American Fleet Service Rates of Pay as Calculated Under True Up

YOS	Current Rate	9/12/15	Base Rate Increase	Shift 1 Premium	Shift 2 Premium	Shift 3 Premium	Rotating Shift Premium	Other Premium	Shift 1 All In Rate	Shift 2 All In Rate	Shift 3 All In Rate	Rotating Shift All In Rate
1	$9.39	$9.84	4.7413%	$0.00	$0.01	$0.02	$0.03	$0.00	$9.84	$9.85	$9.86	$9.87
2	$10.41	$10.90	4.7413%	$0.00	$0.01	$0.02	$0.03	$0.00	$10.90	$10.91	$10.92	$10.93
3	$11.62	$12.17	4.7413%	$0.00	$0.01	$0.02	$0.03	$0.00	$12.17	$12.18	$12.19	$12.20
4	$12.82	$13.43	4.7413%	$0.00	$0.01	$0.02	$0.03	$0.00	$13.43	$13.44	$13.45	$13.46
5	$14.05	$14.71	4.7413%	$0.00	$0.01	$0.02	$0.03	$0.00	$14.71	$14.72	$14.73	$14.74
6	$15.25	$15.98	4.7413%	$0.00	$0.01	$0.02	$0.03	$0.00	$15.98	$15.99	$16.00	$16.01
7	$16.45	$17.23	4.7413%	$0.00	$0.01	$0.02	$0.03	$0.00	$17.23	$17.24	$17.25	$17.26
8	$17.67	$18.51	4.7413%	$0.00	$0.01	$0.02	$0.03	$0.00	$18.51	$18.52	$18.53	$18.54
9	$18.88	$19.78	4.7413%	$0.00	$0.01	$0.02	$0.03	$0.00	$19.78	$19.79	$19.80	$19.81
10+	$23.00	$24.09	4.7413%	$0.00	$0.01	$0.02	$0.03	$0.00	$24.09	$24.10	$24.11	$24.12

Note: Above Rates do not Include Longevity Pay as described in the CBA beginning in Year 17 with a maximum of $.30 cents