

**All-In Industry Wage Comparison Looking Forward**

**This For-Reference Comparison Chart of Benefits Produced by TWU Local 591 Negotiation Committee Members for TWU Local 591 Members.**

**All-In-Pay Below Include The Same Wage Amounts From The More Detailed Charts With Percentages Based Upon All-In-Pay rates.**

<b>AMT</b>	<b>AA Current 2024</b>	<b>AA Below Industry Best</b>	<b>Industry Best 2024</b>	<b>Industry Best Plus Three Percent (3%)</b>	<b>Industry Best Plus Six Percent (6%)</b>	<b>Industry Best Plus Nine Percent (9%)</b>
STARTING SCALE	\$37.31	-\$5.89	\$43.20	\$44.50	\$45.79	\$47.09
TOP OF SCALE	\$59.49	-\$9.17	\$68.66	\$70.72	\$72.78	\$74.84
<b>Cleaner</b>						
STARTING SCALE	\$17.32	-\$4.24	\$21.56	\$22.21	\$22.85	\$23.50
TOP OF SCALE	\$29.89	-\$6.30	\$36.19	\$37.28	\$38.36	\$39.45
<b>GSE/Facility Mechanic</b>						
STARTING SCALE	\$32.79	-\$4.11	\$36.90	\$38.01	\$39.11	\$40.22
TOP OF SCALE	\$54.97	-\$11.19	\$66.16	\$68.14	\$70.13	\$72.11
<b>MLS</b>						
STARTING SCALE	\$17.74	-\$2.68	\$20.42	\$21.03	\$21.65	\$22.26
TOP OF SCALE	\$35.06	-\$4.65	\$39.71	\$40.90	\$42.09	\$43.28
<b>MTS</b>						
STARTING SCALE	\$38.70	-\$26.71	\$65.41	\$67.37	\$69.33	\$71.30
TOP OF SCALE	\$61.78	-\$9.09	\$70.87	\$73.00	\$75.12	\$77.25

**The above industry best wages in their respective categories as of 7/31/2024**

<b>Aircraft Maintenance Technician</b>						
<b>This For-Reference Comparison Chart of Benefits Produced by TWU Local 591 Negotiation Committee Members for TWU Local 591 Members.</b>						
<b>Premium Pay</b>	<b>AA Mar '24</b>	<b>DL April '24 (whole-year converted)</b>	<b>UAL rejected TA, DEC '24 Includes VEBA</b>	<b>SWA Aug '24</b>	<b>JetBlue July '24</b>	<b>Alaska Oct '24</b>
A&P License	\$5.25	\$8.00	<b>\$8.50</b>	\$8.50	\$0.00	\$8.00
Line	\$1.00	<b>\$3.00</b>	\$1.00	\$0.00	\$0.00	\$0.60
Longevity	\$0.00	\$0.00	\$0.40 - \$1.00	<b>\$0.10 - \$2.00</b>	\$0.00	\$1.50
VEBA	\$0.00	\$0.00	<b>\$1.20</b>	\$0.00	\$0.00	\$0.00
<b>Below All-In Pay (Premiums above included in below chart - SEE BELOW NOTE FOR EXCEPTIONS)</b>						
STARTING SCALE	\$37.31	\$37.88	\$41.15	\$42.22	\$39.00	<b>\$43.20</b>
TOP OF SCALE	\$59.49	\$64.57	<b>\$68.66</b>	\$67.45	\$63.00	\$67.17
STARTING +/- AA (\$)	N/A	\$0.57	\$3.84	\$4.91	\$1.69	<b>\$5.89</b>
STARTING +/- (%)	N/A	1.53%	10.29%	13.16%	4.53%	<b>15.79%</b>
TOS +/- AA (\$)	N/A	\$5.08	<b>\$9.17</b>	\$7.96	\$3.51	\$7.68
TOS +/- (%)	N/A	8.54%	<b>15.41%</b>	13.38%	5.90%	12.91%
All scales above inclusive of base wage rate and license premiums—DL, UAL, and AA also include line premiums—UAL and SWA scales include longevity.						
<b>Crew Chief/Lead/Inspector Premium</b>						
Crew Chief/Lead	\$2.40	<b>6% above TOS</b>	<b>6% above TOS</b>	<b>6% above TOS</b>	\$3.00	\$2.75
Inspector	\$2.40	<b>6% above TOS</b>	<b>6% above TOS</b>	<b>6% above TOS</b>	\$3.00	\$2.75
<b>Shift Premium</b>						
Afternoons	\$0.51	\$0.52	\$0.51	\$0.63	\$0.50	<b>\$0.65</b>
Midnight	\$0.58	\$0.59	\$0.58	\$0.71	\$1.00	<b>\$1.50</b>
Rotating/Relief	\$0.61	-	\$0.58	\$0.63	-	<b>\$1.50</b>
<b>Performance Type Premium (old AA LEAAP concept)</b>						
Performance Premium	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>Up to 5% annually</b>
<b>HazCom Premium</b>						
HazCom Premium	\$0.00	-	\$0.00	\$0.00	-	<b>\$4.00/event/hour</b>
<b>Taxi Premium</b>						
Taxi Premium	\$1/taxi-tow event	\$0.00	\$1/taxi-tow event	\$0.00	<b>\$0.25/Fleet Qual (\$0.75 max)</b>	\$0.00
<b>Vacation</b>						
Max Accrual Weeks	6	5	<b>7</b>	5	<b>9 (All Paid Time Off)</b>	6.5 (260 hours)
<b>Holidays</b>						
# of Holidays	10	10	10	<b>12</b>	7	10
Holiday Pay Rate	1.5x	1x	1.5x	1.5x	1.5x	1.5x
<b>Retirement</b>						
401(k) Contribution	5%	3%	-	0%	<b>8%</b>	3%
401(k) Match	4.0%	6.0%	3%<20 years 4%>20 years	<b>9.3%</b>	5.0%	3%
<b>401(k) Total Max</b>	<b>9.0%</b>	<b>9.0%</b>	<b>4.00%</b>	<b>9.3%</b>	<b>13.0%</b>	<b>6%</b>
Pension	\$3.20/hr Note: IAMNPF Contributions apply to IAM members. Rate above does not include recovery plan adjustments.	None	CARP Note UAL 401(k) Match is a seniority-tiered match. Above figure is an average calculated by applying the max of each tier to the AA M&R seniority list.	None	None	None
<b>Incomplete information is the result of industry information not readily available at the time of publishing. Information will continue to be updated as additional information is received.</b>						
<b>The yellow highlighted are the industry best in their respective categories as of 7/31/2024</b>						
Page 2						

<b>Aircraft Maintenance Trainer</b>						
<b>This For-Reference Comparison Chart of Benefits Produced by TWU Local 591 Negotiation Committee Members for TWU Local 591 Members.</b>						
<b>Premium Pay</b>	<b>AA Mar '24</b>	<b>DL April '24 (whole-year converted)</b>	<b>UAL rejected TA, DEC '24 Includes VEBA</b>	<b>SWA Aug '24</b>	<b>JetBlue July '24</b>	<b>Alaska Oct '24</b>
A&P License	\$0.00		\$0.00	\$0.00		
Line	\$0.00		\$0.00	\$0.00		
Longevity	\$0.00		\$0.00	\$0.00		
VEBA	\$0.00		<b>\$1.20</b>	N/A		
<b>Below All-In Pay (Premiums above included in below chart - SEE BELOW NOTE FOR EXCEPTIONS)</b>						
STARTING SCALE	\$38.70		<b>\$65.41</b>	\$42.22		
TOP OF SCALE	\$61.78		\$65.41	<b>\$70.87</b>		
STARTING +/- AA (\$)	N/A		<b>\$26.71</b>	\$3.52		
STARTING +/- (%)	N/A		<b>69.02%</b>	9.10%		
TOS +/- AA (\$)	N/A		\$3.63	<b>\$9.09</b>		
TOS +/- (%)	N/A		5.88%	<b>14.71%</b>		
All scales above inclusive of base wage rate and license premiums. UAL and SWA scales include longevity.			DL, UAL, and AA also include line premiums. The DL scale above is converted to show the whole-year equivalent rate for ease of comparison.			
<b>Shift Premium</b>						
Afternoons	\$0.51		<b>\$2.00</b>	\$0.63		
Midnight	\$0.58		<b>\$4.00</b>	\$0.71		
Rotating/Relief	\$0.61		<b>\$4.00</b>	\$0.63		
<b>Performance Type Premium (old AA LEAAP concept)</b>						
Performance Premium	\$0.00		\$0.00	\$0.00		
<b>Vacation</b>						
Max Accrual Weeks	6		<b>7</b>	5		
<b>Holidays</b>						
# of Holidays	10		9	<b>12</b>		
Holiday Pay Rate	1.5x		1.5x	<b>1.5x</b>		
<b>Retirement</b>						
401(k) Contribution	<b>5%</b>		-	0%		
401(k) Match	4.0%		1% >5 & <10 years 2% >10 & <15 years 3% >15 years	<b>9.3%</b>		
<b>401(k) Total Max</b>	<b>9.0%</b>		<b>3.00%</b>	<b>9.3%</b>		
Pension	\$3.20/hr Note: IAMNPF Contributions apply to IAM members. Rate above does not include recovery plan adjustments.		\$4.00/hr Note: IAMNPF Contributions apply to IAM members. Rate above does not include recovery plan adjustments.	None		
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<b>Page 3</b>						

Utility/Cleaner						
This For-Reference Comparison Chart of Benefits Produced by TWU Local 591 Negotiation Committee Members for TWU Local 591 Members.						
Premium Pay	AA Mar '24	DL April '24 (whole-year converted)	UAL rejected TA, DEC '24 Includes VEBA	SWA Aug '24	JetBlue July '24	Alaska Oct '24
Line	\$0.00		<b>\$1.00</b>	\$0.00		
Longevity	\$0.00		\$1.00	<b>\$0.25 @ 9 years \$1.50 @ 25 years</b>		
VEBA	\$0.00		<b>\$1.20</b>	\$0.00		
<b>Below All-In Pay (Premiums above included in below chart - SEE BELOW NOTE FOR EXCEPTIONS)</b>						
STARTING SCALE	\$17.32		<b>\$21.56</b>	\$21.00		
TOP OF SCALE	\$29.89		<b>\$36.19</b>	\$35.89		
STARTING +/- AA (\$)	N/A		\$4.24	\$3.68		
STARTING +/- (%)	N/A		24.48%	21.25%		
TOS +/- AA (\$)	N/A		\$6.30	\$6.00		
TOS +/- (%)	N/A		21.08%	20.07%		
All scales above inclusive of base wage rate--DL, UAL, and AA also include line premiums--UAL and SWA scales include longevity.						
<b>Crew Chief/Lead Premium</b>						
Crew Chief/Lead	\$2.40		\$1.00	<b>\$2.75</b>		
<b>Shift Premium</b>						
Afternoons	\$0.51		<b>\$0.51</b>	\$0.50		
Midnight	\$0.58		<b>\$0.58</b>	\$1.50		
Rotating/Relief	<b>\$0.61</b>		\$0.58	\$1.50		
<b>Taxi Premium</b>						
Max Accrual Weeks	6		<b>7</b>	5		
<b>Holidays</b>						
# of Holidays	10		10	<b>12</b>		
Holiday Pay Rate	1.5x		1.5x	<b>1.5x</b>		
<b>Retirement</b>						
401(k) Contribution	<b>5%</b>		-	0%		
401(k) Match	4.0%		3%<20 years 4%>20 years	<b>9.3%</b>		
<b>401(k) Total Max</b>	<b>9.0%</b>		<b>4.00%</b>	<b>9.3%</b>		
Pension	\$3.20/hr Note: IAMNPF Contributions apply to IAM members. Rate above does not include recovery plan adjustments.		CARP Note UAL 401(k) Match is a seniority-tiered match. Above figure is an average calculated by applying the max of each tier to the AA M&R seniority list.	None		
<b>Incomplete information is the result of industry information not readily available at the time of publishing. Information will continue to be updated as additional information is received.</b>						
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Page 4						

Material Logistics Specialists / Stores						
This For-Reference Comparison Chart of Benefits Produced by TWU Local 591 Negotiation Committee Members for TWU Local 591 Members.						
Premium Pay	AA Mar '24	DL	UAL	SWA Aug '24	JetBlue	Alaska Oct '24
Skill	\$0.50		<b>\$1.35</b>	\$0.00		\$0.00
Line	<b>\$1.00</b>		\$0.00	\$0.00		\$0.00
Longevity	\$0.00		\$0.40-\$1.00	<b>Min \$0.05 @ yr 2 Max \$2.50@24 years</b>		\$0.05/yr >5 years Max 15 years @ \$0.35
Below All-In Pay (Premiums above included in below chart - SEE BELOW NOTE FOR EXCEPTIONS)						
STARTING SCALE	\$17.74		<b>\$20.42</b>	\$19.57		\$19.43
TOP OF SCALE	\$35.06		\$39.07	<b>\$39.71</b>		\$35.72
STARTING +/- AA (\$)	-		<b>\$2.68</b>	\$1.83		\$1.69
STARTING +/- (%)	-		<b>15.11%</b>	10.32%		9.53%
TOS +/- AA (\$)	-		\$4.01	<b>\$4.65</b>		\$0.66
TOS +/- (%)	-		11.44%	<b>13.26%</b>		1.88%
UAL and SWA scales include longevity.						
<b>Crew Chief/Lead Premium</b>						
Crew Chief/Lead	\$2.40		<b>\$3.00</b>	\$2.23		\$2.25
<b>Driver Premium</b>						
Driver Premium	<b>\$0.50 For DOT/CDL work</b>		\$0.00	\$0.00		\$0.00
<b>HazCom Premium</b>						
HazCom Premium	\$0.00		\$0.00	\$0.00		<b>\$4.00/event/hour</b>
<b>Regional Pay Premium</b>						
Regional Premium	\$0.00		\$0.00	\$0.00		<b>\$2.00 OAK/SFO/SJC \$27.93 Start Arctic \$41.72 TOS Arctic</b>
<b>Shift Premium</b>						
Afternoons	\$0.51	No Info	\$0.48	\$0.56	No Info	<b>\$0.60</b>
Midnight	\$0.58	No Info	\$0.54	\$0.63	No Info	<b>\$0.75</b>
Rotating/Relief	\$0.61	No Info	\$0.57	\$0.63	No Info	<b>\$0.80</b>
<b>Vacation</b>						
Max Accrual Weeks	<b>6</b>	<b>No Info</b>	<b>6</b>	5	No Info	<b>6</b>
<b>Holidays</b>						
# of Holidays	10	No Info	9	<b>12</b>	No Info	10
Holiday Pay Rate	1.5x	No Info	1.5x	<b>1.5x</b>	No Info	1.5x
<b>Retirement</b>						
401(k) Contribution	<b>5%</b>	No Info	0%	0%	No Info	0%
401(k) Match	4.0%	No Info	3.00%	<b>9.3%</b>	No Info	4.50%
<b>401(k) Total Max</b>	<b>9.0%</b>	No Info	<b>3.00%</b>	<b>9.3%</b>	No Info	<b>4.50%</b>
Pension	\$3.20/hr Note: IAMNPF Contributions apply to IAM members. Rate above does not include recovery plan adjustments. LAA Pension Frozen	No Info	\$2.05/hr (UAL) Note: IAMNPF Contributions apply to IAM members. Rate above does not include recovery plan adjustments. CARP (Prior CAL) Note UAL 401(k) Match is a seniority-tiered match. Above figure is an average calculated by applying the max of each tier to the AA M&R seniority list.	None	No Info	No Info Former Pension Frozen
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Page 5						

**Ground Support Equipment Mechanic/Facilities Mechanic**

**This For-Reference Comparison Chart of Benefits Produced by TWU Local 591 Negotiation Committee Members for TWU Local 591 Members.**

Premium Pay	AA Mar '24	DL April '24 (whole-year converted)	UAL rejected TA, DEC '24 Includes VEBA	SWA Aug '24	JetBlue July '24	Alaska Oct '24
Skill	\$2.81		<b>\$4.25 &lt; 20 years</b> <b>\$6.00 &gt; 20 years</b>	\$3.00		\$4.00
Line	\$1.00		<b>\$1.00</b>	\$0.00		
Longevity	\$0.00		\$0.40-\$1.00	<b>\$0.10-\$2.00</b>		
VEBA	\$0.00		<b>\$1.20</b>	\$0.00		
<b>Below All-In Pay (Premiums above included in below chart - SEE BELOW NOTE FOR EXCEPTIONS)</b>						
STARTING SCALE	\$32.79		<b>\$36.90</b>	\$36.72		
TOP OF SCALE	\$54.97		<b>\$66.16</b>	\$61.95		
STARTING +/- AA (\$)			<b>\$4.11</b>	\$3.93		
STARTING +/- (%)			<b>12.53%</b>	11.99%		
TOS +/- AA (\$)			<b>\$11.19</b>	\$6.98		
TOS +/- (%)			<b>20.36%</b>	12.70%		
Crew Chief/Lead	\$2.40		<b>6% above TOS</b>	<b>6% above TOS</b>		
<b>Shift Premium</b>						
Afternoons	\$0.51	\$0.52	\$0.51	<b>\$0.63</b>		
Midnight	\$0.58	\$0.59	\$0.58	<b>\$0.71</b>		
Rotating/Relief	\$0.61	-	\$0.58	<b>\$0.63</b>		
<b>Vacation</b>						
Max Accrual Weeks	6	5	<b>7</b>	5		
<b>Holidays</b>						
# of Holidays	10	10	10	<b>12</b>		
Holiday Pay Rate	<b>1.5x</b>	1x	<b>1.5x</b>	<b>1.5x</b>		
<b>Retirement</b>						
401(k) Contribution	<b>5%</b>	3%	0	0%		
401(k) Match	4.0%	6.0%	3%<20 years	<b>9.3%</b>		
<b>401(k) Total Max</b>	<b>9.0%</b>	<b>9.0%</b>	<b>4.00%</b>	<b>9.3%</b>		
Pension	\$3.20/hr Note: IAMNPF Contributions apply to IAM members. Rate above does not include recovery plan adjustments.	None	CARP Note UAL 401(k) Match is a seniority-tiered match. Above figure is an average calculated by applying the max of each tier to the AA M&R seniority list.	None		

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