

US Airways - Fleet Service Tentative Agreement

Scale	2011	Jul 2012	DOS	9/12/14	9/12/15	9/12/16	9/12/17
		2%	3%	2.1%	True Up	2.1% increase based on 9/12/15 wage	2.1% increase based on 9/12/16 wage
Start	\$9.87	\$10.07	\$10.37	\$10.59	TBD	TBD	TBD
1	\$10.90	\$11.12	\$11.45	\$11.69	TBD	TBD	TBD
2	\$11.76	\$12.00	\$12.36	\$12.62	TBD	TBD	TBD
3	\$12.45	\$12.70	\$13.08	\$13.36	TBD	TBD	TBD
4	\$12.97	\$13.23	\$13.63	\$13.91	TBD	TBD	TBD
5	\$15.12	\$15.42	\$15.88	\$16.22	TBD	TBD	TBD
6	\$15.39	\$15.70	\$16.17	\$16.51	TBD	TBD	TBD
7	\$16.26	\$16.59	\$17.09	\$17.45	TBD	TBD	TBD
8	\$17.23	\$17.57	\$18.10	\$18.48	TBD	TBD	TBD
9	\$18.49	\$18.86	\$19.43	\$19.83	TBD	TBD	TBD
10	\$19.06	\$19.44	\$20.02	\$20.44	TBD	TBD	TBD
11	\$19.52	\$19.91	\$20.51	\$20.94	TBD	TBD	TBD
12	\$20.17	\$20.57	\$22.53	\$23.00	TBD	TBD	TBD

DOS: Date of signing raise is calculated at 3% using the July 2012 rates of pay for all progression steps except Top of Scale, which is calculated at 9.53%.

9/12/14: 2.1% raise on 9/12/2014 is calculated using the rates of pay on DOS for all progression steps including Top of Scale.

9/12/15: A **True Up** calculation has to take place to determine the percentage raise that will apply to the US Airways/American Pay Progression.

- True Up calculation uses the pay components at Top of Scale for United, Delta, US Airways to determine the average total pay at Top of Scale. Delta's pay scale can fluctuate as the employees do not have a union or a contract, therefore the pay component of Delta is unknown until 9/12/15.
- Once the calculation is completed and the average Top of Scale is determined, then that number is compared to the Top of Scale at American.

9/12/16 and 9/12/17: Once the 2015 pay rates are determined then raises in 2016/2017 are calculated at 2.1% for all progression steps, ONLY if agreement extended