

PSA Tentative Agreement Rates			License Premium		\$4.00				DOR		TBD			
YOS	Current	\$ Increase	DOR	% Increase	DOR +12	% Increase	DOR +24	% Increase	DOR +36	% Increase	DOR +48	% Increase	DOR +60	
Start	\$21.10	\$2.90	\$24.00	13.74%	\$24.50	2.08%	\$25.01	2.08%	\$25.53	2.08%	\$26.06	2.08%	N/A	
1 Year	\$21.64	\$3.86	\$25.50	17.84%	\$26.03	2.08%	\$26.57	2.07%	\$27.12	2.07%	\$27.68	2.06%	N/A	
2 Years	\$22.18	\$4.32	\$26.50	19.48%	\$27.05	2.08%	\$27.61	2.07%	\$28.18	2.06%	\$28.76	2.06%	N/A	
3 Years	\$22.72	\$5.78	\$28.50	25.44%	\$29.09	2.07%	\$29.69	2.06%	\$30.31	2.09%	\$30.94	2.08%	N/A	
4 Years	\$23.27	\$6.23	\$29.50	26.77%	\$30.11	2.07%	\$30.73	2.06%	\$31.37	2.08%	\$32.02	2.07%	N/A	
5 Years	\$23.81	\$6.69	\$30.50	28.10%	\$31.13	2.07%	\$31.77	2.06%	\$32.43	2.08%	\$33.10	2.07%	N/A	
6 Years	\$24.35	\$7.15	\$31.50	29.36%	\$32.15	2.06%	\$32.81	2.05%	\$33.49	2.07%	\$34.18	2.06%	N/A	
7 Years	\$24.89	\$8.61	\$33.50	34.59%	\$34.19	2.06%	\$34.89	2.05%	\$35.61	2.06%	\$36.34	2.05%	N/A	
8 Years	\$25.97	\$8.03	\$34.00	30.92%	\$34.70	2.06%	\$35.41	2.05%	\$36.14	2.06%	\$36.88	2.05%	N/A	
			DOR		11/23/2023		11/24/2023		11/25/2023		11/26/2023			
9 Years	\$27.05	\$7.19	\$34.24	26.58%	\$35.27	3.01%	\$36.33	3.01%	\$37.42	3.00%	\$38.57	3.07%	\$39.76	3.09%
10 Years	\$31.38	\$2.86	\$34.24	9.11%	\$35.27	3.01%	\$36.33	3.01%	\$37.42	3.00%	\$38.57	3.07%	\$39.76	3.09%
	Average	\$5.78	Average	23.81%										

Notes:

* DOR - Date Of Ratification

* For all A&P Mechanics at the 9 Year and 10 Year step of the A&P Mechanics scale, there will be two increases in 2023 if the TA is ratified:

- 1st increase is on DOR

- 2nd Increase will be on 11/23/2023

- Example: Currently @ \$27.05 and \$31.38 respectively would move to \$34.24 on DOR. Then due to the scale having one less step, both would then move to \$35.27 on 11/23/2023.

* For a Mechanic who is currently at the 8 Years step, and who has a seniority date occurring on or after 11/23/2023, they would progress right, then down for their rates (i.e. \$25.97 to \$34.00 to \$35.27)

* For all Mechanics who top out before the amendable (DOR +60), there will be one additional increase of 3.09% applied on that date that is not applicable to the 10 steps of the scale.