

ARTICLE 4 - COMPENSATION

(a) During the period of this Agreement, the rates of pay for the classifications of work covered in this Agreement will be in accordance with the Wage Schedules shown in this Article.

The Hourly Rate for the Technical Specialists will be as follows:

	TECHNICAL SPECIALIST					
	<u>05/01/03</u>	<u>05/01/04</u>	<u>05/01/05</u>	<u>05/01/06</u>	<u>05/01/07</u>	<u>05/01/08</u>
1st 12 Mos	\$24.02	\$24.38	\$24.75	\$25.12	\$25.50	\$25.88
2nd 12 Mos	\$24.41	\$24.78	\$25.15	\$25.53	\$25.91	\$26.30
3rd 12 Mos	\$24.78	\$25.15	\$25.53	\$25.91	\$26.30	\$26.69
4th 12 Mos	\$25.28	\$25.66	\$26.04	\$26.43	\$26.83	\$27.23
Thereafter	\$28.86*	\$29.29*	\$29.73*	\$30.18*	\$30.63*	\$31.09*

TECHNICAL SPECIALIST	
	(DOS)
1st 12 Mos	\$26.73
2nd 12 Mos	\$27.16
3rd 12 Mos	\$27.56
4th 12 Mos	\$28.12
Thereafter	\$32.11

* Includes AMT Crew Chief (\$1.75) premium, plus \$1.86.

(b) For employees hired into the Technical Specialist classification progression from one step to the next will be based on twelve (12) months of service in the classification in each step. These rates of pay and the progression are subject to the provision of paragraph (c) below.

(c) Flexible Starting Rates

(1) In the event that the Company, in its sole discretion, finds that any or all of its starting pay rates (Step 1) as specified in paragraph (a) above, are non-competitive with local market starting rates for similarly situated jobs, the Company may hire applicants in the classification at any station/base/location at rates of pay higher (Step 2 through the maximum hourly rate in the applicable pay scale) than those starting rates specified in paragraph (a) above. As market conditions change, the Company may, in its sole discretion, change its designated starting rate. The designated starting rate may be higher or lower than previous designated starting rates. The starting rate may not be lower than Step 1 nor higher than the maximum hourly rate in the applicable pay scale.

(2) In those stations/base/locations where higher starting rates of pay are designated in accordance with paragraph (c)(1) above, all employees in that classification at that station/base/location who are receiving less than the new designated starting rate of pay will have their rate of pay concurrently increased to the new designated higher starting rate for that classification in that station/base/location.

(3) An employee who transfers to or from a station/base/location which has an adjusted starting rate of pay for his classification will have his rate of pay adjusted upward or downward to conform to the rate of pay received by an employee with the same classification seniority as his at his new station/base/location. The adjusted rate may not be less than Step 1 nor higher than the maximum hourly rate in the applicable pay scale.

(4) It is understood and agreed that the effective dates of step increases and other changes in pay rates are determined by the employee's classification seniority as defined by Company policy.

(d) LONGEVITY PREMIUM

Each employee in a job classification under this Agreement will have longevity premium added to his regular rate per hour following completion of the years of accredited service as indicated below:

17 years	.21 .22 cents
18 years	.24 .25 cents
19 years	.27 .28 cents
20 years	.30 .31 cents

Longevity premiums will be effective the date the employee completes the required amount of accredited service. Longevity premiums will be compounded in the calculation of overtime rates and will be part of the employee's base pay calculations for pension purposes.

Accredited service with the Company, for determining longevity premiums will be defined as: active service on the Company's payroll in any capacity, except the service prior to resignation, discharge, or layoff when recall rights have expired; the entire duration of Military or Union Business Leave of Absence; and Injury-on-Duty Leave of Absence, up to a maximum of five (5) years; for those employees with over six (6) months of service with the Company, a Sick Leave of Absence up to a maximum of five (5) years, and Family, Personal, or Maternity Leave of Absence up to a maximum of ninety (90) calendar days.

(e) LICENSE PREMIUM

(1) Employees in the Technical Specialist classification will receive the following license premium for holding both FAA Airframe and FAA Power Plant Licenses:

(a) Effective March 01, 2003, the employee will receive ~~\$5.00~~
\$5.16 per hour.

(2) Effective March 01, 2001 License premium pay will be compounded in the computation of overtime rates and for those employees retiring, license premium pay will be included in the pensionable earnings of those employees.

(f) LINE PREMIUM

Effective March 01, 2001 all Technical Specialists will receive a line premium of fifty-five ~~seven~~ **seven** cents (~~55~~**57**¢) per hour, which will be compounded in the computation of overtime rates. The Line premium will also be included in the pensionable earnings of retiring Technical Specialists.