

## CWA Agreement

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DOS						
Station	Other	MSN, ART, BUF, GJT, MFR, RDM, ROC, MIA	SAF, BZN, CVG, MRY, SAN, SBA, SMF, MIA, DFW	MAF, ORD, JAC	ASE, JFK, LGA	LAX
0	\$10.90	\$11.60	\$12.10	\$13.60	\$15.60	\$18.99
1	\$11.15	\$12.00	\$12.50	\$14.00	\$16.00	\$18.99
2	\$11.25	\$12.25	\$12.75	\$14.25	\$16.25	\$18.99
3	\$11.50	\$12.50	\$13.00	\$14.50	\$16.50	\$18.99
4	\$11.75	\$12.75	\$13.25	\$14.75	\$16.75	\$18.99
5	\$12.00	\$13.00	\$13.50	\$15.00	\$17.00	\$18.99
6	\$12.25	\$13.25	\$13.75	\$15.25	\$17.25	\$18.99
7	\$12.50	\$13.50	\$14.00	\$15.50	\$17.50	\$18.99
8	\$12.75	\$13.75	\$14.25	\$15.75	\$17.75	\$18.99
9	\$13.00	\$14.00	\$14.50	\$16.00	\$18.00	\$18.99
10	\$13.50	\$14.50	\$15.00	\$16.50	\$18.50	\$18.99
11	\$14.00	\$15.00	\$15.50	\$17.00	\$19.00	\$19.00
12	\$14.75	\$15.75	\$16.25	\$17.75	\$19.75	\$19.75
13	\$15.50	\$16.50	\$17.00	\$18.50	\$20.50	\$20.50
14	\$16.25	\$17.25	\$17.75	\$19.25	\$21.25	\$21.25

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# CWA Agreement

DOS +1						
Station	Other	MSN, ART, BUF, GJT, MFR, RDM, ROC, MIA	SAF, BZN, CVG, MRY, SAN, SBA, SMF <u>MIA, DFW</u>	MAF, ORD, JAC	ASE, JFK, LGA	LAX
0	<u>\$11.12</u>	\$11.83	\$12.34	\$13.87	\$15.91	\$18.99
1	<u>\$11.37</u>	\$12.24	\$12.75	\$14.28	\$16.32	\$18.99
2	\$11.48	\$12.50	\$13.01	\$14.54	\$16.58	\$18.99
3	\$11.73	\$12.75	\$13.26	\$14.79	\$16.83	\$18.99
4	\$11.99	\$13.01	\$13.52	\$15.05	\$17.09	\$18.99
5	\$12.24	\$13.26	\$13.77	\$15.30	\$17.34	\$18.99
6	\$12.50	\$13.52	\$14.03	\$15.56	\$17.60	\$18.99
7	\$12.75	\$13.77	\$14.28	\$15.81	\$17.85	\$18.99
8	\$13.01	\$14.03	\$14.54	\$16.07	\$18.11	\$18.99
9	\$13.26	\$14.28	\$14.79	\$16.32	\$18.36	\$18.99
10	\$13.77	\$14.79	\$15.30	\$16.83	\$18.87	\$18.99
11	\$14.28	\$15.30	\$15.81	\$17.34	\$19.38	\$19.38
12	\$15.05	\$16.07	\$16.58	\$18.11	\$20.15	\$20.15
13	\$15.81	\$16.83	\$17.34	\$18.87	\$20.91	\$20.91
14	\$16.58	\$17.60	\$18.11	\$19.64	\$21.68	\$21.68

## CWA Agreement

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DOS +2						
Station	Other	MSN, ART, BUF, GJT, MFR, RDM, ROC	SAF, BZN, CVG, MRY, SAN, SBA, SMF, <u>MIA, DFW</u>	MAF, ORD, JAC	ASE, JFK, LGA	LAX
0	\$11.34	\$12.07	\$12.59	\$14.15	\$16.23	\$18.99
1	\$11.60-	\$12.48	\$13.01	\$14.57	\$16.65	\$18.99
2	\$11.70	\$12.74	\$13.27	\$14.83	\$16.91	\$18.99
3	\$11.96	\$13.01	\$13.53	\$15.09	\$17.17	\$18.99
4	\$12.22	\$13.27	\$13.79	\$15.35	\$17.43	\$18.99
5	\$12.48	\$13.53	\$14.05	\$15.61	\$17.69	\$18.99
6	\$12.74	\$13.79	\$14.31	\$15.87	\$17.95	\$18.99
7	\$13.01	\$14.05	\$14.57	\$16.13	\$18.21	\$18.99
8	\$13.27	\$14.31	\$14.83	\$16.39	\$18.47	\$18.99
9	\$13.53	\$14.57	\$15.09	\$16.65	\$18.73	\$18.99
10	\$14.05	\$15.09	\$15.61	\$17.17	\$19.25	\$19.25
11	\$14.57	\$15.61	\$16.13	\$17.69	\$19.77	\$19.77
12	\$15.35	\$16.39	\$16.91	\$18.47	\$20.55	\$20.55
13	\$16.13	\$17.17	\$17.69	\$19.25	\$21.33	\$21.33
14	\$16.91	\$17.95	\$18.47	\$20.03	\$22.11	\$22.11

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**CWA Agreement**

<b>DOS +3</b>						
Station	Other	MSN, ART, BUF, GJT, MFR, RDM, ROC	SAF, BZN, CVG, MRY, SAN, SBA, SMF, MIA, DFW	MAF, ORD, JAC	ASE, JFK, LGA	LAX
0	\$11.57	\$12.31	\$12.84	\$14.43	\$16.55	\$18.99
1	\$11.83	\$12.73	\$13.27	\$14.86	\$16.98	\$18.99
2	\$11.94	\$13.00	\$13.53	\$15.12	\$17.24	\$18.99
3	\$12.20	\$13.27	\$13.80	\$15.39	\$17.51	\$18.99
4	\$12.47	\$13.53	\$14.06	\$15.65	\$17.78	\$18.99
5	\$12.73	\$13.80	\$14.33	\$15.92	\$18.04	\$18.99
6	\$13.00	\$14.06	\$14.59	\$16.18	\$18.31	\$18.99
7	\$13.27	\$14.33	\$14.86	\$16.45	\$18.57	\$18.99
8	\$13.53	\$14.59	\$15.12	\$16.71	\$18.84	\$18.99
9	\$13.80	\$14.86	\$15.39	\$16.98	\$19.10	\$19.10
10	\$14.33	\$15.39	\$15.92	\$17.51	\$19.63	\$19.63
11	\$14.86	\$15.92	\$16.45	\$18.04	\$20.16	\$20.16
12	\$15.65	\$16.71	\$17.24	\$18.84	\$20.96	\$20.96
13	\$16.45	\$17.51	\$18.04	\$19.63	\$21.75	\$21.75
14	\$17.24	\$18.31	\$18.84	\$20.43	\$22.55	\$22.55

# CWA Agreement

DOS +4						
Station	Other	MSN, ART, BUF, GJT, MFR, RDM, ROC, MIA	SAF, BZN, CVG, MRY, SAN, SBA, SMF, MIA, DFW	MAF, ORD, JAC	ASE, JFK, LGA	LAX
0	\$11.80	\$12.56	\$13.10	\$14.72	\$16.89	\$18.99
1	\$12.07	\$12.99	\$13.53	\$15.15	\$17.32	\$18.99
2	\$12.18	\$13.26	\$13.80	\$15.42	\$17.59	\$18.99
3	\$12.45	\$13.53	\$14.07	\$15.70	\$17.86	\$18.99
4	\$12.72	\$13.80	\$14.34	\$15.97	\$18.13	\$18.99
5	\$12.99	\$14.07	\$14.61	\$16.24	\$18.40	\$18.99
6	\$13.26	\$14.34	\$14.88	\$16.51	\$18.67	\$18.99
7	\$13.53	\$14.61	\$15.15	\$16.78	\$18.94	\$18.99
8	\$13.80	\$14.88	\$15.42	\$17.05	\$19.21	\$19.21
9	\$14.07	\$15.15	\$15.70	\$17.32	\$19.48	\$19.48
10	\$14.61	\$15.70	\$16.24	\$17.86	\$20.02	\$20.02
11	\$15.15	\$16.24	\$16.78	\$18.40	\$20.57	\$20.57
12	\$15.97	\$17.05	\$17.59	\$19.21	\$21.38	\$21.38
13	\$16.78	\$17.86	\$18.40	\$20.02	\$22.19	\$22.19
14	\$17.59	\$18.67	\$19.21	\$20.84	\$23.00	\$23.00

**CWA Agreement**

<b>DOS +5</b>						
Station	Other	MSN, ART, BUF, GJT, MFR, RDM, ROC, MIA	SAF, BZN, CVG, MRY, SAN, SBA, SMF, MIA, DFW	MAF, ORD, JAC	ASE, JFK, LGA	LAX
0	\$12.04	\$12.81	\$13.36	\$15.02	\$17.22	\$18.99
1	\$12.31	\$13.25	\$13.80	\$15.46	\$17.67	\$18.99
2	\$12.42	\$13.52	\$14.08	\$15.73	\$17.94	\$18.99
3	\$12.70	\$13.80	\$14.35	\$16.01	\$18.22	\$18.99
4	\$12.97	\$14.08	\$14.63	\$16.29	\$18.49	\$18.99
5	\$13.25	\$14.35	\$14.91	\$16.56	\$18.77	\$18.99
6	\$13.52	\$14.63	\$15.18	\$16.84	\$19.05	\$19.05
7	\$13.80	\$14.91	\$15.46	\$17.11	\$19.32	\$19.32
8	\$14.08	\$15.18	\$15.73	\$17.39	\$19.60	\$19.60
9	\$14.35	\$15.46	\$16.01	\$17.67	\$19.87	\$19.87
10	\$14.91	\$16.01	\$16.56	\$18.22	\$20.43	\$20.43
11	\$15.46	\$16.56	\$17.11	\$18.77	\$20.98	\$20.98
12	\$16.29	\$17.39	\$17.94	\$19.60	\$21.81	\$21.81
13	\$17.11	\$18.22	\$18.77	\$20.43	\$22.63	\$22.63
14	\$17.94	\$19.05	\$19.60	\$21.25	\$23.46	\$23.46

## CWA Agreement

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DOS +6						
Station	Other	MSN, ART, BUF, GJT, MFR, RDM, ROC	SAF, BZN, CVG, MRY, SAN, SBA, SMF, MIA, DFW	MAF, ORD, JAC	ASE, JFK, LGA	LAX
0	\$12.28	\$13.06	\$13.63	\$15.32	\$17.57	\$18.99
1	\$12.56	\$13.51	\$14.08	\$15.77	\$18.02	\$18.99
2	\$12.67	\$13.80	\$14.36	\$16.05	\$18.30	\$18.99
3	\$12.95	\$14.08	\$14.64	\$16.33	\$18.58	\$18.99
4	\$13.23	\$14.36	\$14.92	\$16.61	\$18.86	\$18.99
5	\$13.51	\$14.64	\$15.20	\$16.89	\$19.14	\$19.14
6	\$13.80	\$14.92	\$15.48	\$17.17	\$19.43	\$19.43
7	\$14.08	\$15.20	\$15.77	\$17.46	\$19.71	\$19.71
8	\$14.36	\$15.48	\$16.05	\$17.74	\$19.99	\$19.99
9	\$14.64	\$15.77	\$16.33	\$18.02	\$20.27	\$20.27
10	\$15.20	\$16.33	\$16.89	\$18.58	\$20.83	\$20.83
11	\$15.77	\$16.89	\$17.46	\$19.14	\$21.40	\$21.40
12	\$16.61	\$17.74	\$18.30	\$19.99	\$22.24	\$22.24
13	\$17.46	\$18.58	\$19.14	\$20.83	\$23.09	\$23.09
14	\$18.30	\$19.43	\$19.99	\$21.68	\$23.93	\$23.93

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# CWA Agreement

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## Customer Assistance Representative (CAR) Wage Scale

Start Rate* / Completed Years of CAR Service	DOS	DOS + 1	DOS + 2	DOS + 3	DOS + 4	DOS + 5	DOS + 6
0	\$10.50	\$10.71	\$10.92	\$11.14	\$11.37	\$11.59	\$11.82
1	\$10.70	\$10.91	\$11.13	\$11.35	\$11.58	\$11.81	\$12.05
2	\$10.90	\$11.12	\$11.34	\$11.57	\$11.80	\$12.03	\$12.28
3	\$11.10	\$11.32	\$11.55	\$11.78	\$12.01	\$12.26	\$12.50
4	\$11.30	\$11.53	\$11.76	\$11.99	\$12.23	\$12.48	\$12.73
5	\$11.50	\$11.73	\$11.96	\$12.20	\$12.45	\$12.70	\$12.95

1. \* New hires or incumbent employees who transfer to a CAR position shall initially be paid the CAR Start Rate, regardless of Occupational or Company Seniority.
  2. Employees occupying CAR positions as of the DOS shall have their hourly base wage rate increased on the DOS to \$10.70 and shall remain at \$10.70 until they reach their second Year of Service or change positions, whichever occurs first.
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