

LETTER OF AGREEMENT
between
AMERICAN AIRLINES, INC.
and the
FLEET SERVICE CLERK EMPLOYEES
(including Tower Planners, and Weight & Balance Planners)
in the service
AMERICAN AIRLINES, INC.
as represented by the
TWU/IAM FLEET ASSOCIATION,

This Letter of Agreement ("this Agreement") is made and entered into this 5th day of August, in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between American Airlines, Inc., ("American" or the "Company"), and the TWU/IAM Fleet Association (the "Association" or "Union"). All parties are collectively referred to as (the "Parties").

WHEREAS, pre-merger American Airlines and US Airways merged to create the Company; and

WHEREAS, the Parties intend for the current collective bargaining agreements covering the fleet service employees of US Airways (the "IAM CBA") and the current collective bargaining agreement covering the fleet service employees of pre-merger American Airlines (the "TWU CBA") to remain in effect while negotiations for a Joint Collective Bargaining Agreement ("JCBA") are being conducted; and

WHEREAS, the Parties intend to provide interim pay increases and new pay rates for the fleet service employees of both US Airways and pre-merger American Airlines (including accreted groups) to be effective while JCBA negotiations are underway; and

WHEREAS, the Parties intend for fleet service employees of US Airways to be able to perform fleet service functions for pre-merger American Airlines and for fleet service employees (including accreted groups) of pre-merger American Airlines to be able to perform fleet service functions for US Airways while JCBA negotiations are underway; and

WHEREAS, the Parties have agreed to provide job protection for fleet service employees of US Airways and pre-merger American Airlines (including accreted groups) while JCBA negotiations are underway,

THEREFORE, the Parties mutually agree as follows:

I. Pay Increase/Pay Slotting

The pay scales in Attachment A will be effective for both pre-merger American

Airlines and US Airways employees currently covered by the TWU CBA or the IAM CBA. The pay increase and new rates and premiums will be effective on August 5, 2016. Future increases are included as part of Attachments A & B.

- A. Pre-merger American Airlines Fleet Service Employees currently at top of scale ("TOS") on the pay scale in the TWU CBA will be grandfathered into the new pay scale in Attachment A at the new TOS rate of \$30.17 an hour.
- B. For the Accreted Groups which includes pre-merger American Airlines Tower Planners and Weight & Balance Planners ("LAA Planner" or "Planner") the following process will apply:
 1. The hourly rates and pay steps in Attachment A will be utilized in the manner described below to determine the pay increase that pre-merger American Airlines Tower planners will receive effective on August 5, 2016.¹
 2. The hourly rates and pay steps in Attachment B will be utilized in the manner described below to determine the pay increase the pre-merger American Airlines Weight & Balance planners will receive effective on August 5, 2016.²
 3. Pay Slotting: The Company will use the current pre-merger American Airlines company seniority date for each pre-merger American Airlines Planner to determine the equivalent applicable pay step and hourly rate the employee may receive as if he/she were placed on the applicable pay steps in Attachments A & B. Any future general wage increases to the pre-merger American Airlines Planners' base rate of pay will be applied in accordance with Attachments A & B.
 4. If the employee's current hourly rate is higher than the corresponding pay step on the applicable pay scales in Attachments A & B based on his/her pre-merger American Airlines company seniority, he/she shall receive the nearest higher regular rate per hour on the scale (e.g., a fifth year pre-merger American Airlines Tower Planner that is currently earning \$19.00 per hour, which is above the fifth year pay step of \$17.79 per hour, but does not match any pay rate on the scale, will earn a base rate pay equivalent to the sixth pay step

¹ Both current US Airways Tower Planners and the accreted pre-merger American Airlines Tower Planners will be placed on the new pay scale in Attachment A. Thereafter, employees will progress to the next higher step on the pay scale in Attachment A when his company seniority date makes him eligible for such higher step.

² Both current US Airways Central Load Planners and the accreted pre-merger American Airlines Weight & Balance Planners will be placed on the new pay scale in Attachment B. Thereafter, employees will progress to the next higher step on the pay scale in Attachment B when his company seniority date makes him eligible for such higher step.

which is \$19.18 per hour). Any premiums pre-merger American Airlines Planners are entitled to under the IAM agreement shall be considered as part of their base rate of pay. Thereafter, the employee will progress to the next higher step on the pay scale when his company seniority date makes him eligible for such higher step.

5. If the employee's current hourly rate is lower than the corresponding pay step on the applicable pay scale in Attachments A & B based on his/her LAA company seniority, he/she shall receive an increase that brings him/her to that corresponding pay step on the pay scale (e.g., a fifth year pre-merger American Airlines Tower Planner that is currently earning \$17 per hour, which is below the fifth year pay step of \$17.79 per hour, will earn a base rate equivalent to the fifth pay step which is \$17.79). Any premiums pre-merger American Airlines Planners are entitled to under the IAM agreement shall be considered as part of their base rate of pay.
 6. The pay seniority date established to place the accreted employees on to the applicable pay scales in Attachments A & B will be used to establish pay progression to the next higher step on the scale.
- C. Longevity pay for pre-merger American Airlines fleet employees will be included in the chart rate of pay in Attachments A & B (i.e., going forward, longevity pay is included in the base rate of pay).
- D. The Company commits to work with the Association on any issues that may arise from utilizing pay seniority for pay slotting.
- E. Since the pay increases provide a higher monetary value from the Company match contribution for pre-merger American Airlines TWU represented employees participating in American's 401k and Savings program, the Company agrees to increase contributions to the IAM Pension Plan on behalf of the employees covered by Article 23 of the IAM CBA Fleet Service agreement to:
- \$1.30 per hour for all Full time Fleet Service Clerks in accordance with plan rules.
 - \$.85 per hour for all Part time Fleet Service Clerks in accordance with plan rules.
- F. For current employees receiving a flex rate of pay as of the effective date of this Agreement, such employees will be pay slotted to the equivalent step on the new applicable pay scale in Attachment A. Such employees will remain at that pay step on the new pay scale until such time that his seniority reaches a point that would allow him to advance to the next step. If an employee subsequently relocates to a city where he is not entitled to a flex rate, the terms of the

applicable CBA shall govern.

- G. The parties recognize that the Company may not be able to implement the pay and any applicable premium increases at the time they become effective. For any payments that are not implemented at the time they become effective, the Company will make an estimated payment (equivalent to the increase in wages and applicable premiums) to the affected employee no later than 21 days after the effective date of this Agreement. No later than 150 days after the effective date of this Agreement, the Company will make a supplemental payment, if any, equivalent to the amount that the Company's estimated payment differs from the actual hours worked by the employee during the relevant time period.

II. Cross Utilization

- A. Cross Utilization: Notwithstanding any provision in the TWU CBA, the Company may utilize US Airways employees, covered by the IAM CBA, to perform pre-merger American Airlines fleet service related work. Notwithstanding any provision in the IAM CBA, the Company may utilize pre-merger American Airlines employees, covered by the TWU CBA, to perform US Airways fleet service work.
- B. The Company may utilize pre-merger American Airlines employees within the Accreted groups (Tower Planners/Weight & Balance Planners) to perform US Airways equivalent work at any location.
- C. Should the Company staff any new domestic stations during this interim period, the provisions of II.A. will apply.

III. Job Protection

In exchange for the cross utilization and scope changes contained within this letter of agreement, the Company agrees to provide job protections as defined below:

- A. Station protection: If cross-utilization is used by the Company at a specific location within a specific classification, then station protection at that location is triggered for all eligible Full Time and Part Time Association represented employees, which will include Lead and Crew Chiefs.
- B. If the Company cross-utilizes employees within a specific Accreted group (e.g. Tower Planner/Weight & Balance Planner), then station protection is triggered for all eligible Association-represented employees in that Accreted group.
- C. Prior to implementation of cross-utilization provision at a specific station, the Company will formally notify the Association of the effective date that employees will be cross utilized at that station.

D. The job protections described above will apply only to those employees whose names appear on the applicable system seniority list as of the effective date of this Agreement and shall not apply in circumstances where the Company's non-compliance is caused in substantial part by Conditions Beyond the Company's Control:

"Conditions Beyond The Company's Control" shall include, but not be limited to, the following: (1) an act of God; (2) a strike by any other company employee group or the employees of a Commuter Air Carrier operating pursuant to an authorized codeshare arrangement with the company; (3) a national emergency; (4) involuntary revocation of the company's operating certificate(s); (5) grounding of a substantial number of the company's aircraft; (6) a reduction in the company's operation resulting from a decrease in available fuel supply caused by either governmental action or by commercial suppliers being unable to meet the company's demands; and (7) the unavailability of aircraft scheduled for delivery.

IV. Effective Date and Duration

This Agreement will become effective upon the execution by the Parties and will remain in effect until a JCBA becomes effective.

To the extent not modified by this Agreement, all provisions of the IAM CBA and the TWU CBA remain in effect.

IN WITNESS WHEREOF, the parties hereto have executed this Letter of Agreement effective this 5 day of August 2016.

For American Airlines, Inc.

By: 

For TWU/IAM Fleet Association

By: 

By: 

<u>LAA</u>		<u>Fleet Service</u>	
<u>Wage Scales</u>			
<u>Fleet Service</u>	<u>Current Hourly Wage</u>	<u>DOS</u>	<u>2.1% 9/12/17</u>
Start	9.84	13.89	14.18
1	10.90	14.74	15.05
2	12.17	15.52	15.85
3	13.43	16.55	16.90
4	14.71	17.79	18.16
5	15.98	19.18	19.58
6	17.23	20.68	21.12
7	18.51	22.09	22.55
8	19.78	23.37	23.86
9	<u>24.09</u>	25.03	25.55
10	24.09	28.08	28.67
11+	24.09	<u>30.17</u>	<u>30.81</u>

LUS

Fleet Service

Wage Scales

<u>Fleet Service</u>	<u>Current Hourly Wage</u>	<u>DOS</u>	<u>2.1% 9/12/17</u>
Start	10.59	13.89	14.18
1	11.69	14.74	15.05
2	12.62	15.52	15.85
3	13.43	16.55	16.90
4	14.71	17.79	18.16
5	16.22	19.18	19.58
6	17.23	20.68	21.12
7	18.50	22.09	22.55
8	19.59	23.37	23.86
9	21.03	25.03	25.55
10	21.68	28.08	28.67
11	22.20	<u>30.17</u>	<u>30.81</u>
12+	<u>24.39</u>	30.17	30.81

Tower Planners Accreted Group – LAA Only

#	Employee ID	Current Hourly Wage	Current CoSen	Hourly Wage based on Higher		% Increase due to Slotting	Stotted Wage Scale YOS	Lump Sum
				of YOS or Wage	Slotting			
1	21443	10.33	1	13.89	34.4%	1	N/A	
2	200220	10.33	2	14.74	42.7%	2	N/A	
3	200248	10.33	2	14.74	42.7%	2	N/A	
4	200250	10.33	2	14.74	42.7%	2	N/A	
5	200362	10.33	2	14.74	42.7%	2	N/A	
6	201004	10.33	2	14.74	42.7%	2	N/A	
7	201008	10.33	2	14.74	42.7%	2	N/A	
8	202615	10.33	1	13.89	34.4%	1	N/A	
9	203766	10.33	1	13.89	34.4%	1	N/A	
10	607970	10.33	1	13.89	34.4%	1	N/A	
11	610226	10.33	1	13.89	34.4%	1	N/A	
12	628932	10.33	1	13.89	34.4%	1	N/A	
13	754164	10.33	1	13.89	34.4%	1	N/A	
14	762034	10.33	2	14.74	42.7%	2	N/A	
15	762035	10.33	2	14.74	42.7%	2	N/A	
16	373961	10.80	2	14.74	36.4%	2	N/A	
17	603967	10.80	2	14.74	36.4%	2	N/A	
18	608754	10.80	2	14.74	36.4%	2	N/A	
19	693023	10.80	2	14.74	36.4%	2	N/A	
20	624038	11.26	4	16.55	47.0%	4	N/A	
21	616348	11.65	4	16.55	42.1%	4	N/A	
22	645814	11.65	3	15.52	33.3%	3	N/A	
23	645923	11.65	3	15.52	33.3%	3	N/A	
24	624045	12.03	4	16.55	37.6%	4	N/A	
25	618722	12.10	4	16.55	36.8%	4	N/A	
26	656718	12.75	8	22.09	73.2%	8	N/A	
27	654814	13.00	8	22.09	69.9%	8	N/A	
28	695583	13.26	10	25.03	88.7%	10	N/A	
29	640759	13.31	10	25.03	88.0%	10	N/A	
30	666081	13.40	6	19.18	43.1%	6	N/A	
31	651387	14.31	9	23.37	63.3%	9	N/A	
32	640758	14.32	10	25.03	74.8%	10	N/A	
33	654729	14.50	8	22.09	52.3%	8	N/A	
34	664113	14.97	9	23.37	56.1%	9	N/A	
35	437404	17.23	16	30.17	75.1%	12	N/A	
36	480264	18.92	19	30.17	59.5%	12	N/A	
37	317657	19.93	26	30.17	51.4%	12	N/A	
38	387984	19.93	21	30.17	51.4%	12	N/A	
39	520969	19.98	2	20.68	3.5%	7	N/A	
40	357484	20.64	23	30.17	46.2%	12	N/A	
41	302658	21.18	25	30.17	42.5%	12	N/A	
42	373956	21.64	32	30.17	39.4%	12	N/A	
43	571731	21.77	16	30.17	38.6%	12	N/A	
44	165294	23.22	2	23.37	0.7%	9	N/A	
45	309331	23.71	26	30.17	27.3%	12	N/A	
46	609858	23.71	16	30.17	27.3%	12	N/A	
47	425198	23.71	22	30.17	27.3%	12	N/A	
48	694390	23.71	40	30.17	27.3%	12	N/A	
49	12699	23.92	30	30.17	26.1%	12	N/A	
50	55256	23.92	30	30.17	26.1%	12	N/A	
51	57266	23.92	30	30.17	26.1%	12	N/A	
52	60019	23.92	30	30.17	26.1%	12	N/A	
53	111218	23.92	30	30.17	26.1%	12	N/A	
54	113096	23.92	30	30.17	26.1%	12	N/A	
55	113199	23.92	30	30.17	26.1%	12	N/A	
56	113209	23.92	30	30.17	26.1%	12	N/A	
57	115094	23.92	29	30.17	26.1%	12	N/A	
58	116055	23.92	29	30.17	26.1%	12	N/A	
59	117096	23.92	30	30.17	26.1%	12	N/A	
60	11592	23.92	30	30.17	26.1%	12	N/A	
61	30203	23.92	30	30.17	26.1%	12	N/A	
62	59666	23.92	31	30.17	26.1%	12	N/A	
63	65384	23.92	31	30.17	26.1%	12	N/A	
64	92877	23.92	31	30.17	26.1%	12	N/A	
65	97173	23.92	30	30.17	26.1%	12	N/A	
66	106971	23.92	31	30.17	26.1%	12	N/A	
67	107341	23.92	31	30.17	26.1%	12	N/A	
68	107658	23.92	31	30.17	26.1%	12	N/A	
69	4874	23.92	32	30.17	26.1%	12	N/A	
70	9445	23.92	32	30.17	26.1%	12	N/A	

Proposed Base Wages	
YOS	Wage Scale
1	13.89
2	14.74
3	15.52
4	16.55
5	17.79
6	19.18
7	20.68
8	22.09
9	23.37
10	25.03
11	28.08
12	30.17

Tower Planners Accreted Group – LAA Only

#	Employee ID	Current Hourly Wage	Current CoSen	Hourly Wage based on Higher of YOS or Wage		% Increase due to Slotting	Slotted Wage Scale YOS	Lump Sum
				Slotting	Slotting			
71	29309	23.92	31	30.17	26.1%	12	N/A	
72	94720	23.92	32	30.17	26.1%	12	N/A	
73	85006	23.92	33	30.17	26.1%	12	N/A	
74	65275	23.92	33	30.17	26.1%	12	N/A	
75	76255	23.92	35	30.17	26.1%	12	N/A	
76	74495	23.92	37	30.17	26.1%	12	N/A	
77	104688	23.92	36	30.17	26.1%	12	N/A	
78	47554	23.92	38	30.17	26.1%	12	N/A	
79	60819	23.92	39	30.17	26.1%	12	N/A	
80	60939	23.92	39	30.17	26.1%	12	N/A	
81	62897	23.92	39	30.17	26.1%	12	N/A	
82	103067	23.92	39	30.17	26.1%	12	N/A	
83	103150	23.92	39	30.17	26.1%	12	N/A	
84	46240	23.92	40	30.17	26.1%	12	N/A	
85	102806	23.92	40	30.17	26.1%	12	N/A	
86	24565	23.92	43	30.17	26.1%	12	N/A	
87	79643	23.92	44	30.17	26.1%	12	N/A	
88	32567	23.92	46	30.17	26.1%	12	N/A	
89	12530	23.92	48	30.17	26.1%	12	N/A	
90	57532	23.92	49	30.17	26.1%	12	N/A	
91	330400	23.92	23	30.17	26.1%	12	N/A	
92	334634	23.92	25	30.17	26.1%	12	N/A	
93	334876	23.92	25	30.17	26.1%	12	N/A	
94	336984	23.92	25	30.17	26.1%	12	N/A	
95	177120	23.92	26	30.17	26.1%	12	N/A	
96	310803	23.92	26	30.17	26.1%	12	N/A	
97	317645	23.92	26	30.17	26.1%	12	N/A	
98	320554	23.92	26	30.17	26.1%	12	N/A	
99	322457	23.92	26	30.17	26.1%	12	N/A	
100	330030	23.92	26	30.17	26.1%	12	N/A	
101	150830	23.92	27	30.17	26.1%	12	N/A	
102	183372	23.92	26	30.17	26.1%	12	N/A	
103	183484	23.92	26	30.17	26.1%	12	N/A	
104	183943	23.92	27	30.17	26.1%	12	N/A	
105	301654	23.92	26	30.17	26.1%	12	N/A	
106	135654	23.92	28	30.17	26.1%	12	N/A	
107	135760	23.92	28	30.17	26.1%	12	N/A	
108	156660	23.92	28	30.17	26.1%	12	N/A	
109	165781	23.92	28	30.17	26.1%	12	N/A	
110	177307	23.92	27	30.17	26.1%	12	N/A	
111	191394	23.92	27	30.17	26.1%	12	N/A	
112	130830	23.92	29	30.17	26.1%	12	N/A	
113	132327	23.92	29	30.17	26.1%	12	N/A	
114	132624	23.92	29	30.17	26.1%	12	N/A	
115	133269	23.92	29	30.17	26.1%	12	N/A	
116	133314	23.92	29	30.17	26.1%	12	N/A	
117	143283	23.92	28	30.17	26.1%	12	N/A	
118	151872	23.92	28	30.17	26.1%	12	N/A	
119	120042	23.92	30	30.17	26.1%	12	N/A	
120	120143	23.92	29	30.17	26.1%	12	N/A	
121	120690	23.92	29	30.17	26.1%	12	N/A	
122	121219	23.92	29	30.17	26.1%	12	N/A	
123	122548	23.92	29	30.17	26.1%	12	N/A	
124	151402	23.92	29	30.17	26.1%	12	N/A	
125	573872	23.92	16	30.17	26.1%	12	N/A	
126	606704	23.92	16	30.17	26.1%	12	N/A	
127	495946	23.92	17	30.17	26.1%	12	N/A	
128	525248	23.92	17	30.17	26.1%	12	N/A	
129	562117	23.92	17	30.17	26.1%	12	N/A	
130	583768	23.92	17	30.17	26.1%	12	N/A	
131	588876	23.92	17	30.17	26.1%	12	N/A	
132	603508	23.92	16	30.17	26.1%	12	N/A	
133	609673	23.92	16	30.17	26.1%	12	N/A	
134	457140	23.92	17	30.17	26.1%	12	N/A	
135	566565	23.92	18	30.17	26.1%	12	N/A	
136	520872	23.92	18	30.17	26.1%	12	N/A	
137	551213	23.92	18	30.17	26.1%	12	N/A	
138	436187	23.92	20	30.17	26.1%	12	N/A	
139	471549	23.92	20	30.17	26.1%	12	N/A	
140	481194	23.92	20	30.17	26.1%	12	N/A	

Tower Planners Accreted Group -- LAA Only

#	Employee ID	Current Hourly Wage	Current CoSen	Hourly Wage based on Higher		% Increase due to Slotting	Slotted Wage Scale YOS	Lump Sum
				of YOS or Wage	Slotting			
141	481307	23.92	20	30.17	26.1%	12	N/A	
142	441058	23.92	21	30.17	26.1%	12	N/A	
143	443538	23.92	21	30.17	26.1%	12	N/A	
144	581328	23.92	20	30.17	26.1%	12	N/A	
145	346176	23.92	22	30.17	26.1%	12	N/A	
146	370999	23.92	22	30.17	26.1%	12	N/A	
147	387711	23.92	22	30.17	26.1%	12	N/A	
148	422952	23.92	21	30.17	26.1%	12	N/A	
149	443355	23.92	21	30.17	26.1%	12	N/A	
150	443370	23.92	21	30.17	26.1%	12	N/A	
151	352445	23.92	23	30.17	26.1%	12	N/A	
152	357590	23.92	22	30.17	26.1%	12	N/A	
153	357455	23.92	24	30.17	26.1%	12	N/A	
154	581525	23.92	24	30.17	26.1%	12	N/A	
155	594996	23.92	25	30.17	26.1%	12	N/A	
156	638715	23.92	14	30.17	26.1%	12	N/A	
157	691276	23.92	23	30.17	26.1%	12	N/A	
158	691242	23.92	26	30.17	26.1%	12	N/A	
159	690907	23.92	27	30.17	26.1%	12	N/A	
160	691159	23.92	26	30.17	26.1%	12	N/A	
161	668747	23.92	28	30.17	26.1%	12	N/A	
162	692583	23.92	38	30.17	26.1%	12	N/A	
163	692610	23.92	38	30.17	26.1%	12	N/A	
164	690818	23.92	49	30.17	26.1%	12	N/A	
165	691047	23.92	51	30.17	26.1%	12	N/A	

LUS -- CLP Central Load Planners

Wage Scales

<u>CLP</u>	<u>Current Hourly Wage</u>	<u>DOS</u>	<u>2.1% 9/12/17</u>
Start	10.59	16.89	17.24
1	11.69	17.72	18.09
2	12.62	19.37	19.78
3	13.43	20.51	20.94
4	14.71	21.69	22.15
5	16.22	22.98	23.46
6	17.23	24.49	25.01
7	18.50	25.99	26.53
8	19.59	27.89	28.47
9	21.03	29.78	30.41
10	21.68	37.10	37.88
11	22.20	37.10	37.88
12+	24.39	37.10	37.88

Weight & Balance Accreted Group -- LAA Only

#	Employee ID	Current Hourly Wage	Current CoSen	Hourly Wage based on Higher		Slotted Wage Scale YOS	Lump Sum
				of YOS or Wage	% Increase due to		
1	628294	11.71	4	20.51	75.2%	4	N/A
2	699521	14.14	10	29.78	110.6%	10	N/A
3	161646	17.93	28	37.10	106.9%	12	N/A
4	550702	19.91	17	37.10	86.3%	12	N/A
5	303199	23.54	22	37.10	57.6%	12	N/A
6	386448	23.71	23	37.10	56.5%	12	N/A
7	3144	23.71	44	37.10	56.5%	12	N/A
8	365671	23.92	18	37.10	55.1%	12	N/A
9	327534	23.92	22	37.10	55.1%	12	N/A
10	344376	23.92	24	37.10	55.1%	12	N/A
11	374067	23.92	27	37.10	55.1%	12	N/A
12	193187	23.92	27	37.10	55.1%	12	N/A
13	180856	23.92	27	37.10	55.1%	12	N/A
14	163357	23.92	28	37.10	55.1%	12	N/A
15	167336	23.92	28	37.10	55.1%	12	N/A
16	165697	23.92	28	37.10	55.1%	12	N/A
17	166611	23.92	27	37.10	55.1%	12	N/A
18	145344	23.92	27	37.10	55.1%	12	N/A
19	131442	23.92	29	37.10	55.1%	12	N/A
20	132364	23.92	29	37.10	55.1%	12	N/A
21	115243	23.92	29	37.10	55.1%	12	N/A
22	374232	23.92	28	37.10	55.1%	12	N/A
23	16614	23.92	30	37.10	55.1%	12	N/A
24	111474	23.92	30	37.10	55.1%	12	N/A
25	115514	23.92	29	37.10	55.1%	12	N/A
26	115631	23.92	29	37.10	55.1%	12	N/A
27	135076	23.92	29	37.10	55.1%	12	N/A
28	127125	23.92	29	37.10	55.1%	12	N/A
29	373958	23.92	29	37.10	55.1%	12	N/A
30	147512	23.92	30	37.10	55.1%	12	N/A
31	129656	23.92	32	37.10	55.1%	12	N/A
32	3769	23.92	32	37.10	55.1%	12	N/A
33	12445	23.92	31	37.10	55.1%	12	N/A
34	16935	23.92	31	37.10	55.1%	12	N/A
35	15897	23.92	31	37.10	55.1%	12	N/A
36	16121	23.92	31	37.10	55.1%	12	N/A
37	82832	23.92	33	37.10	55.1%	12	N/A
38	82927	23.92	33	37.10	55.1%	12	N/A
39	89098	23.92	33	37.10	55.1%	12	N/A
40	88608	23.92	33	37.10	55.1%	12	N/A
41	90641	23.92	33	37.10	55.1%	12	N/A
42	81827	23.92	34	37.10	55.1%	12	N/A
43	83195	23.92	34	37.10	55.1%	12	N/A
44	69132	23.92	38	37.10	55.1%	12	N/A
45	49387	23.92	39	37.10	55.1%	12	N/A
46	60666	23.92	39	37.10	55.1%	12	N/A
47	41598	23.92	40	37.10	55.1%	12	N/A
48	49324	23.92	39	37.10	55.1%	12	N/A
49	38890	23.92	41	37.10	55.1%	12	N/A
50	7594	23.92	42	37.10	55.1%	12	N/A
51	32263	23.92	51	37.10	55.1%	12	N/A
52	516564	23.92	19	37.10	55.1%	12	N/A
53	668689	23.92	31	37.10	55.1%	12	N/A

Proposed Base Wages	
YOS	Wage Scale
1	16.89
2	17.72
3	19.37
4	20.51
5	21.69
6	22.98
7	24.49
8	25.99
9	27.89
10	29.78
11	37.10
12	37.10