

**Article 16 – Compensation will be amended as follows:**

During the period of this Agreement, the rates of pay for the workgroups covered by this Agreement will be in accordance with the Wage Schedules as specified below:

The chart hourly rates of pay as set forth in this Article shall be effective on the first Monday after the Effective Date.

An employee's base pay will mean the chart rate plus any applicable premiums and/or differentials and will apply to the calculation of pay for any overtime application, vacation pay, holiday pay, sick leave pay, travel pay, field work, furlough or severance pay, sick leave conversion to an HRA and pay for occupational illness or injury (OII).

| A. Ramp Service<br>Agent YOS | Effective Date | Effective Date<br>+12 | Effective Date<br>+24 |
|------------------------------|----------------|-----------------------|-----------------------|
| 0-1                          | \$20.03        | \$20.63               | \$21.25               |
| 1-2                          | \$20.72        | \$21.34               | \$21.98               |
| 2-3                          | \$21.71        | \$22.36               | \$23.03               |
| 3-4                          | \$22.60        | \$23.28               | \$23.98               |
| 4-5                          | \$23.81        | \$24.52               | \$25.26               |
| 5-6                          | \$25.59        | \$26.36               | \$27.15               |
| 6-7                          | \$26.81        | \$27.61               | \$28.44               |
| 7-8                          | \$28.03        | \$28.87               | \$29.74               |
| 8-9                          | \$29.61        | \$30.50               | \$31.42               |
| 9-10                         | \$31.70        | \$32.65               | \$33.63               |
| 10-11                        | \$39.14        | \$40.31               | \$41.52               |
| 11-12                        | \$39.14        | \$40.31               | \$41.52               |

Crew Chiefs will receive \$3.00 per hour premium above the applicable chart rates listed above.