



United Airlines – Mechanics and Related

Review of Economic Highlights in Contract Extension TA

Basic Wage Rates

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

YOS	Step	Current 12/6/22	TA 1/1/23		TA 1/1/24	
0	1	\$23.74	12%	\$26.60	3%	\$27.39
1	2	\$27.69	8%	\$29.91	3%	\$30.81
2	3	\$29.63	8%	\$32.01	3%	\$32.98
3	4	\$30.12	8%	\$32.53	3%	\$33.51
4	5	\$31.30	8%	\$33.81	3%	\$34.83
5	6	\$33.83	8%	\$36.54	3%	\$37.64
6	7	\$36.36	8%	\$39.27	3%	\$40.45
7	8	\$41.66	8%	\$45.00	3%	\$46.35
8	9	\$46.06	8%	\$49.75	3%	\$51.25

Lead Technicians and Inspectors

YOS	Step	Current 12/6/22	TA 1/1/23		TA 1/1/24	
0	1	\$48.73	8%	\$52.76	3%	\$54.34

Flight Simulator Technicians

YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
1st 6 mos	1	\$53.43	8%	\$57.71	3%	\$59.44
6 mos +	2	\$54.50	8%	\$58.86	3%	\$60.64

Lead Flight Simulator Technicians

YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
0	1	\$57.27	8%	\$61.86	3%	\$63.72

Avionics Shop Technicians

YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
1st 6 mos	1	\$48.46	8%	\$52.35	3%	\$53.92
6 mos +	2	\$49.51	8%	\$53.48	3%	\$55.09

Lead Avionics Shop Technicians

YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
0	1	\$52.24	8%	\$56.50	3%	\$58.19

Basic Wage Rates (cont.)

Staff Engineers						
YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
0	1	\$42.40	8%	\$45.80	3%	\$47.18
1	2	\$46.79	8%	\$50.54	3%	\$52.06
2	3	\$51.20	8%	\$55.31	3%	\$56.98
3	4	\$55.58	8%	\$60.03	3%	\$61.84
4	5	\$56.14	8%	\$60.64	3%	\$62.47
5	6	\$56.97	8%	\$61.53	3%	\$63.39
6	7	\$57.51	8%	\$62.11	3%	\$63.97
7	8	\$58.34	8%	\$63.01	3%	\$64.90
8	9	\$58.89	8%	\$63.61	3%	\$65.53

Senior Staff Engineers						
YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
0	1	\$61.09	8%	\$65.99	3%	\$67.97

Metrologists						
YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
1st 3 mos	1	\$48.85	8%	\$52.76	3%	\$54.35
Next 6 mos	2	\$49.22	8%	\$53.16	3%	\$54.76
Next 6 mos	3	\$49.69	8%	\$53.67	3%	\$55.29
Thereafter	4	\$50.41	8%	\$54.45	3%	\$56.09

Basic Wage Rates (cont.)

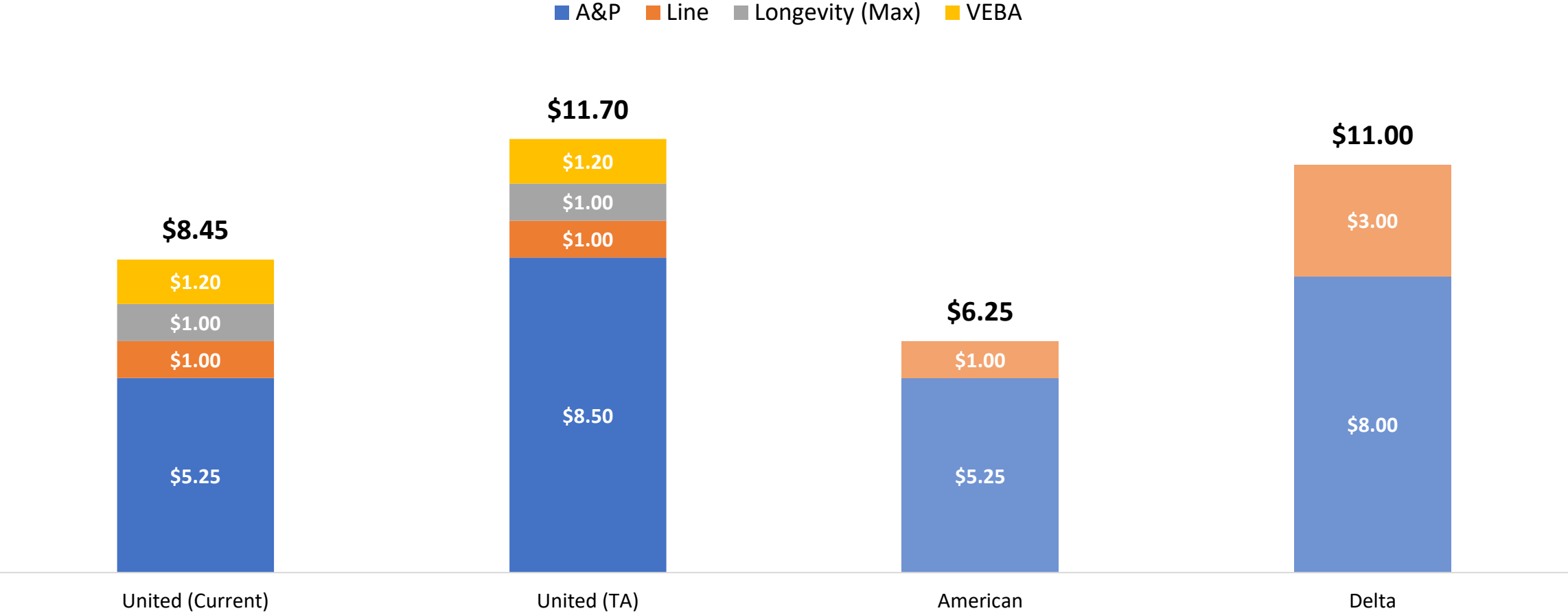
Utility Specialists						
YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
0	1	\$17.75	8%	\$19.18	3%	\$19.76
1	2	\$19.89	8%	\$21.49	3%	\$22.13
2	3	\$21.38	8%	\$23.10	3%	\$23.80
3	4	\$23.02	8%	\$24.87	3%	\$25.62
4	5	\$24.75	8%	\$26.74	3%	\$27.54
5	6	\$27.05	8%	\$29.22	3%	\$30.10
6	7	\$28.95	8%	\$31.26	3%	\$32.20
7	8	\$29.09	8%	\$31.42	3%	\$32.37
8	9	\$29.55	8%	\$31.91	3%	\$32.87

Lead Unitlity Specialists						
YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
0	1	\$31.12	8%	\$33.61	3%	\$34.62

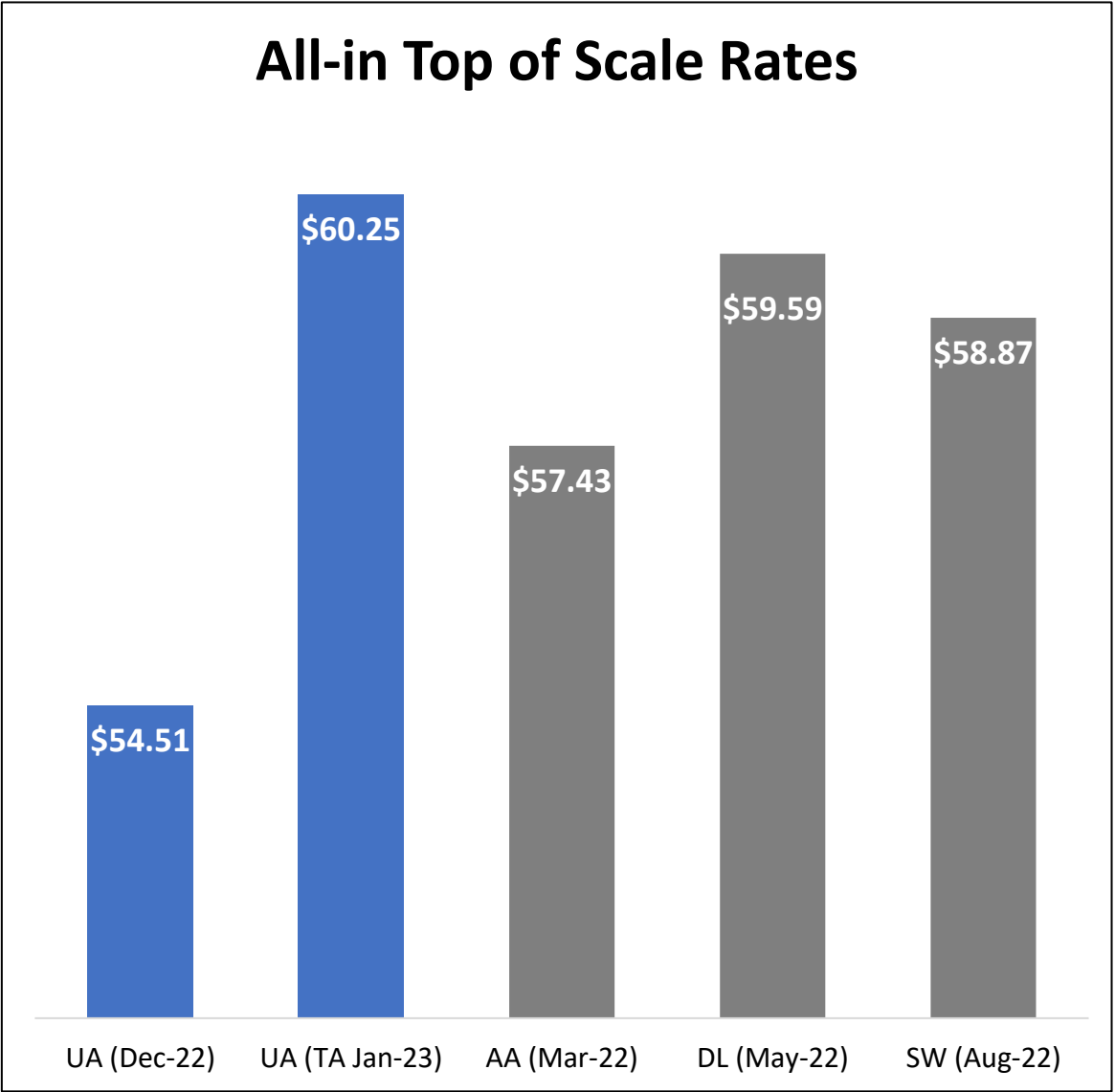
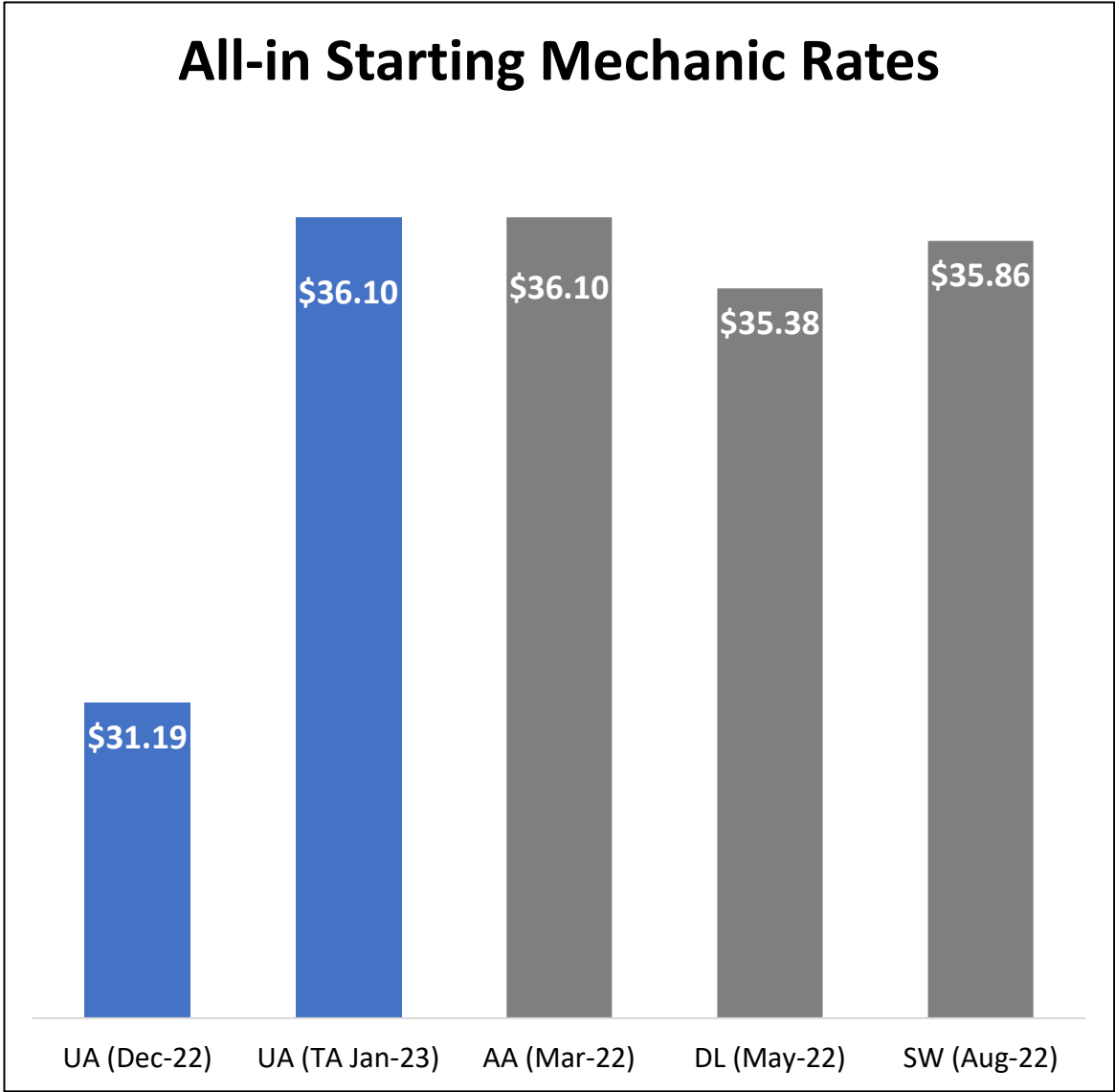
Maintenance Planning Analysts (MPA)						
YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
0	1	\$21.74	8%	\$23.48	3%	\$24.19
1	2	\$23.08	8%	\$24.93	3%	\$25.68
2	3	\$24.41	8%	\$26.37	3%	\$27.17
3	4	\$25.74	8%	\$27.80	3%	\$28.63
4	5	\$27.08	8%	\$29.25	3%	\$30.14
5	6	\$28.42	8%	\$30.70	3%	\$31.63
6	7	\$29.75	8%	\$32.13	3%	\$33.09
7	8	\$31.09	8%	\$33.58	3%	\$34.59
8	9	\$32.42	8%	\$35.02	3%	\$36.08
9	10	\$33.76	8%	\$36.47	3%	\$37.57
10	11	\$35.08	8%	\$37.89	3%	\$39.04

United Airlines MX and Related – Contract Extension TA: Hourly Premiums

Hourly Premiums – the TA includes an increase to the A&P license premium from \$5.25 to \$8.50. The other premiums remain the same as current book.



United Airlines MX and Related – Contract Extension TA: All-in Wage Scales



Source: Current CBAs and Employee Policy Manuals
* All-in wage rates include the basic hourly rates plus any licenses, line and/or longevity premiums. All-in rates do not include VEBA.

All-in* Hourly Pay Improvements over the life of the TA

The yellow highlights show the wage progressions of employees currently with 0, 6 and 12+ years of service (YOS), mapping both the contract and date of hire anniversary increases, through the two years of the TA.

Technicians, GSE Technicians, Facilities Technicians, Welder Technicians, Machinist Technicians, Flame Spray Technicians, Plater Technicians, Airport Communication Technicians and Inspectors					
YOS	Step	Current 12/4/22	TA 1/1/23	TA 1/1/24	Inc Over Current Book
0	1	\$29.99	\$36.10	\$36.89	
1	2	\$33.94	\$39.41	\$40.31	
2	3	\$35.88	\$41.51	\$42.48	\$12.49 (42%)
3	4	\$36.37	\$42.03	\$43.01	\$9.07 (27%)
4	5	\$37.55	\$43.31	\$44.33	\$8.45 (24%)
5	6	\$40.08	\$46.04	\$47.14	\$10.77 (30%)
6	7	\$42.61	\$48.77	\$49.95	\$12.40 (33%)
7	8	\$47.91	\$54.50	\$55.85	\$15.77 (39%)
8	9	\$52.31	\$59.25	\$60.75	\$18.14 (43%)
9	9	\$52.71	\$59.65	\$61.15	\$13.24 (28%)
10	9	\$52.91	\$59.85	\$61.35	\$9.04 (17%)
11	9	\$53.11	\$60.05	\$61.55	\$8.84 (17%)
12+	9	\$53.31	\$60.25	\$61.75	\$8.84 (17%)
			\$60.25	\$61.75	\$8.64 (16%)
				\$61.75	\$8.44 (16%)

Above all-in rates include following premiums: A&P (current \$5.25 => TA \$8.50), Line (\$1.00) and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Rates do not include VEBA.

Staff Engineers					
YOS	Step	Current 12/4/22	TA 1/1/2023	TA 1/1/2024	Inc Over Current
0	1	\$42.40	\$45.80	\$47.18	
1	2	\$46.79	\$50.54	\$52.06	
2	3	\$51.20	\$55.31	\$56.98	\$14.58 (34%)
3	4	\$55.58	\$60.03	\$61.84	\$15.05 (32%)
4	5	\$56.14	\$60.64	\$62.47	\$11.27 (22%)
5	6	\$56.97	\$61.53	\$63.39	\$7.81 (14%)
6	7	\$57.51	\$62.11	\$63.97	\$7.83 (14%)
7	8	\$58.34	\$63.01	\$64.90	\$7.93 (14%)
8	9	\$58.89	\$63.61	\$65.53	\$8.02 (14%)
9	9	\$59.29	\$64.01	\$65.93	\$7.59 (13%)
10	9	\$59.89	\$64.61	\$66.53	\$7.64 (13%)
11	9	\$60.69	\$65.41	\$67.33	\$8.04 (14%)
12+	9	\$61.69	\$66.41	\$68.33	\$8.44 (14%)
			\$66.41	\$68.33	\$7.64 (13%)
				\$68.33	\$6.64 (11%)

Staff Engineers all-in rates include Longevity Premium only (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Rates do not include VEBA.

All-in* Hourly Pay Improvements over the life of the TA (cont.)

The yellow highlights show the wage progressions of employees currently with 0, 6 and 12+ years of service (YOS), mapping both the contract and date of hire anniversary increases, through the two years of the TA.

Utility Specailists					
YOS	Step	Current 12/4/22	TA 1/1/2023	TA 1/1/2024	Inc Over Current
0	1	\$18.75	\$20.18	\$20.76	
1	2	\$20.89	\$22.49	\$23.13	
2	3	\$22.38	\$24.10	\$24.80	\$6.05 (32%)
3	4	\$24.02	\$25.87	\$26.62	\$5.73 (27%)
4	5	\$25.75	\$27.74	\$28.54	\$6.16 (28%)
5	6	\$28.05	\$30.22	\$31.10	\$7.08 (29%)
6	7	\$29.95	\$32.26	\$33.20	\$7.45 (29%)
7	8	\$30.09	\$32.42	\$33.37	\$5.32 (19%)
8	9	\$30.55	\$32.91	\$33.87	\$3.92 (13%)
9	9	\$30.95	\$33.31	\$34.27	\$4.18 (14%)
10	9	\$31.15	\$33.51	\$34.47	\$3.92 (13%)
11	9	\$31.35	\$33.71	\$34.67	\$3.72 (12%)
12+	9	\$31.55	\$33.91	\$34.87	\$3.72 (12%)
			\$33.91	\$34.87	\$3.52 (11%)
				\$34.87	\$3.32 (11%)

Utility Specailists all-in rates include following premiums: Line (\$1.00) and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Rates do not include VEBA.

Maintenance Planning Analysts (MPA)					
YOS	Step	Current 12/4/22	TA 1/1/2023	TA 1/1/2024	Inc Over Current
0	1	\$21.74	\$23.48	\$24.19	
1	2	\$23.08	\$24.93	\$25.68	
2	3	\$24.41	\$26.37	\$27.17	\$5.43 (25%)
3	4	\$25.74	\$27.80	\$28.63	\$5.55 (24%)
4	5	\$27.08	\$29.25	\$30.14	\$5.73 (23%)
5	6	\$28.42	\$30.70	\$31.63	\$5.89 (23%)
6	7	\$29.75	\$32.13	\$33.09	\$6.01 (22%)
7	8	\$31.09	\$33.58	\$34.59	\$6.17 (22%)
8	9	\$32.42	\$35.02	\$36.08	\$6.33 (21%)
9	9	\$32.82	\$35.42	\$36.48	\$5.39 (17%)
10	9	\$33.02	\$35.62	\$36.68	\$4.26 (13%)
11	9	\$33.22	\$35.82	\$36.88	\$4.06 (12%)
12+	9	\$33.42	\$36.02	\$37.08	\$4.06 (12%)
			\$36.02	\$37.08	\$3.86 (12%)
				\$37.08	\$3.66 (11%)

MPA all-in rates include Longevity Premium only (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS). Rates do not include VEBA.

Other All-in Wage Tables

Lead Technicians and Inspectors				
YOS	Step	Current 12/4/22	TA 1/1/23	TA 1/1/24
0	1	\$54.98	\$62.26	\$63.84
12+	1	\$55.98	\$63.26	\$64.84

Above all-in rates include following premiums: A&P (current \$5.25 => TA \$8.50), Line (\$1.00) and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS).

Lead Flight Simulator Technicians				
YOS	Step	Current 12/4/22	TA 1/1/23	TA 1/1/24
0	1	\$57.27	\$61.86	\$63.72
12+	1	\$58.27	\$62.86	\$64.72

Above all-in rates include Longevity premium only (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS)

Flight Simulator Technicians				
YOS	Step	Current 12/4/22	TA 1/1/23	TA 1/1/24
1st 6 mos	1	\$53.43	\$57.71	\$59.44
6 mos +	2	\$54.50	\$58.86	\$60.64
12+	2	\$55.50	\$59.86	\$61.64

Above all-in rates include Longevity premium only (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS)

Senior Staff Engineers				
YOS	Step	Current 12/4/22	TA 1/1/23	TA 1/1/24
0	1	\$61.09	\$65.99	\$67.97
12+	1	\$62.09	\$66.99	\$68.97

Above all-in rates include Longevity premium only (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS)

Other All-in Wage Tables

Avionics Shop Technicians				
YOS	Step	Current 12/4/22	TA 1/1/23	TA 1/1/24
1st 6 mos	1	\$52.46	\$58.35	\$59.92
6 mos +	2	\$53.51	\$59.48	\$61.09
12+	2	\$54.51	\$60.48	\$62.09

Above all-in rates include Longevity premium only (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS)

Metrologists				
YOS	Step	Current 12/4/22	TA 1/1/23	TA 1/1/24
1st 3 mos	1	\$54.10	\$61.26	\$62.85
Next 6 mos	2	\$54.47	\$61.66	\$63.26
Next 6 mos	3	\$54.94	\$62.17	\$63.79
Thereafter	4	\$55.66	\$62.95	\$64.59
12+	4	\$56.66	\$63.95	\$65.59

Above all-in rates include following premiums: Machinist (current \$5.25 => TA \$8.50), and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS).

Lead Avionics Shop Technicians				
YOS	Step	Current 12/4/22	TA 1/1/23	TA 1/1/24
0	1	\$56.24	\$62.50	\$64.19
12+	1	\$57.24	\$63.50	\$65.19

Above all-in rates include Longevity premium only (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS)

Lead Unitlity Specialists				
YOS	Step	Current 12/4/22	TA 1/1/23	TA 1/1/24
0	1	\$32.12	\$34.61	\$35.62
12+	1	\$33.12	\$35.61	\$36.62

Above all-in rates include following premiums: Line (\$1.00), and Longevity (\$0.40 at 9 YOS up to \$1.00 at 12+ YOS).