



# 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%	\$27.40
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	12%	\$59.83	3%	\$61.34
6 mos +	2	\$54.50	12%	\$61.03	3%	\$62.57

Lead Flight Simulator Technicians						
YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
0	1	\$57.27	12%	\$64.13	3%	\$65.75

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	10%	\$46.82	3%	\$48.01
1	2	\$46.79	10%	\$51.66	3%	\$52.97
2	3	\$51.20	10%	\$56.53	3%	\$57.96
3	4	\$55.58	10%	\$61.37	3%	\$62.93
4	5	\$56.14	10%	\$61.99	3%	\$63.56
5	6	\$56.97	10%	\$62.90	3%	\$64.50
6	7	\$57.51	10%	\$63.50	3%	\$65.10
7	8	\$58.34	10%	\$64.41	3%	\$66.04
8	9	\$58.89	10%	\$65.03	3%	\$66.67

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

Senior Staff Engineers						
YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
0	1	\$61.09	10%	\$67.03	3%	\$68.72

## Basic Wage Rates (cont.)

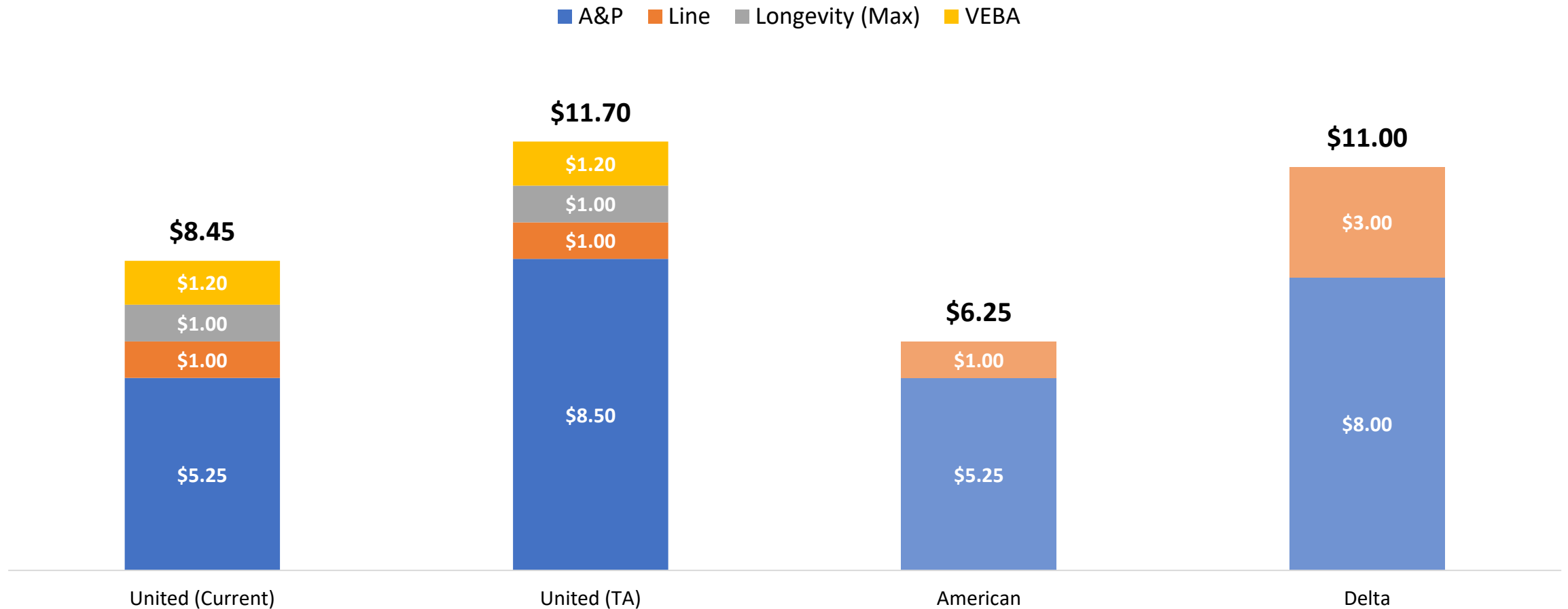
Utility Specialists						
YOS	Step	Current 12/4/22	TA 1/1/23		TA 1/1/24	
0	1	\$17.75	8%	\$19.18	3%	\$19.76
1	2	\$19.89	8%	\$21.49	3%	\$22.13
2	3	\$21.38	8%	\$23.10	3%	\$23.80
3	4	\$23.02	8%	\$24.87	3%	\$25.62
4	5	\$24.75	8%	\$26.74	3%	\$27.54
5	6	\$27.05	8%	\$29.22	3%	\$30.10
6	7	\$28.95	8%	\$31.26	3%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

Lead Utility 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

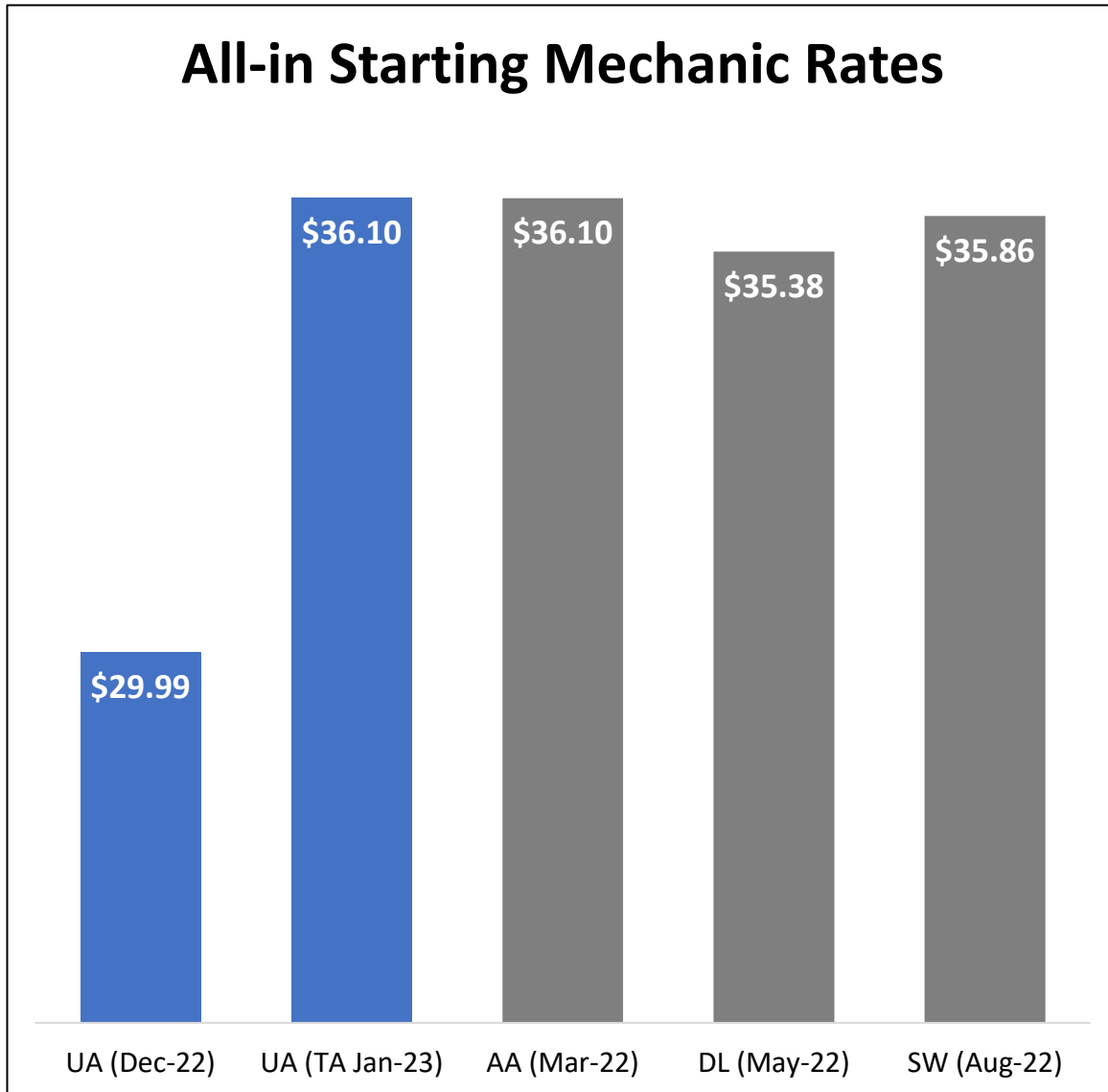
# United Airlines MX and Related – Contract Extension TA: Hourly Premiums

**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.

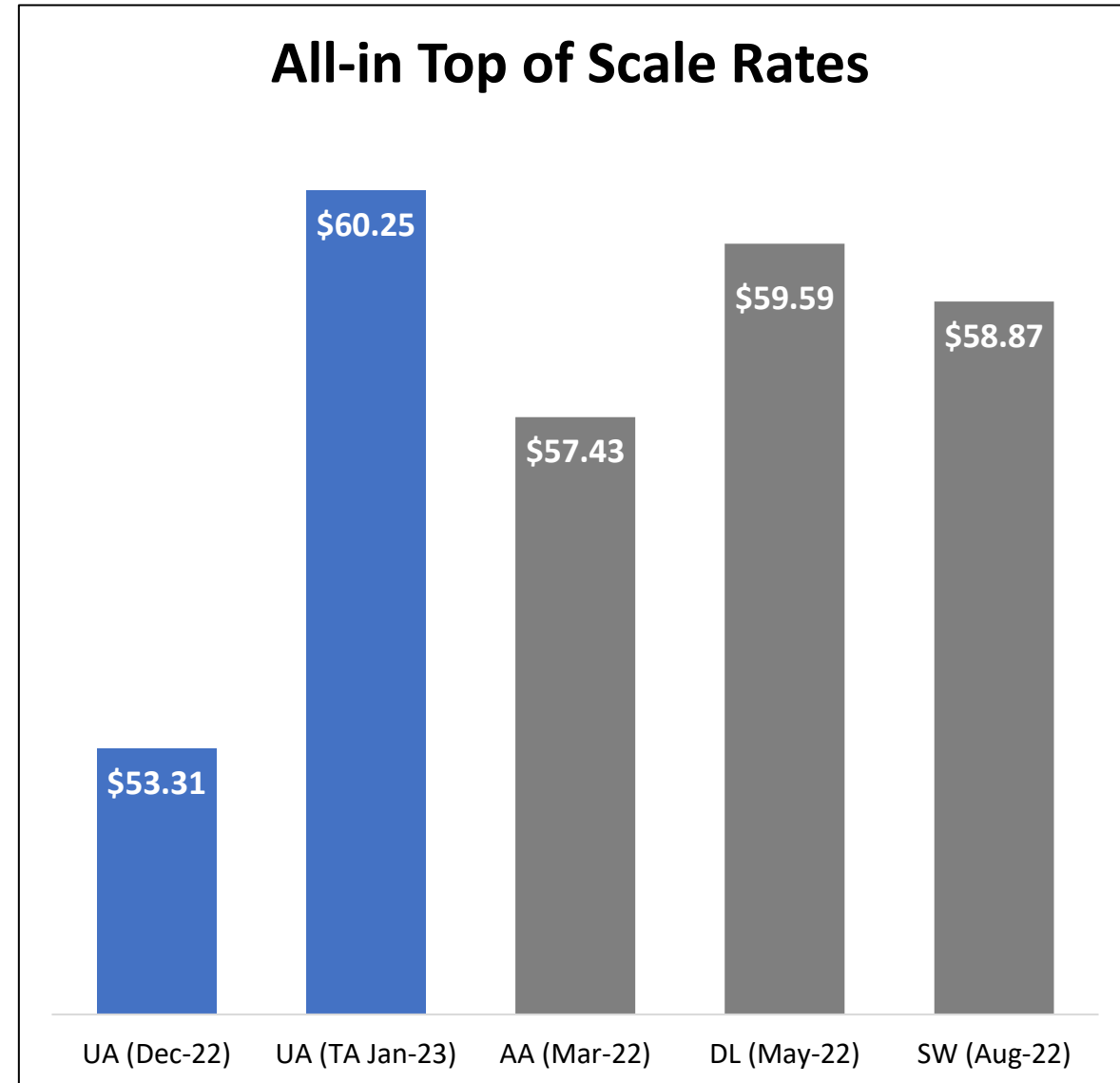


# United Airlines MX and Related – Contract Extension TA: All-in Wage Scales

## All-in Starting Mechanic Rates



## All-in Top of Scale Rates



## 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	\$36.90	
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%)

Staff Engineers					
YOS	Step	Current 12/4/22	TA 1/1/2023	TA 1/1/2024	Inc Over Current
0	1	\$42.40	\$46.82	\$48.01	
1	2	\$46.79	\$51.66	\$52.97	
2	3	\$51.20	\$56.53	\$57.96	\$15.56 (37%)
3	4	\$55.58	\$61.37	\$62.93	\$16.14 (34%)
4	5	\$56.14	\$61.99	\$63.56	\$12.36 (24%)
5	6	\$56.97	\$62.90	\$64.50	\$8.92 (16%)
6	7	\$57.51	\$63.50	\$65.10	\$8.96 (16%)
7	8	\$58.34	\$64.41	\$66.04	\$9.07 (16%)
8	9	\$58.89	\$65.03	\$66.67	\$9.16 (16%)
9	9	\$59.29	\$65.43	\$67.07	\$8.73 (15%)
10	9	\$59.49	\$65.63	\$67.27	\$8.38 (14%)
11	9	\$59.69	\$65.83	\$67.47	\$8.18 (14%)
12+	9	\$59.89	\$66.03	\$67.67	\$8.18 (14%)
			\$66.03	\$67.67	\$7.98 (13%)
				\$67.67	\$7.78 (13%)

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.

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.

## 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.



## 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.

GSE Technician/Coordinator, Facilities Technician and Base Specialty Technician					
YOS	Step	Current 12/4/22	TA 1/1/2023	TA 1/1/2024	Inc Over Current
0	1	\$27.37	\$31.85	\$32.65	
1	2	\$31.32	\$35.16	\$36.06	
2	3	\$33.26	\$37.26	\$38.23	\$10.86 (40%)
3	4	\$33.75	\$37.78	\$38.76	\$7.44 (24%)
4	5	\$34.93	\$39.06	\$40.08	\$6.82 (21%)
5	6	\$37.46	\$41.79	\$42.89	\$9.14 (27%)
6	7	\$39.99	\$44.52	\$45.70	\$10.77 (31%)
7	8	\$45.29	\$50.25	\$51.60	\$14.14 (38%)
8	9	\$49.69	\$55.00	\$56.50	\$16.51 (41%)
9	9	\$50.09	\$55.40	\$56.90	\$11.61 (26%)
10	9	\$50.29	\$55.60	\$57.10	\$7.41 (15%)
11	9	\$50.49	\$55.80	\$57.30	\$7.21 (14%)
12-19	9	\$50.69	\$55.80	\$57.30	\$7.01 (14%)
			\$55.80	\$57.30	\$6.81 (13%)
20+	9	\$52.06		\$57.30	\$6.61 (13%)
			\$57.75		
			\$57.75	\$59.25	
				\$59.25	\$7.19 (14%)

Above all-in rates include following premiums: Skill (0-19 YOS: current \$2.63 => TA \$4.25, 20+ YOS: current \$4.00 => TA \$6.00), Line (\$1.00), and Longevity (\$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	\$64.13	\$65.75
12+	1	\$58.27	\$65.13	\$66.75

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	\$59.83	\$61.34
6 mos +	2	\$54.50	\$61.03	\$62.57
12+	2	\$55.50	\$62.03	\$63.57

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

<b>Avionics Shop Technicians</b>				
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)

<b>Lead Avionics Shop Technicians</b>				
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)

<b>Metrologists</b>				
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).

<b>Lead Unitlity Specialists</b>				
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).