

Air Canada

Tentative Agreement Highlights

The proposed agreement would cover the period between April 1, 2026, and March 31, 2030

After intense negotiations, your IAM Union Bargaining Committee has reached an industry-leading tentative agreement with Air Canada.

This tentative agreement is one of the most significant agreements ever reached in Canadian aviation. Coming out of a 10-year contract, your Negotiations Committee and Support Committees worked tirelessly to secure industry-leading improvements for our members.

This document reflects the highlights of the tentative agreement, including the strongest wage increases ever seen in the Canadian airline industry, along with significant gains across all work groups.

Most importantly, this tentative agreement reflects the strength, unity and solidarity of our membership. Every show of support helped strengthen our position at the bargaining table.

Nothing happens without you. Thank you for standing together, staying engaged and showing the power of solidarity throughout this process. We look forward to sharing more details and providing members with the opportunity to review the agreement and make your voice heard.

The following priorities have been identified by our 11,500+ hardworking IAM members, directly from member surveys and identified subcommittee issues.



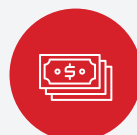
Industry Leading

Significant gains across all work groups



Job Security

Jobs secured for all workers



Wage Increases

Strongest ever in the Canadian airline industry

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Canadian Industry Leading Wages



Equal Pay

Complete elimination of **B-scale**, equal pay for equal work achieved, for part-time, SA, CSA, and all

4-Year Deal

Less Steps

Elimination of several pay scale steps

Wage Increases

Year 1	An average first year increase of 18%
Year 2	3%
Year 3	3%
Year 4	3%

- ✓ **Part-time wage equality**
- ✓ **New wage scale included**
- * *All wage improvements retroactive to:*
April 1, 2026

Enhanced Licensed AME Premiums

Completed Years of Service as a Licensed Air Canada AME	0-2	3-6	7-9	10+
% of basic hourly rate of pay	8%	9%	10%	12%

License premium is paid for all hours paid.

Shift Premiums

Airports & Cargo

- Afternoon premium increased to **\$1.00/hour**
- Night premium increased to **\$1.50/hour**

Logistics & Supply

- Night premium increase to **\$2.50/hour** at ratification, **\$2.75/hour** on April 1, 2027, **\$3.00/hour** on April 1, 2028

Tech Ops

- Night premium increase to **\$2.50/hour** at ratification, **\$2.75/hour** on April 1, 2027, **\$3.00/hour** on April 1, 2028

Pension

- ✓ **Defined Benefit Pension Improvements**
 - Increases to pensionable earnings cap **\$96,000, \$98,000, \$100,000 and \$102,000 per year** over the life of the agreement
 - Pension indexing introduced
 - Pension withdrawal cap improved to **\$65,000**
- ✓ **MEPP Retirement Age Decrease**
 - **63 years of age** or **60 years of age** with 25 years of service
- ✓ **MEPP Increase of Accrued Benefit**



Time Away from Work

Time Bank

↑ **400 hrs** Increase

- Ability to bridge unused days to retirement
- Ability to access during suspended pending discharge
- Quarterly Maximum Hours – Increase the 104 maximum quarterly hours to 139 hours

+ **16 hrs** Deposit

- Annual time bank deposit of 16 hours for airports and 20 hours for tech ops renewed as of April 1, 2026

Protected Leaves

Enhanced language on protected leave

Time and Attendance

Discipline on record will not affect a change of status request

Vacation Reconciliation

No vacation reconciliation for paid stats vs. non-paid stats

Vacation Purchase Program

NEW!

Purchase an additional **1 week** or **2 weeks** of vacation with approval

Bereavement Leave

Enhanced language to reflect the Canada Labour Code

6-Day Rule

Tech Ops members may now work beyond 6 days with a minimum of 11.5 hours in between

Unused Sick Day Payouts

NEW!

Any unused sick days from your yearly 10 day allotment will be banked or paid out



Job Security

ODS

Improved ODS language with built-in time frames of layoff language

Senior Lead Stockkeeper

Senior Lead Stockkeeper job protection

LOU

LOU 29

Improved language (enhanced input from the training department on LOU 29 questions, increased expiration of qualifications to 5 years)

LOU 13

Improved job security language for vacancies (ability for external postings to be returned internal)

LOU 4

Improved LOU 4 language with an increased posting period from 5 to 10 days



Uniforms

Increased uniform
allotment to

\$225



Side Letter for Damaged Uniform Replacement

Damaged uniform replacement
improvements, including GSE workers

Boot Allowance

Increase boot allowance to **\$200**



Position Upgrades

✓ **Lead Course CSCA**

- Introduced a CSCA Leadership course

✓ **Job Description Language Improvements**

- Improvement to language of CSA job description
- Improvement to Weight and Balance Job Descriptions

✓ **Tow Proposal**

- Tow crew agreement renewed with increased premium to **\$500** and grievance resolution

✓ **Introduction of a grievance backlog process**

✓ **Improvements on shadow bidding process**

✓ **AME Improvements *NEW!***

- Renewed and improved language for Cat 1, 19, & 38 pathways to AME 6 & 7
- Established AME committee to review and update Letter of Understanding #9
- Any AME in a classification/function other than Category 1, 19, 38, wishing to pursue AME 6 and AME 7 wages, have the option to return to their former category

Introduction of Lead Positions

- Lead Central Baggage Tracing Agent
- Lead BCR (Baggage Claim Representative)
- Lead position for Line Expeditor
- Lead position for Buyer Analyst
- Lead position for Technical Writer - Aeronautics
- Lead position for Licensed Technical Writer
- Lead position for Material Planner

Introduction of Process Auditor specialized - Logistics and Supply



New & Improved Healthcare Benefits

IAM
UNION

Coverage	Traditional	Flex
Psychologist – Mental Health Practitioners	50% per visit up to annual max of \$1,000 single / \$2,000 family	50% per visit up to \$250/500 - \$1,000/\$2,000 - \$1,500/\$3,000
Dental	\$2,000 for employee and each eligible dependant	Maintain current coverage
Orthodontic	\$3,000 lifetime for children under age 21	\$0 / \$3,000 / \$3,500 lifetime for children under age 21
Vision	\$375 per 24 months	\$0 / \$375 / \$425 per 24 months
AD&D	\$25,000	\$25,000 / \$50,000 / \$75,000
Physiotherapy / Athletic Therapy / Rehabilitation Therapist	No cap NEW!	No cap NEW!
Chiropractic Services	Remove per visit maximum up to R&C / up to annual max of \$1,000 single and \$2,000 family	Remove per visit maximum up to R&C (\$500/\$1000 - \$1,000/\$2,000 - \$1,500/\$3,000)

✕ Removal of Lifetime Maximums for Healthcare

Maintain existing \$1,000,000 maximum for drug coverage

TELUS Health

Employees have access to **TELUS Total Mental Health**

Leisure Travel Insurance

\$5,000,000
lifetime per person

Remove out of country and SOS international

Comfort Option

The Company will ensure sufficient credits to allow purchase of **Comfort** option under the Flex Benefits Plan



Newly Revised Pay Scale



Class	Current	Ratification	2027	2028	2029	Newly hired after TA
		Year 1	Year 2	Year 3	Year 4	
Airport-Cargo Trainer Lev 1 1	\$30.86	\$36.41	\$37.51	\$38.63	\$39.79	
Airport-Cargo Trainer Lev 1 2	\$31.56	\$37.24	\$38.36	\$39.51	\$40.69	
Airport-Cargo Trainer Lev 1 3	\$32.39	\$38.22	\$39.37	\$40.55	\$41.76	
Airport-Cargo Trainer Lev 1 4	\$32.98	\$38.92	\$40.08	\$41.29	\$42.53	
Airport-Cargo Trainer Lev 1 5	\$33.63	\$39.68	\$40.87	\$42.10	\$43.36	
Baggage Claims Coordinator 2	\$25.22	\$29.76	\$30.65	\$31.57	\$32.52	
Baggage Claims Coordinator 3	\$25.74	\$30.37	\$31.28	\$32.22	\$33.19	
Baggage Claims Coordinator 4	\$26.25	\$30.98	\$31.90	\$32.86	\$33.85	
Baggage Claims Coordinator 5	\$26.79	\$31.61	\$32.56	\$33.54	\$34.54	
Baggage Claims Coordinator 6	\$27.35	\$32.27	\$33.24	\$34.24	\$35.27	
Baggage Claims Representative 2	\$28.48	\$33.61	\$34.61	\$35.65	\$36.72	
Baggage Claims Representative 3	\$29.04	\$34.27	\$35.30	\$36.35	\$37.44	
Baggage Claims Representative 4	\$29.63	\$34.96	\$36.01	\$37.09	\$38.21	
Baggage Claims Representative 5	\$30.24	\$35.68	\$36.75	\$37.86	\$38.99	
Baggage Claims Representative 6	\$30.86	\$36.41	\$37.51	\$38.63	\$39.79	
Cargo Communications Operator 3	\$18.83	\$22.22	\$22.89	\$23.57	\$24.28	
Cargo Communications Operator 4	\$20.54	\$24.24	\$24.96	\$25.71	\$26.48	
Cargo Communications Operator 5	\$22.08	\$26.05	\$26.84	\$27.64	\$28.47	
Cargo Communications Operator 6	\$23.27	\$27.46	\$28.28	\$29.13	\$30.00	
Cargo Communications Operator 7	\$25.21	\$29.75	\$30.64	\$31.56	\$32.51	
Cargo Rating Unit Specialist 1	\$32.65	\$38.53	\$39.68	\$40.87	\$42.10	
Cargo Rating Unit Specialist 2	\$35.26	\$41.61	\$42.86	\$44.14	\$45.46	
Cargo Rating Unit Specialist 3	\$36.30	\$42.83	\$44.12	\$45.44	\$46.81	
Central Baggage Performance Agent	\$34.24	\$40.40	\$41.62	\$42.86	\$44.15	
Central Baggage Tracing Agent	\$33.93	\$40.04	\$41.24	\$42.48	\$43.75	
Lead Cat 33	\$28.91	\$34.11	\$35.14	\$36.19	\$37.28	
Cat 33 1	\$21.30	\$25.13	\$25.89	\$26.66	\$27.46	
Cat 33 2	\$25.55	\$30.15	\$31.05	\$31.99	\$32.94	
Cat 33 3	\$27.87	\$32.89	\$33.87	\$34.89	\$35.94	
CSCA 1	\$18.85	\$22.00	\$22.66	\$23.34	\$24.04	\$22.00
CSCA 2	\$21.11	\$23.64	\$24.35	\$25.08	\$25.84	\$23.00
CSCA 3	\$22.52	\$25.22	\$25.98	\$26.76	\$27.56	\$24.00
CSCA 4	\$22.52	\$25.45	\$26.21	\$27.00	\$27.81	\$25.00
CSCA 5	\$22.52	\$26.00	\$26.78	\$27.59	\$28.41	\$26.00
CSCA 6	\$22.52	\$27.00	\$27.81	\$28.65	\$29.51	\$27.00
CSCA 7	\$22.52	\$28.00	\$28.84	\$29.70	\$30.59	\$28.00
CSCA 8	\$22.52	\$28.97	\$29.84	\$30.74	\$31.66	\$28.97
CSCA 9	\$25.87	\$30.53	\$31.44	\$32.39	\$33.36	\$30.53
CSCA Trainer 1	\$21.65	\$25.55	\$26.31	\$27.10	\$27.92	
CSCA Trainer 2	\$24.26	\$28.63	\$29.49	\$30.37	\$31.28	
CSCA Trainer 3	\$26.82	\$31.65	\$32.60	\$33.57	\$34.58	
CSCA Trainer 4	\$29.43	\$34.73	\$35.77	\$36.84	\$37.95	
CSCA Trainer 5	\$31.15	\$36.76	\$37.86	\$39.00	\$40.17	

Newly Revised Pay Scale Continued

Class	Current	Ratification	2027	2028	2029	Newly hired after TA
		Year 1	Year 2	Year 3	Year 4	
Customer Service Agent - Airports 1	\$32.48	\$38.33	\$39.48	\$40.66	\$41.88	
Customer Service Agent - Airports 2	\$33.79	\$39.87	\$41.07	\$42.30	\$43.57	
Customer Service Agent 1	\$30.86	\$36.41	\$37.51	\$38.63	\$39.79	
Customer Service Agent 2	\$31.56	\$37.24	\$38.36	\$39.51	\$40.69	
Customer Service Agent 3	\$32.39	\$38.22	\$39.37	\$40.55	\$41.76	
Customer Service Agent 4	\$32.96	\$38.89	\$40.06	\$41.26	\$42.50	
Customer Service Agent 5	\$33.63	\$39.68	\$40.87	\$42.10	\$43.36	
Gate Planner 1	\$30.86	\$36.41	\$37.51	\$38.63	\$39.79	
Gate Planner 2	\$31.56	\$37.24	\$38.36	\$39.51	\$40.69	
Gate Planner 3	\$32.39	\$38.22	\$39.37	\$40.55	\$41.76	
Gate Planner 4	\$32.96	\$38.89	\$40.06	\$41.26	\$42.50	
Gate Planner 5	\$33.63	\$39.68	\$40.87	\$42.10	\$43.36	
GrandFathered Trainer 2 Level 1-Prior to Ratification	\$30.86	\$36.41	\$37.51	\$38.63	\$39.79	
GrandFathered Trainer 2 Level 2-Prior to Ratification	\$32.98	\$38.92	\$40.08	\$41.29	\$42.53	
GrandFathered Trainer 2 Level 3-Prior to Ratification	\$35.12	\$41.44	\$42.46	\$43.97	\$45.28	
Lead CSA	\$35.12	\$41.44	\$42.68	\$43.97	\$45.28	
Lead CSCA 1	\$26.83	\$31.66	\$32.61	\$33.59	\$34.60	
Lead CSCA 2	\$28.45	\$33.57	\$34.58	\$35.62	\$36.68	
Lead Station Attendant 1	\$30.86	\$36.41	\$37.51	\$38.63	\$39.79	
Lead Station Attendant 2	\$31.56	\$37.24	\$38.36	\$39.51	\$40.69	
Lead Station Attendant 3	\$32.39	\$38.22	\$39.37	\$40.55	\$41.76	
Lead Station Attendant 4	\$32.96	\$38.89	\$40.06	\$41.26	\$42.50	
Lead Station Attendant 5	\$33.63	\$39.68	\$40.87	\$42.10	\$43.36	
Station Attendant 1	\$18.85	\$25.70	\$26.47	\$27.26	\$28.08	\$23.36
Station Attendant 2	\$21.11	\$26.16	\$26.94	\$27.75	\$28.58	\$23.86
Station Attendant 3	\$23.36	\$26.63	\$27.43	\$28.25	\$29.10	\$24.84
Station Attendant 4	\$23.36	\$27.10	\$27.91	\$28.75	\$29.61	\$26.47
Station Attendant 5	\$23.36	\$28.09	\$28.93	\$29.80	\$30.69	\$28.09
Station Attendant 6	\$23.36	\$29.70	\$30.59	\$31.50	\$32.45	\$29.70
Station Attendant 7	\$23.36	\$30.41	\$31.33	\$32.27	\$33.23	\$31.33
Station Attendant 8	\$29.43	\$34.91	\$35.95	\$37.03	\$38.14	\$34.91
ACM Communicator 1	\$28.84	\$34.03	\$35.05	\$36.10	\$37.19	
ACM Communicator 2	\$29.68	\$35.02	\$36.07	\$37.16	\$38.27	
ACM Communicator 3	\$33.08	\$39.03	\$40.21	\$41.41	\$42.65	
Aircraft Maintenance Engineer 1	\$35.34	\$40.99	\$42.22	\$43.49	\$44.80	
Aircraft Maintenance Engineer 2	\$38.45	\$43.06	\$44.36	\$45.69	\$47.06	
Aircraft Maintenance Engineer 3	\$41.56	\$46.55	\$47.94	\$49.38	\$50.86	
Aircraft Maintenance Engineer 4	\$44.67	\$50.03	\$51.53	\$53.08	\$54.67	
Aircraft Maintenance Engineer 5	\$47.36	\$57.93	\$59.67	\$61.46	\$63.30	
Aircraft Maintenance Engineer 6	\$49.96	\$58.95	\$60.72	\$62.54	\$64.42	
Aircraft Maintenance Engineer 7	\$55.16	\$65.09	\$67.04	\$69.05	\$71.12	

Newly Revised Pay Scale Continued

Class	Current	Ratification	2027	2028	2029	Newly hired after TA
		Year 1	Year 2	Year 3	Year 4	
Aircraft Technician 4	\$39.48	\$46.59	\$47.98	\$49.42	\$50.91	
Aircraft Technician 5	\$42.48	\$50.13	\$51.63	\$53.18	\$54.77	
Lead Aircraft Maintenance Engineer 1	\$56.36	\$66.50	\$68.50	\$70.55	\$72.67	
Lead Aircraft Maintenance Engineer 2	\$57.86	\$68.27	\$70.32	\$72.43	\$74.61	
Lead Licensed Planner	\$48.83	\$60.06	\$61.86	\$63.72	\$65.63	
Lead Planner	\$43.23	\$51.01	\$52.54	\$54.12	\$55.74	
Lead Technical Data Controller	\$34.71	\$40.96	\$42.19	\$43.45	\$44.76	
Learner 3	\$24.26	\$28.63	\$29.49	\$30.37	\$31.28	
Learner 4	\$26.27	\$31.00	\$31.93	\$32.89	\$33.87	
Licensed Planner 2	\$39.22	\$46.28	\$47.67	\$49.10	\$50.57	
Licensed Planner 3	\$42.39	\$50.02	\$51.52	\$53.07	\$54.66	
Licensed Planner 4	\$45.56	\$53.76	\$55.37	\$57.03	\$58.75	
Licensed Planner 5	\$46.55	\$54.93	\$56.58	\$58.27	\$60.02	
Licensed Planner 6	\$47.33	\$57.97	\$59.71	\$61.50	\$63.35	
Licensed Technical Writer 2	\$39.22	\$46.28	\$47.67	\$49.10	\$50.57	
Licensed Technical Writer 3	\$42.39	\$50.02	\$51.52	\$53.07	\$54.66	
Licensed Technical Writer 4	\$45.56	\$53.76	\$55.37	\$57.03	\$58.75	
Licensed Technical Writer 5	\$46.55	\$54.93	\$56.58	\$58.27	\$60.02	
Licensed Technical Writer 6	\$47.33	\$57.97	\$59.71	\$61.51	\$63.35	
Planner 6	\$34.78	\$41.04	\$42.27	\$43.54	\$44.85	
Planner 7	\$36.07	\$42.56	\$43.84	\$45.15	\$46.51	
Planner 8	\$36.72	\$43.33	\$44.63	\$45.97	\$47.35	
Planner 9	\$40.27	\$47.52	\$48.94	\$50.41	\$51.92	
Planner 10	\$41.73	\$49.24	\$50.72	\$52.24	\$53.81	
Process Auditor 1	\$49.96	\$58.95	\$60.72	\$62.54	\$64.42	
Process Auditor 2	\$55.16	\$65.09	\$67.04	\$69.05	\$71.12	
System Support Analyst 1	\$28.33	\$33.43	\$34.43	\$35.47	\$36.53	
System Support Analyst 2	\$30.29	\$35.74	\$36.81	\$37.92	\$39.06	
System Support Analyst 3	\$32.25	\$38.06	\$39.20	\$40.37	\$41.58	
System Support Analyst 4	\$34.20	\$40.36	\$41.57	\$42.81	\$44.10	
TDC Configuration Control 2	\$29.08	\$34.31	\$35.34	\$36.40	\$37.50	
TDC Configuration Control 3	\$31.04	\$36.63	\$37.73	\$38.86	\$40.02	
TDC Configuration Control 4	\$32.98	\$38.92	\$40.08	\$41.29	\$42.53	
TDC Configuration Control 5	\$34.91	\$41.19	\$42.43	\$43.70	\$45.01	
TDC Configuration Control 6	\$36.85	\$43.48	\$44.79	\$46.13	\$47.52	
Technical Data Controller 2	\$24.63	\$29.06	\$29.94	\$30.83	\$31.76	
Technical Data Controller 3	\$25.65	\$30.27	\$31.18	\$32.11	\$33.07	
Technical Data Controller 4	\$26.67	\$31.47	\$32.41	\$33.39	\$34.39	
Technical Data Controller 5	\$27.70	\$32.69	\$33.67	\$34.68	\$35.72	
Technical Data Controller 6	\$28.72	\$33.89	\$34.91	\$35.95	\$37.03	

Newly Revised Pay Scale Continued

Class	Current	Ratification	2027	2028	2029	Newly hired after TA
		Year 1	Year 2	Year 3	Year 4	
Technical Writer - Control Manual 2	\$31.79	\$37.51	\$38.64	\$39.80	\$40.99	
Technical Writer - Control Manual 3	\$33.86	\$39.95	\$41.15	\$42.39	\$43.66	
Technical Writer - Control Manual 4	\$35.24	\$41.58	\$42.83	\$44.12	\$45.44	
Technical Writer - Control Manual 5	\$36.62	\$43.21	\$44.51	\$45.84	\$47.22	
Technical Writer - Control Manual 6	\$38.01	\$44.85	\$46.20	\$47.58	\$49.01	
Technical Writer (Aeronautics) -2	\$36.07	\$42.56	\$43.84	\$45.15	\$46.51	
Technical Writer (Aeronautics) -3	\$36.72	\$43.33	\$44.63	\$45.97	\$47.35	
Technical Writer (Aeronautics) -4	\$40.27	\$47.52	\$48.94	\$50.41	\$51.92	
Technical Writer (Aeronautics) -5	\$41.03	\$48.42	\$49.87	\$51.36	\$52.90	
Technical Writer (Aeronautics) -6	\$41.73	\$49.24	\$50.72	\$52.24	\$53.81	
Buyer Analyst 2	\$23.73	\$28.00	\$28.84	\$29.71	\$30.60	
Buyer Analyst 3	\$25.86	\$30.51	\$31.43	\$32.37	\$33.34	
Buyer Analyst 4	\$27.98	\$33.02	\$34.01	\$35.03	\$36.08	
Buyer Analyst 5	\$30.11	\$35.53	\$36.60	\$37.69	\$38.82	
Buyer Analyst 6	\$32.25	\$38.06	\$39.20	\$40.37	\$41.58	
Lead Stockkeeper	\$36.03	\$42.52	\$43.79	\$45.10	\$46.46	
Line Expediter 2	\$34.56	\$40.78	\$42.00	\$43.26	\$44.56	
Line Expediter 3	\$35.90	\$42.36	\$43.63	\$44.94	\$46.29	
Line Expediter 4	\$37.22	\$43.92	\$45.24	\$46.59	\$47.99	
Line Expediter 5	\$38.56	\$45.50	\$46.87	\$48.27	\$49.72	
Line Expediter 6	\$39.89	\$47.07	\$48.48	\$49.94	\$51.43	
Material Planner 2	\$29.82	\$35.19	\$36.24	\$37.33	\$38.45	
Material Planner 3	\$31.51	\$37.18	\$38.30	\$39.45	\$40.63	
Material Planner 4	\$33.21	\$39.19	\$40.36	\$41.57	\$42.82	
Material Planner 5	\$34.92	\$41.21	\$42.44	\$43.72	\$45.03	
Material Planner 6	\$36.62	\$43.21	\$44.51	\$45.84	\$47.22	
Senior Lead Stockkeeper	\$37.74	\$44.53	\$45.87	\$47.25	\$48.66	
Stockkeeper 3	\$24.04	\$28.37	\$29.22	\$30.09	\$31.00	
Stockkeeper 4	\$25.39	\$29.96	\$30.86	\$31.78	\$32.74	
Stockkeeper 5	\$26.92	\$31.77	\$32.72	\$33.70	\$34.71	
Stockkeeper 6	\$28.47	\$33.59	\$34.60	\$35.64	\$36.71	
Stockkeeper 7	\$32.16	\$37.95	\$39.09	\$40.26	\$41.47	
Stockkeeper 8	\$33.66	\$39.72	\$40.91	\$42.14	\$43.40	
Building Attendant 2	\$20.78	\$24.52	\$25.26	\$26.01	\$26.79	
Building Attendant 3	\$24.51	\$28.92	\$29.79	\$30.68	\$31.60	
Building Attendant 4	\$26.83	\$31.66	\$32.61	\$33.59	\$34.60	
Business Analyst - Technical Services 1	\$34.90	\$41.18	\$42.42	\$43.69	\$45.00	
Business Analyst - Technical Services 2	\$37.20	\$43.90	\$45.21	\$46.57	\$47.97	
Business Analyst - Technical Services 3	\$39.50	\$46.61	\$48.01	\$49.45	\$50.93	
Business Analyst - Technical Services 4	\$41.81	\$49.34	\$50.82	\$52.34	\$53.91	
CAT 14,21,23,24 25,26,27,36,37 Level 1	\$39.12	\$46.16	\$47.55	\$48.97	\$50.44	
CAT 14,21,23,24 25,26,27,36,37 Level 2	\$42.60	\$50.27	\$51.78	\$53.33	\$54.93	

Newly Revised Pay Scale Continued

			Ratification	2027	2028	2029	Newly hired after TA
Class		Current	Year 1	Year 2	Year 3	Year 4	
Category 13	Level 1	\$34.09	\$40.23	\$41.43	\$42.68	\$43.96	
Category 13	Level 2	\$35.36	\$41.72	\$42.98	\$44.27	\$45.59	
Category 13	Level 3	\$36.00	\$42.48	\$43.75	\$45.07	\$46.42	
Category 13	Level 4	\$39.48	\$46.59	\$47.98	\$49.42	\$50.91	
Category 13	Level 5	\$42.60	\$50.27	\$51.78	\$53.33	\$54.93	
Helper 1		\$27.11	\$31.99	\$32.95	\$33.94	\$34.96	
Helper 2		\$29.43	\$34.73	\$35.77	\$36.84	\$37.95	
Junior Mechanic 1		\$27.82	\$32.83	\$33.81	\$34.83	\$35.87	
Junior Mechanic 2		\$29.40	\$34.69	\$35.73	\$36.80	\$37.91	
Junior Mechanic 3		\$31.11	\$36.71	\$37.81	\$38.95	\$40.11	
Junior Mechanic 4		\$32.75	\$38.65	\$39.80	\$41.00	\$42.23	
Lead Building Attendant		\$28.39	\$33.50	\$34.51	\$35.54	\$36.61	
Lead Cat 14,21,23,24,25,26,27,36,38		\$45.06	\$53.17	\$54.77	\$56.41	\$58.10	
Lead Mechanic		\$45.16	\$53.29	\$54.89	\$56.53	\$58.23	
Mechanic 1		\$34.09	\$40.23	\$41.43	\$42.68	\$43.96	
Mechanic 2		\$35.36	\$41.72	\$42.98	\$44.27	\$45.59	
Mechanic 3		\$36.00	\$42.48	\$43.75	\$45.07	\$46.42	
Mechanic 4		\$39.48	\$46.59	\$47.98	\$49.42	\$50.91	
Mechanic 5		\$42.60	\$50.27	\$51.78	\$53.33	\$54.93	
Senior Technical Data Controller 2		\$30.27	\$35.72	\$36.79	\$37.89	\$39.03	
Senior Technical Data Controller 3		\$31.14	\$36.75	\$37.85	\$38.98	\$40.15	
Senior Technical Data Controller 4		\$31.99	\$37.75	\$38.88	\$40.05	\$41.25	
Senior Technical Data Controller 5		\$32.86	\$38.77	\$39.94	\$41.14	\$42.37	
Senior Technical Data Controller 6		\$33.71	\$39.78	\$40.97	\$42.20	\$43.47	
Shift Foreman		\$45.54	\$53.74	\$55.35	\$57.01	\$58.72	
Stationary Plant Operator 1		\$24.89	\$29.37	\$30.25	\$31.16	\$32.09	
Stationary Plant Operator 2		\$26.66	\$31.46	\$32.40	\$33.37	\$34.38	
Stationary Plant Operator (2nd Class) 1		\$35.74	\$42.17	\$43.44	\$44.74	\$46.08	
Stationary Plant Operator (2nd Class) 2		\$37.61	\$44.38	\$45.71	\$47.08	\$48.50	
Stationary Plant Operator (2nd Class) 3		\$39.48	\$46.59	\$47.98	\$49.42	\$50.91	
Stationary Plant Operator (3rd Class) 1		\$32.01	\$37.77	\$38.90	\$40.07	\$41.27	
Stationary Plant Operator (3rd Class) 2		\$33.87	\$39.97	\$41.17	\$42.40	\$43.67	
Stationary Plant Operator (4th Class) 1		\$27.06	\$31.93	\$32.89	\$33.88	\$34.89	
Stationary Plant Operator (4th Class) 2		\$29.36	\$34.64	\$35.68	\$36.75	\$37.86	
Technical Instructors GSE- 1		\$43.07	\$50.82	\$52.35	\$53.92	\$55.54	
Technical Instructors GSE- 2		\$45.17	\$53.30	\$54.90	\$56.55	\$58.24	
Customer Service Agent - Weight & Balance 1		\$32.48	\$38.33	\$39.48	\$40.66	\$41.88	
Customer Service Agent - Weight & Balance 2		\$33.79	\$39.87	\$41.07	\$42.30	\$43.57	
Lead CSA Weight and Balance		\$35.99	\$42.47	\$43.74	\$45.05	\$46.41	