

## Wages: Offer Comparison

### SW Tech Proposal August 2016 & June 2017

0.89% above Delta on Base Wage of \$43.61

	DOS	DOS +1	DOS +2	DOS +3	DOS +4
<b>Base Proposed</b>	14%	3.00%	3.00%	3.00%	3.00%
1st 6	\$ 26.05	\$ 26.83	\$ 27.64	\$ 28.46	\$ 29.32
2nd 6	\$ 27.34	\$ 28.16	\$ 29.00	\$ 29.87	\$ 30.77
2nd year	\$ 28.88	\$ 29.74	\$ 30.63	\$ 31.55	\$ 32.50
3rd year	\$ 30.63	\$ 31.55	\$ 32.50	\$ 33.47	\$ 34.48
4th year	\$ 32.56	\$ 33.54	\$ 34.54	\$ 35.58	\$ 36.64
5th year	\$ 34.74	\$ 35.78	\$ 36.85	\$ 37.96	\$ 39.10
6 Years+	\$ 43.99	\$ 45.31	\$ 46.67	\$ 48.07	\$ 49.51
Lead Insp	\$ 49.27	\$ 50.75	\$ 52.27	\$ 53.84	\$ 55.45
Insp & Lead Mechs	\$ 46.64	\$ 48.04	\$ 49.48	\$ 50.96	\$ 52.49

License @ \$2.25 each  
Shift: \$0.63 swing (agreed) // \$0.71 graveyard

### AMFA Proposal 7/17/2017

Base Wage

12% above Delta on Base Wage of \$43.61

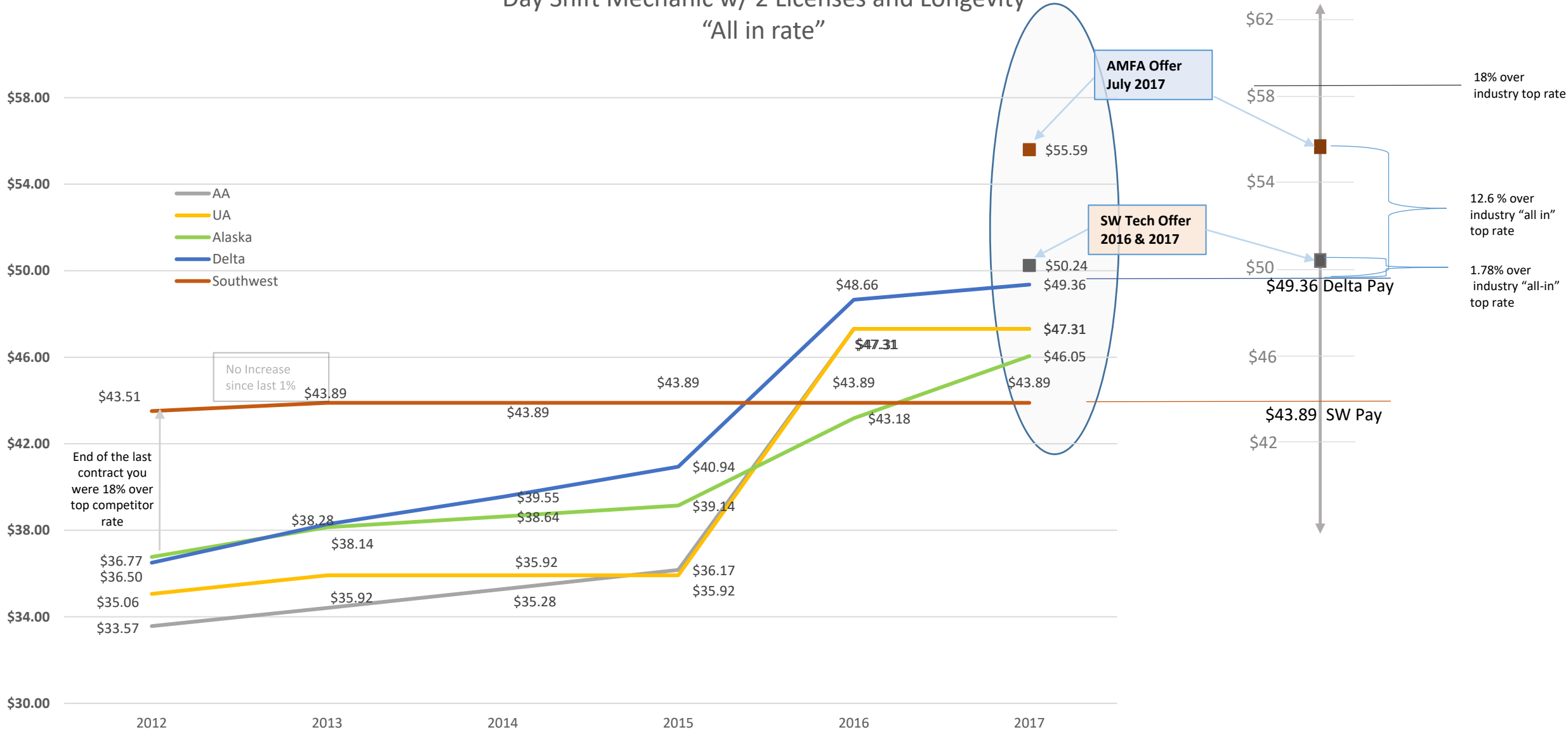
	Present	DOS	DOS +1	DOS +2	DOS +3	DOS +4
		26.57%	4.50%	4.25%	4.00%	3.75%
1st 6	\$ 22.85	\$ 28.92	\$ 30.22	\$ 31.51	\$ 32.77	\$ 34.00
2nd 6	\$ 23.98	\$ 30.35	\$ 31.72	\$ 33.07	\$ 34.39	\$ 35.68
2nd year	\$ 25.33	\$ 32.06	\$ 33.50	\$ 34.93	\$ 36.32	\$ 37.69
3rd year	\$ 26.87	\$ 34.01	\$ 35.54	\$ 37.05	\$ 38.53	\$ 39.98
4th year	\$ 28.56	\$ 36.15	\$ 37.78	\$ 39.38	\$ 40.96	\$ 42.49
5th year	\$ 30.47	\$ 38.57	\$ 40.30	\$ 42.01	\$ 43.69	\$ 45.33
6 Years+	\$ 38.59	\$ 48.84	\$ 51.04	\$ 53.21	\$ 55.34	\$ 57.41
Lead Insp	\$ 43.22	\$ 54.70	\$ 57.17	\$ 59.60	\$ 61.98	\$ 64.30
Inspector Lead Mechs	\$ 40.91	\$ 51.77	\$ 54.10	\$ 56.40	\$ 58.66	\$ 60.86

License @ \$2.50 each  
Shift: \$0.63 swing (agreed) // \$1.00 graveyard

Max longevity \$1.75 (agreed)

# Industry Wage & Offer Summary

## Day Shift Mechanic w/ 2 Licenses and Longevity "All in rate"



# Day Shift Base Mechanic w/Longevity & 2 Licenses

	Southwest	US Air	AA	Alaska	UA	Delta	SW Tech Offer June 2017	AMFA Offer 7/17/2017	% Over Best in Class ("BIC")	If you would have stayed BIC by 19%
<b>2009</b>	\$40.27	\$29.06	\$32.75	\$33.46	\$31.97	\$31.81			23.0%	
<b>2010</b>	\$41.32	\$30.65	\$32.75	\$33.90	\$31.97	\$32.54			26.2%	
<b>2011</b>	\$42.40	\$31.98	\$32.75	\$36.30	\$34.22	\$34.73			22.1%	
<b>2012</b>	\$43.51	\$31.98	\$33.57	\$36.77	\$35.06	\$36.50			19.2%	
<b>2013</b>	\$43.89	\$31.98	\$34.41	\$38.14	\$35.92	\$38.28			14.7%	\$45.55
<b>2014</b>	\$43.89		\$35.28	\$38.64	\$35.92	\$39.55			11.0%	\$47.06
<b>2015</b>	\$43.89		\$36.17	\$39.14	\$35.92	\$40.94			7.2%	\$48.72
<b>2016</b>	\$43.89		\$47.31	\$43.18	\$47.31	\$48.66			-9.8%	\$57.91
<b>2017</b>	\$43.89		\$47.31	\$46.05	\$47.31	\$49.36	\$50.24	\$55.59	-11.1%	\$58.74


  
New contracts