

Mechanics & Related - Industry Wage Adjustment Rate Impact by Workgroup

- All adjusted rates are calculated based on the industry adjustment letters of agreement in the relevant contracts

September 2015 Impact to Pay at TOS

Classification	Current		9/15 Adjusted Rate	
	LUS	LAA	LUS	LAA
Mechanic				
Base Pay (TOS)	32.05	31.00	33.60	32.63
License	4.50	5.00	4.50	5.00
Skill	-	-	-	-
Line	-	0.55	-	0.55
Longevity	-	-	-	-
Shift/Midnight Retention	0.61	0.53	0.61	0.53
Total	37.16	37.08	38.71	38.71

	Current		9/15 Adjusted Rate	
	LUS	LAA	LUS	LAA
Plant Mechanic				
Base Pay (TOS)	32.05	31.00	35.18	33.51
License	0	0	0	0
Skill	0	1.7	0	1.7
Line	0	0.55	0	0.55
Longevity	0	0	0	0
Shift/Midnight Retention	0.61	0.03	0.61	0.03
Total	32.66	33.28	35.79	35.79

Inspector	Current		9/15 Adjusted Rate	
	LUS	LAA	LUS	LAA
Base Pay (TOS)	33.65	31.00	35.20	32.63
License	4.50	5.00	4.50	5.00
Skill	0.75	1.75	0.75	1.75
Line	-	0.55	-	0.55
Longevity	-	-	-	-
Shift/Midnight Retention	0.61	0.53	0.61	0.53
Total	39.51	38.83	41.06	40.46

MCT	Current		9/15 Adjusted Rate	
	LUS	LAA	LUS	LAA
Base Pay (TOS)	38.41	38.04	39.56	39.30
License	4.5	5	4.5	5
Skill	1.75	1.55	1.75	1.55
Line	0	2.55	0	2.55
Longevity	0	0.3	0	0.3
Shift/Midnight Retention	0.61	0.03	0.61	0.03
Total	45.27	47.47	46.42	48.73

Stock Clerks	Current		9/15 Adjusted Rate	
	LUS	LAA	LUS	LAA
Base Pay (TOS)	23.23	23.77	24.28	24.56
License	-	-	-	-
Skill	0.45	0.45	0.45	0.45
Line	-	-	-	-
Longevity	-	0.30	-	0.30
Shift/Midnight Retention	0.61	0.03	0.61	0.03
Total	24.29	24.55	25.34	25.34

Fleet Service Clerk	Current		9/15 Adjusted Rate	
	LUS	LAA	LUS	LAA
Base Pay (TOS)	23.00	23.00	24.39	24.09
License	-	-	-	-
Skill	-	-	-	-
Line	-	-	-	-
Longevity	-	0.30	-	0.30
Shift/Midnight Retention	-	-	-	-
Total	23.00	23.30	24.39	24.39