

M&R, MLS, MCT/MOC, MTS, Fleet Service Employees - Tentative JCBA Base Wage Rates and Premiums

YOS	DOS	<u>AMTs</u>			
		DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$28.69	\$29.26	\$29.85	\$30.45	\$31.06
1-2	\$31.16	\$31.78	\$32.42	\$33.07	\$33.73
2-3	\$33.16	\$33.82	\$34.50	\$35.19	\$35.89
3-4	\$35.35	\$36.06	\$36.78	\$37.52	\$38.27
4-5	\$37.81	\$38.57	\$39.34	\$40.13	\$40.93
5-6	\$47.95	\$48.91	\$49.89	\$50.89	\$51.91
6-7	\$48.05	\$49.01	\$49.99	\$50.99	\$52.01
7-8	\$48.15	\$49.11	\$50.09	\$51.09	\$52.11
8+	\$49.20	\$50.18	\$51.18	\$52.20	\$53.24

<u>AMTs: Hourly Premiums</u>	
Lead/Crew Chief/Tech Crew Chief:	DOS - \$2.20, DOS +36 - \$2.40
Shift Differential:	2nd - \$.51, 3rd - \$.58, Relief - \$.61
Airframe (A), Powerplant (P), FCC:	One License - \$2.63, Two Licenses - \$5.25
AMT Base Bid Area w/ No License:	\$1.00
Line Pay:	\$1.00 for those in line bid area, including DWH
Fuel Tank Entry:	\$1.00 when assigned
Welders/Machinists/Platers/Composite:	\$3.45
Taxi & Run-up Premium:	\$1.00 for all hours when in dedicated team or bid area, or as assigned
DQC:	DOS - \$2.20, DOS +36 - \$2.40

YOS	DOS	<u>Inspectors</u>			
		DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$28.69	\$29.26	\$29.85	\$30.45	\$31.06
1-2	\$31.17	\$31.79	\$32.43	\$33.08	\$33.74
2-3	\$33.18	\$33.84	\$34.52	\$35.21	\$35.92
3-4	\$35.40	\$36.11	\$36.83	\$37.57	\$38.32
4-5	\$37.91	\$38.67	\$39.44	\$40.23	\$41.04
5-6	\$48.61	\$49.58	\$50.57	\$51.58	\$52.61
6-7	\$48.71	\$49.68	\$50.67	\$51.68	\$52.71
7-8	\$48.81	\$49.79	\$50.79	\$51.81	\$52.85
8+	\$49.86	\$50.86	\$51.88	\$52.92	\$53.98

<u>Inspectors: Hourly Premiums</u>	
Inspector Premium:	DOS - \$2.20, DOS +36 - \$2.40
Shift Differential:	2nd - \$.51, 3rd - \$.58, Relief - \$.61
License:	\$5.25
Line Pay:	\$1.00 for those in line bid area, including DWH
Fuel Tank Entry:	\$1.00 when assigned
Taxi & Run-up Premium:	\$1.00 when assigned

YOS	DOS	<u>Facility/GSE</u>			
		DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$26.76	\$27.30	\$27.85	\$28.41	\$28.98
1-2	\$29.23	\$29.81	\$30.41	\$31.02	\$31.64
2-3	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80
3-4	\$33.42	\$34.09	\$34.77	\$35.47	\$36.18
4-5	\$35.88	\$36.60	\$37.33	\$38.08	\$38.84
5-6	\$46.02	\$46.94	\$47.88	\$48.84	\$49.82
6-7	\$46.12	\$47.04	\$47.98	\$48.94	\$49.92
7-8	\$46.22	\$47.14	\$48.08	\$49.04	\$50.02
8+	\$47.27	\$48.22	\$49.18	\$50.16	\$51.16

<u>Facility/GSE: Hourly Premiums</u>	
Lead/Crew Chief/Tech Crew Chief:	DOS - \$2.20, DOS +36 - \$2.40
Shift Differential:	2nd - \$.51, 3rd - \$.58, Relief - \$.61
GSE Skill:	\$2.81
Line Pay:	\$1.00 for those in line bid area, including DWH

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YOS	DOS	<u>Utility/Cleaners</u>			
		DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$16.00	\$16.32	\$16.65	\$16.98	\$17.32
1-2	\$17.93	\$18.29	\$18.66	\$19.03	\$19.41
2-3	\$19.26	\$19.65	\$20.04	\$20.44	\$20.85
3-4	\$20.75	\$21.17	\$21.59	\$22.02	\$22.46
4-5	\$22.30	\$22.75	\$23.21	\$23.67	\$24.14
5-6	\$24.37	\$24.86	\$25.36	\$25.87	\$26.39
6-7	\$26.08	\$26.60	\$27.13	\$27.67	\$28.22
7-8	\$26.21	\$26.73	\$27.26	\$27.81	\$28.37
8-9	\$27.02	\$27.56	\$28.11	\$28.67	\$29.24
9+	\$27.62	\$28.17	\$28.73	\$29.30	\$29.89

Utility/Cleaners: Hourly Premiums
Lead/Crew Chief/Tech Crew Chief: DOS - \$2.20, DOS +36 - \$2.40
Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

YOS	DOS	<u>Planners</u>			
		DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$19.76	\$20.16	\$20.56	\$20.97	\$21.39
1-2	\$23.93	\$24.41	\$24.90	\$25.40	\$25.91
2-3	\$26.87	\$27.41	\$27.96	\$28.52	\$29.09
3-4	\$29.86	\$30.46	\$31.07	\$31.69	\$32.32
4-5	\$32.95	\$33.61	\$34.28	\$34.97	\$35.67
5-6	\$35.79	\$36.51	\$37.24	\$37.98	\$38.74
6-7	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36
8+	\$39.92	\$40.72	\$41.53	\$42.36	\$43.21

Planners: Hourly Premiums
Lead/Senior/Crew Chief/TCC: DOS - \$2.20, DOS +36 - \$2.40
Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

YOS	DOS	<u>QA Auditors</u>			
		DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$31.33	\$31.96	\$32.60	\$33.25	\$33.92
1-2	\$33.85	\$34.53	\$35.22	\$35.92	\$36.64
2-3	\$35.94	\$36.66	\$37.39	\$38.14	\$38.90
3-4	\$38.14	\$38.90	\$39.68	\$40.47	\$41.28
4-5	\$40.61	\$41.42	\$42.25	\$43.10	\$43.96
5-6	\$50.34	\$51.35	\$52.38	\$53.43	\$54.50
6-7	\$50.98	\$52.00	\$53.04	\$54.10	\$55.18
7-8	\$51.65	\$52.68	\$53.73	\$54.80	\$55.90
8+	\$53.03	\$54.09	\$55.17	\$56.27	\$57.40

QA Auditors: Hourly Premiums
Lead/Crew Chief/Tech Crew Chief: DOS - \$2.20, DOS +36 - \$2.40
Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

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<u>Tech Docs</u>					
YOS	DOS	DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$29.80	\$30.40	\$31.01	\$31.63	\$32.26
1-2	\$32.37	\$33.02	\$33.68	\$34.35	\$35.04
2-3	\$34.44	\$35.13	\$35.83	\$36.55	\$37.28
3-4	\$36.72	\$37.45	\$38.20	\$38.96	\$39.74
4-5	\$39.26	\$40.05	\$40.85	\$41.67	\$42.50
5-6	\$49.75	\$50.75	\$51.77	\$52.81	\$53.87
6-7	\$49.87	\$50.87	\$51.89	\$52.93	\$53.99
7-8	\$49.99	\$50.99	\$52.01	\$53.05	\$54.11
8+	\$51.11	\$52.13	\$53.17	\$54.23	\$55.31

Tech Docs: Hourly Premiums
 License: One License - \$2.63, Two Licenses - \$5.25
 Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

<u>OSMs</u>					
YOS	DOS	DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$19.65	\$20.04	\$20.44	\$20.85	\$21.27
1-2	\$20.87	\$21.29	\$21.72	\$22.15	\$22.59
2-3	\$22.38	\$22.83	\$23.29	\$23.76	\$24.24
3-4	\$23.83	\$24.31	\$24.80	\$25.30	\$25.81
4-5	\$29.52	\$30.11	\$30.71	\$31.32	\$31.95
5-6	\$33.92	\$34.60	\$35.29	\$36.00	\$36.72
7+	\$34.25	\$34.94	\$35.64	\$36.35	\$37.08

OSMs: Hourly Premiums
 Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

<u>MSPs</u>					
YOS	DOS	DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$19.65	\$20.04	\$20.44	\$20.85	\$21.27
1-2	\$20.87	\$21.29	\$21.72	\$22.15	\$22.59
2-3	\$22.38	\$22.83	\$23.29	\$23.76	\$24.24
3-4	\$23.83	\$24.31	\$24.80	\$25.30	\$25.81
4-5	\$29.52	\$30.11	\$30.71	\$31.32	\$31.95
5-6	\$33.92	\$34.60	\$35.29	\$36.00	\$36.72
7+	\$34.25	\$34.94	\$35.64	\$36.35	\$37.08

MSPs: Hourly Premiums
 Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

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YOS	DOS	<u>MLS</u>			
		DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$16.39	\$16.72	\$17.05	\$17.39	\$17.74
1-2	\$17.19	\$17.53	\$17.88	\$18.24	\$18.60
2-3	\$18.60	\$18.97	\$19.35	\$19.74	\$20.13
3-4	\$20.54	\$20.95	\$21.37	\$21.80	\$22.24
4-5	\$22.32	\$22.77	\$23.23	\$23.69	\$24.16
5-6	\$24.86	\$25.36	\$25.87	\$26.39	\$26.92
6-7	\$26.96	\$27.50	\$28.05	\$28.61	\$29.18
7-8	\$27.61	\$28.16	\$28.72	\$29.29	\$29.88
8-9	\$30.16	\$30.76	\$31.38	\$32.01	\$32.65
9+	\$32.39	\$33.04	\$33.70	\$34.37	\$35.06

MLS: Hourly Premiums
Lead/Crew Chief/Tech Crew Chief: DOS - \$2.20, DOS +36 - \$2.40
Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61
MLS Skill: \$0.50
MLS Driver: \$0.50 for all hours in CDL bid area or hours worked as CDL driver
MLS Line: \$1.00 for those in line bid area, including DW

YOS	DOS	<u>MCT /MOC</u>			
		DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23
1-2	\$37.66	\$38.41	\$39.18	\$39.96	\$40.76
2-3	\$40.33	\$41.14	\$41.96	\$42.80	\$43.66
3-4	\$43.24	\$44.10	\$44.98	\$45.88	\$46.80
4-5	\$46.50	\$47.43	\$48.38	\$49.35	\$50.34
5-6	\$59.59	\$60.78	\$62.00	\$63.24	\$64.50
6-7	\$59.69	\$60.88	\$62.10	\$63.34	\$64.61
7-8	\$59.79	\$60.99	\$62.21	\$63.45	\$64.72
8-9	\$59.89	\$61.09	\$62.31	\$63.56	\$64.83
9+	\$60.84	\$62.06	\$63.30	\$64.57	\$65.86

MCT /MOC: Hourly Premiums
Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61
License: \$5.25
MCT/MOC Line: \$2.55
MCT/MOC Skill: \$1.75

YOS	DOS	<u>MTS</u>			
		DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$35.75	\$36.47	\$37.20	\$37.94	\$38.70
1-2	\$37.84	\$38.60	\$39.37	\$40.16	\$40.96
2-3	\$40.04	\$40.84	\$41.66	\$42.49	\$43.34
3-4	\$43.29	\$44.16	\$45.04	\$45.94	\$46.86
4-5	\$47.56	\$48.51	\$49.48	\$50.47	\$51.48
5-6	\$50.73	\$51.74	\$52.77	\$53.83	\$54.91
6-7	\$53.91	\$54.99	\$56.09	\$57.21	\$58.35
8+	\$57.08	\$58.22	\$59.38	\$60.57	\$61.78

MTS: Hourly Premiums
Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

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<u>Fleet Service Agent</u>					
YOS	DOS	DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$15.23	\$15.53	\$15.84	\$16.16	\$16.48
1-2	\$15.79	\$16.11	\$16.43	\$16.76	\$17.10
2-3	\$16.63	\$16.96	\$17.30	\$17.65	\$18.00
3-4	\$17.73	\$18.08	\$18.44	\$18.81	\$19.19
4-5	\$19.05	\$19.43	\$19.82	\$20.22	\$20.62
5-6	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25
6-7	\$22.15	\$22.59	\$23.04	\$23.50	\$23.97
7-8	\$23.66	\$24.13	\$24.61	\$25.10	\$25.60
8-9	\$25.04	\$25.54	\$26.05	\$26.57	\$27.10
9-10	\$26.80	\$27.34	\$27.89	\$28.45	\$29.02
10-11	\$30.06	\$30.66	\$31.27	\$31.90	\$32.54
11+	\$32.29	\$32.94	\$33.60	\$34.27	\$34.96

Fleet Service Agent: Hourly Premiums
Lead/Crew Chief: DOS - \$2.20, DOS +36 - \$2.40
Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61
Tower/CCC: \$3.20

<u>CLP/Weight & Balance</u>					
YOS	DOS	DOS +12	DOS+24	DOS +36	DOS+48
0-1	\$17.92	\$18.28	\$18.65	\$19.02	\$19.40
1-2	\$18.80	\$19.18	\$19.56	\$19.95	\$20.35
2-3	\$20.56	\$20.97	\$21.39	\$21.82	\$22.26
3-4	\$21.76	\$22.20	\$22.64	\$23.09	\$23.55
4-5	\$23.02	\$23.48	\$23.95	\$24.43	\$24.92
5-6	\$24.39	\$24.88	\$25.38	\$25.89	\$26.41
6-7	\$25.99	\$26.51	\$27.04	\$27.58	\$28.13
7-8	\$27.58	\$28.13	\$28.69	\$29.26	\$29.85
8-9	\$29.59	\$30.18	\$30.78	\$31.40	\$32.03
9-10	\$31.60	\$32.23	\$32.87	\$33.53	\$34.20
11+	\$39.36	\$40.15	\$40.95	\$41.77	\$42.61

CLP/Weight & Balance: Hourly Premiums
Lead/Crew Chief: DOS - \$2.20, DOS +36 - \$2.40
Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61