.82	\$64.71	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$39.97	\$46.29	\$47.40	\$47.78	\$48.93	Reset
1	2	\$43.61	\$49.31	\$50.51	\$50.93	\$52.18	Reset
2	3	\$45.93	\$51.77	\$53.04	\$53.48	\$54.80	Reset
3	4	\$46.49	\$54.41	\$55.76	\$56.23	\$57.64	Reset
4	5	\$47.90	\$57.43	\$58.87	\$59.37	\$60.87	Reset
5 – top of scale	6	\$50.90	\$69.87	\$71.69	\$72.32	\$74.21	Reset
6	***	\$53.90	\$70.02	\$71.84	\$72.47	\$74.36	Reset
7	***	\$60.21	\$70.32	\$72.14	\$72.77	\$74.66	Reset
8	***	\$65.44	\$70.62	\$72.44	\$73.07	\$74.96	Reset
9	***	\$65.84	\$70.92	\$72.74	\$73.37	\$75.26	Reset
10	***	\$66.04	\$71.22	\$73.04	\$73.67	\$75.56	Reset
11	***	\$66.24	\$71.32	\$73.14	\$73.77	\$75.66	Reset
12	***	\$66.44	\$71.42	\$73.24	\$73.87	\$75.76	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

**All-in rates include basic hourly rate plus premiums (A&P, line, longevity, and VEBA)

*** Years 6 through 12 are included only to show longevity premiums

B. Lead Technicians/Inspectors:

Note: The hourly base rate of pay for Lead Technicians and Inspectors shall be five percent (5%) over the top end hourly base rate (including longevity) of pay for Technicians.

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$58.01	\$63.95	\$65.86	\$66.52	\$68.50	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$68.71	\$73.45	\$75.36	\$76.02	\$78.00	Reset
1	1	\$68.71	\$73.45	\$75.36	\$76.02	\$78.00	Reset
2	1	\$68.71	\$73.45	\$75.36	\$76.02	\$78.00	Reset
3	1	\$68.71	\$73.45	\$75.36	\$76.02	\$78.00	Reset
4	1	\$68.71	\$73.45	\$75.36	\$76.02	\$78.00	Reset
5	1	\$68.71	\$73.45	\$75.36	\$76.02	\$78.00	Reset
6	***	\$68.71	\$73.60	\$75.51	\$76.17	\$78.15	Reset
7	***	\$68.71	\$73.90	\$75.81	\$76.47	\$78.45	Reset
8	***	\$68.71	\$74.20	\$76.11	\$76.77	\$78.75	Reset
9	***	\$69.11	\$74.50	\$76.41	\$77.07	\$79.05	Reset
10	***	\$69.31	\$74.80	\$76.71	\$77.37	\$79.35	Reset
11	***	\$69.51	\$74.90	\$76.81	\$77.47	\$79.45	Reset
12	***	\$69.71	\$75.00	\$76.91	\$77.57	\$79.55	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

**All-in rates include basic hourly rate plus premiums (A&P, line, longevity, and VEBA)

*** Years 6 through 12 are included only to show longevity premiums

C. GSE Technicians, Facilities Technicians, Base Specialty Technicians:

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$29.27	\$36.79	\$37.90	\$38.28	\$39.43	Reset
1	2	\$32.91	\$39.81	\$41.01	\$41.43	\$42.68	Reset
2	3	\$35.23	\$42.27	\$43.54	\$43.98	\$45.30	Reset
3	4	\$35.79	\$44.91	\$46.26	\$46.73	\$48.14	Reset
4	5	\$37.20	\$47.93	\$49.37	\$49.87	\$51.37	Reset
5 – top of scale	6	\$40.20	\$60.37	\$62.19	\$62.82	\$64.71	Reset
6	7	\$43.20	\$60.37	\$62.19	\$62.82	\$64.71	Reset
7	8	\$49.51	\$60.37	\$62.19	\$62.82	\$64.71	Reset
8	9	\$54.74	\$60.37	\$62.19	\$62.82	\$64.71	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$35.72	\$42.04	\$43.15	\$43.53	\$44.68	Reset
1	2	\$39.36	\$45.06	\$46.26	\$46.68	\$47.93	Reset
2	3	\$41.68	\$47.52	\$48.79	\$49.23	\$50.55	Reset
3	4	\$42.24	\$50.16	\$51.51	\$51.98	\$53.39	Reset
4	5	\$43.65	\$53.18	\$54.62	\$55.12	\$56.62	Reset
5 – top of scale	6	\$46.65	\$65.62	\$67.44	\$68.07	\$69.96	Reset
6	***	\$49.65	\$65.77	\$67.59	\$68.22	\$70.11	Reset
7	***	\$55.96	\$66.07	\$67.89	\$68.52	\$70.41	Reset
8	***	\$61.19	\$66.37	\$68.19	\$68.82	\$70.71	Reset
9	***	\$61.59	\$66.67	\$68.49	\$69.12	\$71.01	Reset
10	***	\$61.79	\$66.97	\$68.79	\$69.42	\$71.31	Reset
11	***	\$61.99	\$67.07	\$68.89	\$69.52	\$71.41	Reset
12	***	\$62.19	\$67.17	\$68.99	\$69.62	\$71.51	Reset
20 +	***	\$63.94	\$68.92	\$70.74	\$71.37	\$73.26	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

**All-in rates include basic hourly rate plus premiums (line, longevity, and VEBA)

*** Years 6 through 20+ are included only to show longevity premiums and skill premium

D. Lead GSE Technicians, Facilities Technicians, Base Specialty Technicians:

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$58.01	\$63.95	\$65.86	\$66.52	\$68.50	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$64.46	\$69.20	\$71.11	\$71.77	\$73.75	Reset
1	1	\$64.46	\$69.20	\$71.11	\$71.77	\$73.75	Reset
2	1	\$64.46	\$69.20	\$71.11	\$71.77	\$73.75	Reset
3	1	\$64.46	\$69.20	\$71.11	\$71.77	\$73.75	Reset
4	1	\$64.46	\$69.20	\$71.11	\$71.77	\$73.75	Reset
5	1	\$64.46	\$69.20	\$71.11	\$71.77	\$73.75	Reset
6	***	\$64.46	\$69.35	\$71.26	\$71.92	\$73.90	Reset
7	***	\$64.46	\$69.65	\$71.56	\$72.22	\$74.20	Reset
8	***	\$64.46	\$69.95	\$71.86	\$72.52	\$74.50	Reset
9	***	\$64.86	\$70.25	\$72.16	\$72.82	\$74.80	Reset
10	***	\$65.06	\$70.55	\$72.46	\$73.12	\$75.10	Reset
11	***	\$65.26	\$70.65	\$72.56	\$73.22	\$75.20	Reset
12	***	\$65.46	\$70.75	\$72.66	\$73.32	\$75.30	Reset
20 +	***	\$67.21	\$72.50	\$74.41	\$75.07	\$77.05	Reset

*** DOS +2 is the greater of 1% (shown) OR Industry Reset**

****All-in rates include basic hourly rate plus premiums (line, longevity, and VEBA)**

***** Years 6 through 20+ are included only to show longevity premiums and skill premium**

E. Flight Simulator Technicians

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
First 6 months	1	\$64.87	\$70.56	\$72.41	\$73.04	\$74.96	Reset
6 months +	2	\$66.17	\$71.97	\$73.85	\$74.49	\$76.44	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
First 6 months	1	\$66.07	\$70.56	\$72.41	\$73.04	\$74.96	Reset
6 months +	2	\$67.37	\$71.97	\$73.85	\$74.49	\$76.44	Reset
6	***	\$67.37	\$72.12	\$74.00	\$74.64	\$76.59	Reset
7	***	\$67.37	\$72.42	\$74.30	\$74.94	\$76.89	Reset
8	***	\$67.37	\$72.72	\$74.60	\$75.24	\$77.19	Reset
9	***	\$67.77	\$73.02	\$74.90	\$75.54	\$77.49	Reset
10	***	\$67.97	\$73.32	\$75.20	\$75.84	\$77.79	Reset
11	***	\$68.17	\$73.42	\$75.30	\$75.94	\$77.89	Reset
12	***	\$68.37	\$73.52	\$75.40	\$76.04	\$77.99	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

** All-in rates include basic hourly rate plus premiums (longevity and VEBA)

*** Years 6 through 12 are included only to show longevity premiums

F. Lead Flight Simulator Technicians

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

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$69.53	\$75.65	\$77.62	\$78.30	\$80.34	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$70.73	\$75.65	\$77.62	\$78.30	\$80.34	DOS +4
6	***	\$70.73	\$75.80	\$77.77	\$78.45	\$80.49	Reset
7	***	\$70.73	\$76.10	\$78.07	\$78.75	\$80.79	Reset
8	***	\$70.73	\$76.40	\$78.37	\$79.05	\$81.09	Reset
9	***	\$71.13	\$76.70	\$78.67	\$79.35	\$81.39	Reset
10	***	\$71.33	\$77.00	\$78.97	\$79.65	\$81.69	Reset
11	***	\$71.53	\$77.10	\$79.07	\$79.75	\$81.79	Reset
12	***	\$71.73	\$77.20	\$79.17	\$79.85	\$81.89	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

** All-in rates include basic hourly rate plus premiums (longevity and VEBA)

*** Years 6 through 12 are included only to show longevity premiums

G. Staff Engineers

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$50.77	\$55.27	\$56.75	\$57.28	\$58.84	Reset
1	2	\$56.01	\$60.97	\$62.60	\$63.18	\$64.89	Reset
2	3	\$61.29	\$66.71	\$68.49	\$69.12	\$70.98	Reset
3	4	\$66.55	\$72.43	\$74.36	\$75.04	\$77.05	Reset
4	5	\$67.22	\$73.15	\$75.09	\$75.77	\$77.79	Reset
5	6	\$68.21	\$74.22	\$76.18	\$76.86	\$78.90	Reset
6	7	\$68.84	\$74.90	\$76.87	\$77.55	\$79.60	Reset
7	8	\$69.83	\$75.97	\$77.96	\$78.64	\$80.71	Reset
8	9	\$70.50	\$76.69	\$78.69	\$79.37	\$81.45	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$51.97	\$55.27	\$56.75	\$57.28	\$58.84	Reset
1	2	\$57.21	\$60.97	\$62.60	\$63.18	\$64.89	Reset
2	3	\$62.49	\$66.71	\$68.49	\$69.12	\$70.98	Reset
3	4	\$67.75	\$72.43	\$74.36	\$75.04	\$77.05	Reset
4	5	\$68.42	\$73.15	\$75.09	\$75.77	\$77.79	Reset
5	6	\$69.41	\$74.22	\$76.18	\$76.86	\$78.90	Reset
6	7	\$70.04	\$75.05	\$77.02	\$77.70	\$79.75	Reset
7	8	\$71.03	\$76.42	\$78.41	\$79.09	\$81.16	Reset
8	9	\$71.70	\$77.44	\$79.44	\$80.12	\$82.20	Reset
9	***	\$72.10	\$77.74	\$79.74	\$80.42	\$82.50	Reset
10	***	\$72.30	\$78.04	\$80.04	\$80.72	\$82.80	Reset
11	***	\$72.50	\$78.14	\$80.14	\$80.82	\$82.90	Reset
12	***	\$72.70	\$78.24	\$80.24	\$80.92	\$83.00	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

**All-in rates include basic hourly rate plus premiums (longevity and VEBA)

*** Years 9 through 12 are included only to show longevity premiums

H. Senior Staff Engineers

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$72.67	\$79.05	\$81.11	\$81.82	\$83.96	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$73.87	\$79.05	\$81.11	\$81.82	\$83.96	Reset
6	***	\$73.87	\$79.20	\$81.26	\$81.97	\$84.11	Reset
7	***	\$73.87	\$79.50	\$81.56	\$82.27	\$84.41	Reset
8	***	\$73.87	\$79.80	\$81.86	\$82.57	\$84.71	Reset
9	***	\$74.27	\$80.10	\$82.16	\$82.87	\$85.01	Reset
10	***	\$74.47	\$80.40	\$82.46	\$83.17	\$85.31	Reset
11	***	\$74.67	\$80.50	\$82.56	\$83.27	\$85.41	Reset
12	***	\$74.87	\$80.60	\$82.66	\$83.37	\$85.51	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

**All-in rates include basic hourly rate plus premiums (longevity and VEBA)

*** Years 6 through 12 are included only to show longevity premiums

I. Avionics Shop Technician

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
First 6 months	1	\$57.59	\$64.81	\$66.76	\$67.43	\$69.46	Reset
6 months +	2	\$58.84	\$66.19	\$68.18	\$68.87	\$70.94	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
First 6 months	1	\$64.79	\$70.81	\$72.76	\$73.43	\$75.46	Reset
6 months +	2	\$66.04	\$72.19	\$74.18	\$74.87	\$76.94	Reset
6	***	\$66.04	\$72.34	\$74.33	\$75.02	\$77.09	Reset
7	***	\$66.04	\$72.64	\$74.63	\$75.32	\$77.39	Reset
8	***	\$66.04	\$72.94	\$74.93	\$75.62	\$77.69	Reset
9	***	\$66.44	\$73.24	\$75.23	\$75.92	\$77.99	Reset
10	***	\$66.64	\$73.54	\$75.53	\$76.22	\$78.29	Reset
11	***	\$66.84	\$73.64	\$75.63	\$76.32	\$78.39	Reset
12	***	\$67.04	\$73.74	\$75.73	\$76.42	\$78.49	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

** All-in rates include basic hourly rate plus premiums (FCC, longevity, and VEBA)

*** Years 6 through 12 are included only to show longevity premiums

J. Lead Avionics Shop Technicians

Note: The hourly base rate of pay for Lead Avionics Shop Technicians shall be five percent (5%) over the top end hourly base rate (including longevity) of pay for Avionics Shop Technicians.

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$62.14	\$69.88	\$71.97	\$72.70	\$74.87	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$69.34	\$75.88	\$77.97	\$78.70	\$80.87	Reset
6	***	\$69.34	\$76.03	\$78.12	\$78.85	\$81.02	Reset
7	***	\$69.34	\$76.33	\$78.42	\$79.15	\$81.32	Reset
8	***	\$69.34	\$76.63	\$78.72	\$79.45	\$81.62	Reset
9	***	\$69.74	\$76.93	\$79.02	\$79.75	\$81.92	Reset
10	***	\$69.94	\$77.23	\$79.32	\$80.05	\$82.22	Reset
11	***	\$70.14	\$77.33	\$79.42	\$80.15	\$82.32	Reset
12	***	\$70.34	\$77.43	\$79.52	\$80.25	\$82.42	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

** All-in rates include basic hourly rate plus premiums (FCC, longevity, and VEBA)

*** Years 6 through 12 are included only to show longevity premiums

K. Metrologists

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
First 3 months	1	\$58.05	\$65.33	\$67.29	\$67.97	\$70.01	Reset
Next 6 months	2	\$58.49	\$65.81	\$67.79	\$68.47	\$70.53	Reset
Next 6 months	3	\$59.06	\$66.44	\$68.44	\$69.13	\$71.21	Reset
Thereafter	4	\$59.91	\$67.37	\$69.40	\$70.10	\$72.21	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
First 3 months	1	\$67.75	\$73.83	\$75.79	\$76.47	\$78.51	Reset
Next 6 months	2	\$68.19	\$74.31	\$76.29	\$76.97	\$79.03	Reset
Next 6 months	3	\$68.76	\$74.94	\$76.94	\$77.63	\$79.71	Reset
Thereafter	4	\$69.61	\$75.87	\$77.90	\$78.60	\$80.71	Reset
6	***	\$69.61	\$76.02	\$78.05	\$78.75	\$80.86	Reset
7	***	\$69.61	\$76.32	\$78.35	\$79.05	\$81.16	Reset
8	***	\$69.61	\$76.62	\$78.65	\$79.35	\$81.46	Reset
9	***	\$70.01	\$76.92	\$78.95	\$79.65	\$81.76	Reset
10	***	\$70.21	\$77.22	\$79.25	\$79.95	\$82.06	Reset
11	***	\$70.41	\$77.32	\$79.35	\$80.05	\$82.16	Reset
12	***	\$70.61	\$77.42	\$79.45	\$80.15	\$82.26	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

**All-in rates include basic hourly rate plus premiums (machinist, longevity, and VEBA)

*** Years 6 through 12 are included only to show longevity premiums

L. Utility Specialists

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$21.11	\$24.54	\$25.28	\$25.54	\$26.31	Reset
1	2	\$23.64	\$27.34	\$28.17	\$28.46	\$29.32	Reset
2	3	\$25.42	\$29.31	\$30.19	\$30.50	\$31.42	Reset
3	4	\$27.36	\$31.45	\$32.40	\$32.73	\$33.72	Reset
4	5	\$29.42	\$33.72	\$34.74	\$35.09	\$36.15	Reset
5	6	\$32.15	\$36.73	\$37.84	\$38.22	\$39.37	Reset
6	7	\$34.39	\$39.22	\$40.40	\$40.81	\$42.04	Reset
7	8	\$34.57	\$39.41	\$40.60	\$41.01	\$42.25	Reset
8	9	\$35.11	\$40.00	\$41.20	\$41.62	\$42.87	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$23.31	\$25.54	\$26.28	\$26.54	\$27.31	Reset
1	2	\$25.84	\$28.34	\$29.17	\$29.46	\$30.32	Reset
2	3	\$27.62	\$30.31	\$31.19	\$31.50	\$32.42	Reset
3	4	\$29.56	\$32.45	\$33.40	\$33.73	\$34.72	Reset
4	5	\$31.62	\$34.72	\$35.74	\$36.09	\$37.15	Reset
5	6	\$34.35	\$37.73	\$38.84	\$39.22	\$40.37	Reset
6	7	\$36.59	\$40.37	\$41.55	\$41.96	\$43.19	Reset
7	8	\$36.77	\$40.86	\$42.05	\$42.46	\$43.70	Reset
8	9	\$37.31	\$41.75	\$42.95	\$43.37	\$44.62	Reset
9	***	\$37.71	\$42.05	\$43.25	\$43.67	\$44.92	Reset
10	***	\$37.91	\$42.35	\$43.55	\$43.97	\$45.22	Reset
11	***	\$38.11	\$42.45	\$43.65	\$44.07	\$45.32	Reset
12	***	\$38.31	\$42.55	\$43.75	\$44.17	\$45.42	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

**All-in rates include basic hourly rate plus premiums (line, longevity, and VEBA)

*** Years 9 through 12 are included only to show longevity premiums

M. Lead Utility Specialists

Note: The hourly base rate of pay for Lead Utility Specialists shall be 5 percent over the top end hourly base rate (including longevity) of pay for Utility Specialists.

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$36.97	\$42.13	\$43.39	\$43.83	\$45.15	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$39.17	\$43.13	\$44.39	\$44.83	\$46.15	DOS +4
6	***	\$39.17	\$43.28	\$44.54	\$44.98	\$46.30	Reset
7	***	\$39.17	\$43.58	\$44.84	\$45.28	\$46.60	Reset
8	***	\$39.17	\$43.88	\$45.14	\$45.58	\$46.90	Reset
9	***	\$39.57	\$44.18	\$45.44	\$45.88	\$47.20	Reset
10	***	\$39.77	\$44.48	\$45.74	\$46.18	\$47.50	Reset
11	***	\$39.97	\$44.58	\$45.84	\$46.28	\$47.60	Reset
12	***	\$40.17	\$44.68	\$45.94	\$46.38	\$47.70	Reset

* DOS +2 is the greater of 1 percent (shown) OR Industry Reset

** All-in rates include basic hourly rate plus premiums (line, longevity, and VEBA)

*** Years 6 through 12 are included only to show longevity premiums

N. Maintenance Planning Analysts (MPA)

Basic Hourly Rate

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$25.84	\$29.77	\$30.67	\$30.98	\$31.91	Reset
1	2	\$27.43	\$31.52	\$32.47	\$32.80	\$33.79	Reset
2	3	\$29.02	\$33.28	\$34.28	\$34.63	\$35.67	Reset
3	4	\$30.58	\$35.00	\$36.05	\$36.42	\$37.52	Reset
4	5	\$32.19	\$36.79	\$37.90	\$38.28	\$39.43	Reset
5	6	\$33.78	\$38.54	\$39.70	\$40.10	\$41.31	Reset
6	7	\$35.34	\$40.27	\$41.48	\$41.90	\$43.16	Reset
7	8	\$36.95	\$42.03	\$43.30	\$43.74	\$45.06	Reset
8	9	\$38.54	\$43.79	\$45.11	\$45.57	\$46.94	Reset
9	10	\$40.13	\$45.54	\$46.91	\$47.38	\$48.81	Reset
10	11	\$41.70	\$47.28	\$48.70	\$49.19	\$50.67	Reset

All-in Rate**

Year	Step	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
0	1	\$27.04	\$29.77	\$30.67	\$30.98	\$31.91	Reset
1	2	\$28.63	\$31.52	\$32.47	\$32.80	\$33.79	Reset
2	3	\$30.22	\$33.28	\$34.28	\$34.63	\$35.67	Reset
3	4	\$31.78	\$35.00	\$36.05	\$36.42	\$37.52	Reset
4	5	\$33.39	\$36.79	\$37.90	\$38.28	\$39.43	Reset
5	6	\$34.98	\$38.54	\$39.70	\$40.10	\$41.31	Reset
6	7	\$36.54	\$40.42	\$41.63	\$42.05	\$43.31	Reset
7	8	\$38.15	\$42.48	\$43.75	\$44.19	\$45.51	Reset
8	9	\$39.74	\$44.54	\$45.86	\$46.32	\$47.69	Reset
9	10	\$41.73	\$46.59	\$47.96	\$48.43	\$49.86	Reset
10	11	\$43.50	\$48.63	\$50.05	\$50.54	\$52.02	Reset
11	***	\$43.70	\$48.73	\$50.15	\$50.64	\$52.12	Reset
12	***	\$43.90	\$48.83	\$50.25	\$50.74	\$52.22	Reset

* DOS +2 is the greater of 1% (shown) OR Industry Reset

**All-in rates include basic hourly rate plus premiums (longevity and VEBA)

*** Years 11 and 12 are included only to show longevity premiums

Premiums Index

PREMIUMS

	Years of Service	Current	DOS	DOS +1	DOS +2*	DOS +3	DOS +4
A&P, Welder, Machinist, etc.	Any	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Line Pay	Any	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
FCC	Any	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00
Longevity	6	\$0.00	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
	7	\$0.00	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45
	8	\$0.00	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
	9	\$0.40	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05
	10	\$0.60	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35
	11	\$0.80	\$1.45	\$1.45	\$1.45	\$1.45	\$1.45
	12	\$1.00	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
Skill (FX/GX)	0 - 19	\$4.25	\$4.25	\$4.25	\$4.25	\$4.25	\$4.25
	20 +	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00

APPENDIX B:
SIGNING BONUS STRUCTURE

The signing bonus pool is \$54 million, with an average payout of \$5,000 per member. The payout is structured so that every member will receive a minimum payout of \$1,000, or \$450 per year of service with a maximum of 20 years of completed service.

Completed Years of Service	Signing Bonus Payout
0	\$1,000
1	\$1,000
2	\$1,000
3	\$1,350
4	\$1,800
5	\$2,250
6	\$2,700
7	\$3,150
8	\$3,600
9	\$4,050
10	\$4,500
11	\$4,950
12	\$5,400
13	\$5,850
14	\$6,300
15	\$6,750
16	\$7,200
17	\$7,650
18	\$8,100
19	\$8,550
20 +	\$9,000