

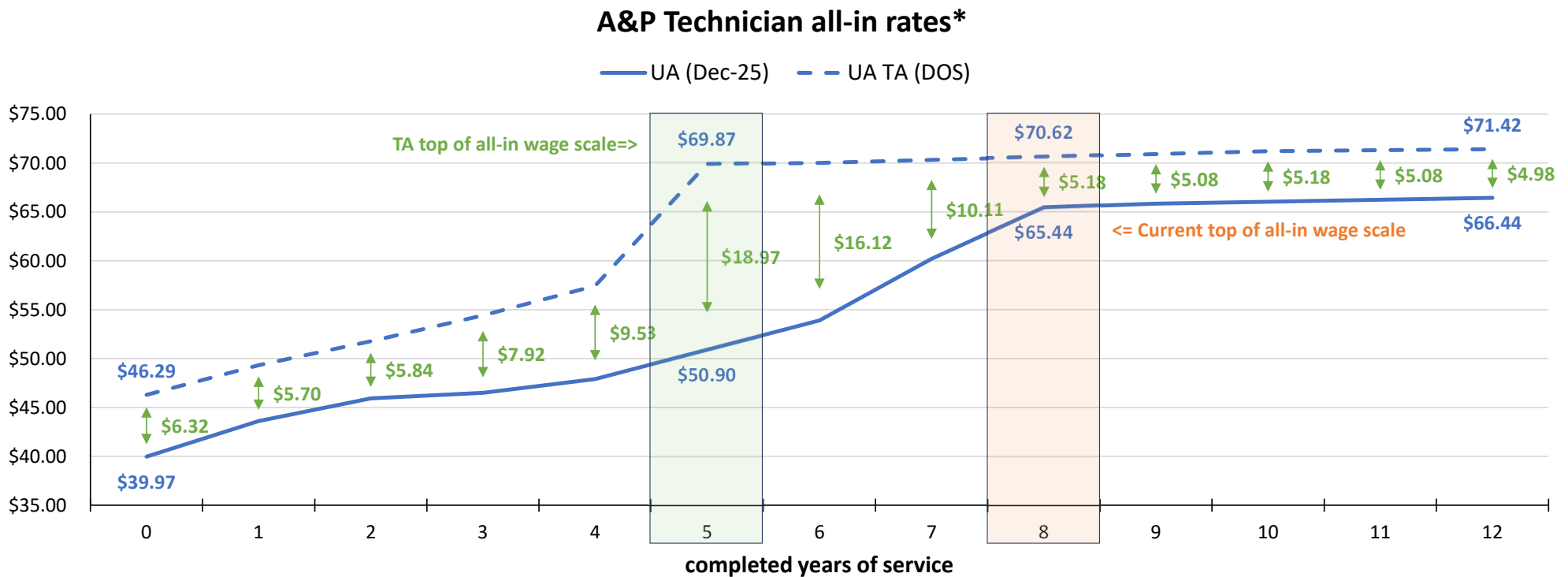
2026 UA Teamsters Tentative Agreement A&P Technicians Pay – Graphs and Charts

August 2026



A&P Technician all-in wage rates in the TA by seniority

The UA Teamsters TA increases rates by \$4.98 or more at DOS, reduces basic wage scale progression



Source: CBAs and UA Teamsters Tentative Agreement (TA)

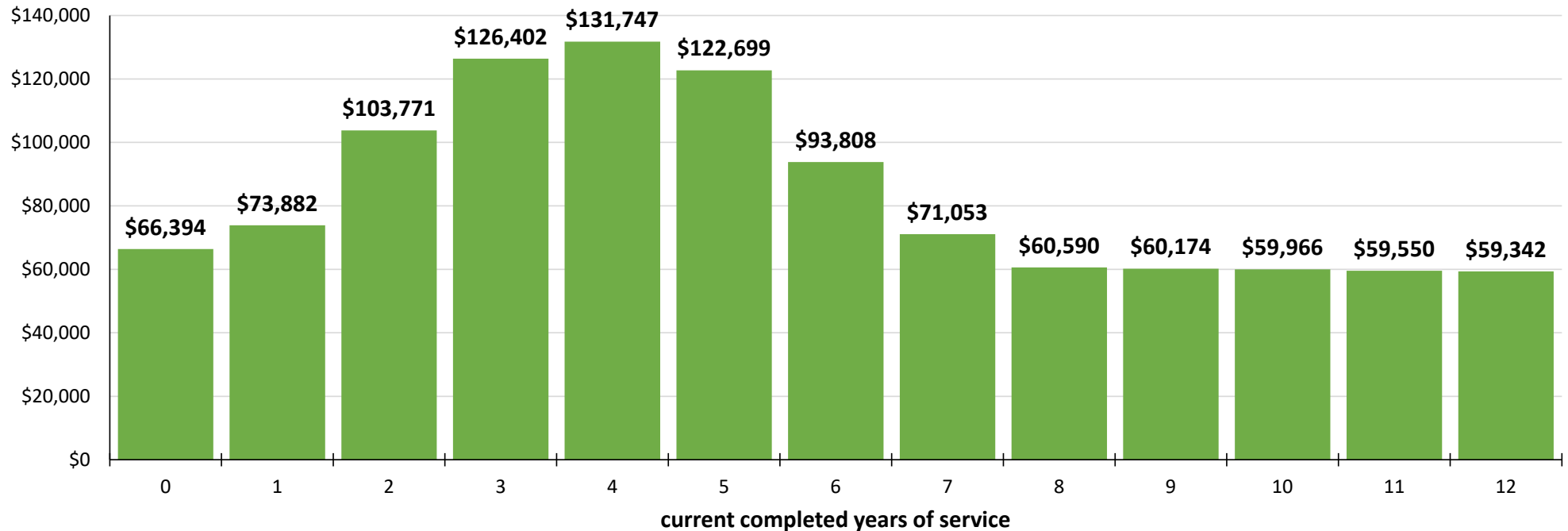
Note: DOS = Date of signing

* All-in rates include basic rates plus \$1.20 VEBA contribution and premiums (A&P, Line, and Longevity)

Four-year compensation improvements, TA vs. today

*A&P Technicians would see pay increases of between **\$59,342** and **\$131,747** over the four-year term of the UA Teamsters TA*

A&P Technician annual compensation* improvements over four years

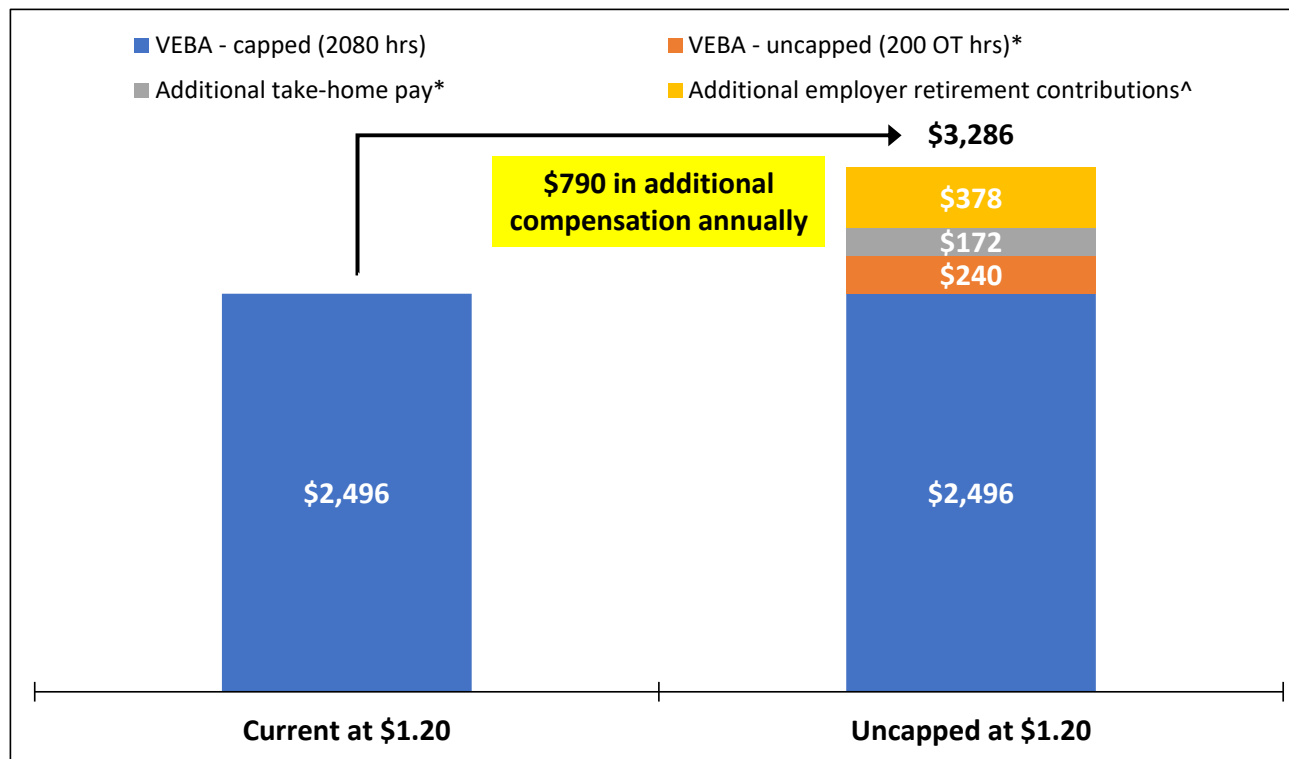


Source: CBA and UA Teamsters Tentative Agreement (TA)

* Annual compensation is 2,080 annual hours worked times all-in rates (basic rates plus VEBA and A&P, line, and longevity premiums)

\$790 annual benefit of including VEBA in basic rates

Example of how VEBA improvements translate to more compensation



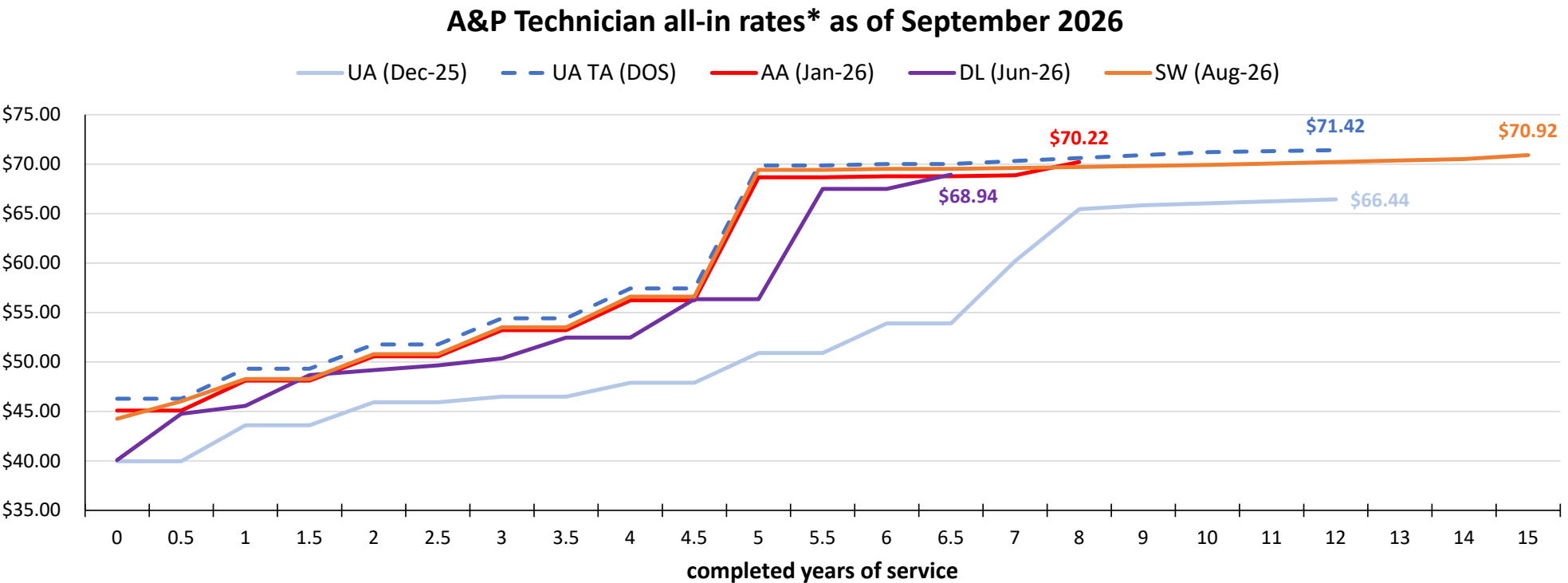
- Increased overtime (OT) compensation
- Included in 401(k)
- Additional pension credit
- Continued tax benefits
- Included in LTD pay
- Increases profit sharing payments
- Compounds with increases

* Overtime (OT) assumptions are the same as modeled – 113 annual hours of OT at time-and-a-half (1.5x) and 87 annual hours of OT at double-time (2x)

^ Retirement contributions assume employee is eligible for the current 3% employer match and increased employer contribution to CARP

All-in A&P Technician wage rates, TA vs. industry

At DOS, the TA rates would be between 0.6% and 2.7% above the highest rates in the industry



Source: CBAs, Delta pay charts, and UA Teamsters Tentative Agreement (TA)
Note: DOS = Date of signing
* All-in rates include basic rates plus VEBA and premiums (A&P, line, and longevity)