

**Article 3: Compensation & Benefits**  
**Applies to Passenger Service Employees Agreement**  
**Article 3.C**

**C. Premiums**

1. Effective May 1, 2023, employees may also be eligible for the following premiums in addition to their basic hourly pay rate for all hours compensated under this Agreement:
  - a. Lead Premium: \$3.00 per hour. Effective January 1, 2029: \$3.25 per hour.
  - b. Position Premium Unless an employee is already being paid a Lead Premium, a Position Premium of \$1.50 per hour for employees assigned to the following positions:
    - (i) Customer Service - Premium Services, Concierge, and Interpreters
    - (ii) Reservations - Global Service (GSE), Global Services Customer Care (GPW), VIP Desk (VIP), Washington Desk (WAS), Reservations Processing Center Desk (RPC) and Language Desk
  - c. Station Operations Representative Unless an employee is already being paid a Lead Premium, effective DOR: \$2.00 per hour.