



Mike D. Hansen
Managing Director Labor Economics and Labor Relations
Labor Relations

Vinny Graziano
National Coordinator, Airline Division
International Brotherhood of Teamsters
25 Louisiana Avenue, NW
Washington, DC 20001

Dear Vinny:

In November 2020, we conducted the Adjustment Calculation outlined in LOA #29 – Industry Reset, paragraph 2 of the 2016-2022 Technicians and Related Agreement. The reset cost model containing the Adjustment Calculation and its results were reviewed and confirmed by the IBT's economist, Dan Akins and actuarial consultant Peter Hardcastle. The analysis results require the basic hourly rates that are in effect as of December 5, 2020, be increased to comply with the LOA. The attachment to this letter provides these new rates which will become effective December 6, 2020. Per paragraph 2 of the LOA, since the basic hourly rates/scales from the one-time adjustment exceed the basic hourly rates in Appendix A planned for December 5, 2021, these adjusted scales supersede.

Best regards,

A handwritten signature in blue ink, appearing to read "M D Hansen", is written over a light blue horizontal line.

Mike D. Hansen

Basic Pay Rates Effective December 6, 2020

Technicians, GSE Technicians, Facilities Technicians, Welder Technicians, Machinist Technicians, Flame Spray Technicians, Plater Technicians, Airport Communication Technicians and Inspectors

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
0	#1	\$21.39	\$21.61	\$23.14	\$23.14
1	#2	\$24.96	\$25.21	\$26.99	\$26.99
2	#3	\$26.70	\$26.97	\$28.88	\$28.88
3	#4	\$27.14	\$27.42	\$29.36	\$29.36
4	#5	\$28.20	\$28.49	\$30.51	\$30.51
5	#6	\$30.48	\$30.79	\$32.97	\$32.97
6	#7	\$32.77	\$33.10	\$35.44	\$35.44
7	#8	\$37.54	\$37.92	\$40.60	\$40.60
8	#9	\$41.50	\$41.92	\$44.89	\$44.89

Lead Technicians / Inspectors

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
0	#1	\$43.94	\$44.38	\$47.50	\$47.50

Flight Simulator Technicians

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
1st 6 mos	#1	\$48.14	\$48.63	\$52.07	\$52.07
6 mo +	#2	\$49.10	\$49.60	\$53.11	\$53.11

Lead Flight Simulator Technicians

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
0	#1	\$51.61	\$52.13	\$55.82	\$55.82

Staff Engineers

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
0	#1	\$38.10	\$38.60	\$41.33	\$41.33
1	#2	\$42.10	\$42.60	\$45.61	\$45.61
2	#3	\$46.10	\$46.60	\$49.90	\$49.90
3	#4	\$50.10	\$50.60	\$54.18	\$54.18
4	#5	\$50.60	\$51.10	\$54.72	\$54.72
5	#6	\$51.35	\$51.85	\$55.52	\$55.52
6	#7	\$51.85	\$52.35	\$56.05	\$56.05
7	#8	\$52.60	\$53.10	\$56.85	\$56.85
8	#9	\$53.10	\$53.60	\$57.40	\$57.40

Basic Pay Rates Effective December 6, 2020

Senior Staff Engineers

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
0	#1	\$55.10	\$55.60	\$59.54	\$59.54

Avionics Shop Technicians

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
1st 6 mos	#1	\$43.67	\$44.11	\$47.23	\$47.23
6 mo +	#2	\$44.61	\$45.06	\$48.25	\$48.25

Lead Avionics Shop Technicians

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
0	#1	\$47.09	\$47.56	\$50.91	\$50.91

Metrologists

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
1st 3 mos	#1	\$44.01	\$44.46	\$47.61	\$47.61
Next 6 mo	#2	\$44.36	\$44.81	\$47.98	\$47.98
Next 6 mo	#3	\$44.78	\$45.23	\$48.43	\$48.43
Thereafter	#4	\$45.42	\$45.88	\$49.13	\$49.13

Utility Specialists

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
0	#1	\$16.00	\$16.16	\$17.30	\$17.30
1	#2	\$17.93	\$18.11	\$19.39	\$19.39
2	#3	\$19.26	\$19.46	\$20.84	\$20.84
3	#4	\$20.75	\$20.96	\$22.44	\$22.44
4	#5	\$22.30	\$22.53	\$24.13	\$24.13
5	#6	\$24.37	\$24.62	\$26.36	\$26.36
6	#7	\$26.08	\$26.35	\$28.21	\$28.21
7	#8	\$26.21	\$26.48	\$28.35	\$28.35
8	#9	\$26.62	\$26.89	\$28.80	\$28.80

Lead Utility Specialists

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
0	#1	\$28.05	\$28.33	\$30.34	\$30.34

Basic Pay Rates Effective December 6, 2020

Maintenance Planning Analysts (MPA)

Year	Step	12/5/2019	12/5/2020	12/6/2020	12/5/2021
		DOS+3	DOS+4	2020 Reset	DOS+5
0	#1	\$19.59	\$19.79	\$21.19	\$21.19
1	#2	\$20.80	\$21.01	\$22.49	\$22.49
2	#3	\$22.00	\$22.22	\$23.79	\$23.79
3	#4	\$23.19	\$23.43	\$25.09	\$25.09
4	#5	\$24.40	\$24.65	\$26.40	\$26.40
5	#6	\$25.61	\$25.87	\$27.70	\$27.70
6	#7	\$26.81	\$27.08	\$28.99	\$28.99
7	#8	\$28.01	\$28.30	\$30.30	\$30.30
8	#9	\$29.21	\$29.51	\$31.60	\$31.60
9	#10	\$30.42	\$30.73	\$32.91	\$32.91
10	#11	\$31.61	\$31.93	\$34.19	\$34.19