



Dollar Value of Your First Collective Bargaining Agreement

<i>Job Classification</i>	<i>Current Wage</i>	<i>Wage at Final Year of the CBA</i>	<i>Percentage Inc over life of CBA</i>	<i>1st Year Inc</i>	<i>2nd Year Inc</i>	<i>3rd Year Inc</i>	<i>Total Add'l Wages Earned over the Life of the CBA</i>
A/C Mechanic Helper	\$18.24	\$20.45	12.12%	0.50	0.82	0.89	\$8,382.40
A/C Quality Control Inspection	\$28.20	\$30.81	9.26%	0.78	0.86	0.97	\$10,462.40
Aircraft Worker	\$20.18	\$22.57	11.84%	0.55	0.88	0.96	\$9,089.60
Computer Operator	\$22.85	\$25.49	11.55%	0.63	0.96	1.05	\$10,108.80
Environmental Specialist	\$28.20	\$30.81	9.26%	0.78	0.86	0.97	\$10,462.40
Ground Support Equip Mech	\$26.85	\$29.34	9.27%	0.74	0.83	0.92	\$9,984.00
Material Coordinator	\$18.92	\$20.67	9.25%	0.52	0.58	0.65	\$7,009.60
Mechanic I	\$26.85	\$29.34	9.27%	0.74	0.83	0.92	\$9,984.00
Mechanic II	\$28.20	\$30.81	9.26%	0.78	0.86	0.97	\$10,462.40
Mechanic III	\$29.60	\$32.34	9.26%	0.81	0.92	1.01	\$10,982.40
Painter, Aircraft	\$21.19	\$23.68	11.75%	0.58	0.91	1.00	\$9,484.80
Production Control Clerk	\$19.35	\$21.14	9.25%	0.53	0.60	0.66	\$7,176.00
Stock Clerk	\$12.88	\$14.59	13.28%	0.35	0.65	0.71	\$6,364.80
Supply Tech	\$22.20	\$24.26	9.28%	0.61	0.68	0.77	\$8,236.80
Chief Maint Test Pilot Rotor	\$42.00	\$45.89	9.26%	1.16	1.29	1.44	\$15,600.00
Maint Test Pilot Rotor	\$40.00	\$43.71	9.28%	1.10	1.23	1.38	\$14,851.20
Tools & Parts Attendant	\$14.28	\$16.13	12.96%	0.39	0.70	0.76	\$6,926.40
Warehouse Specialist	\$14.28	\$16.13	12.96%	0.39	0.70	0.76	\$6,926.40

Contributions to the IAM National Pension Plan total \$1,872 over the life of the Agreement.

Effective 1/1/13 \$.15 per hour = \$312 per year.

Effective 1/1/14 \$.30 per hour = \$624 per year.

Effective 1/1/2015 \$.45 per hour = \$936 per year

Shift differential for working mid-weekend or night shifts: for all hours paid.

Current \$.35 per hour.

Effective 9/28/12 increases to \$.50 per hour.

Effective 9/27/13 increases to \$.60 per hour.

Effective 9/26/14 increases to \$.70 per hour.

Fuel Cell Entry Premium:

\$.75 per hour for all hours when performing work within a fuel cell.

Flight Time Premium Crew:

\$10 per hour while flying

Vacation increases:

Effective 1/1/13 all will accrue additional 16 hours of vacation

Effective 1/1/14 all will accrue an additional 8 hours of vacation

Total of 24 additional hours of vacation over the life of the agreement.

Administrative Leave:

Effective 1/1/13 employees may charge 16 hours to administrative leave each year for closures due to inclement weather.

Safety Shoe Allowance:

Effective 1/1/13 reimbursement of \$35 per year.

Effective 1/1/14 reimbursement increases to \$50 per year.

Effective 1/1/15 reimbursement increases to \$75 per year.

All employees will be upgraded to Mech II pay level when performing Depot-level repairs.

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