



# THE X-RAY

A LOOK INSIDE YOUR ALPA ARW NEGOTIATIONS

August 21, 2015

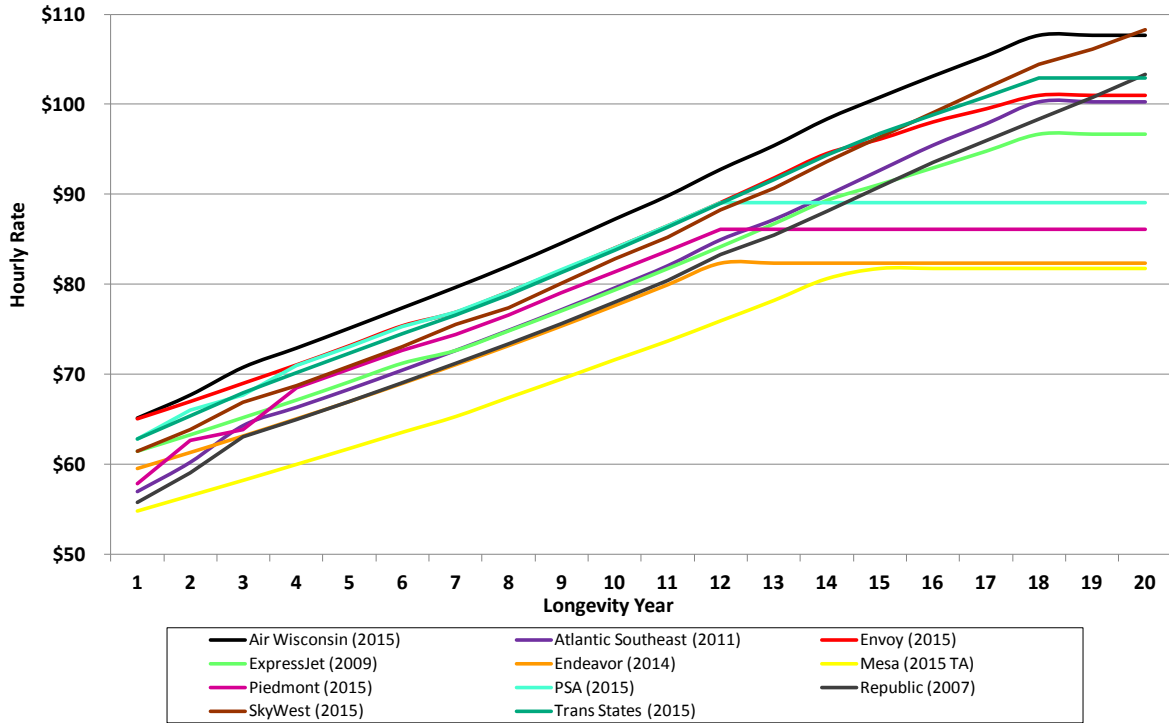
## The TA and Pay

As a result of feedback from you, the pilots, the subject of today's *X-Ray* is going to be the TA hourly rates of pay. Now that the TA information has been distributed to the pilot group, a very common question being posed to P2P Chairman Jared Armstrong during his crew room visits has been variations of "did we get a raise?" We also have been getting questions and comments about restoring the 2001 agreement rates of pay and we would like to address that issue as well.

To start, please reference the tables below, which compare 50-seat rates of pay at Air Wisconsin and our competitors. ARW rates are the black line in the graphs.

# 50 Seat TurboJet Captain Rate

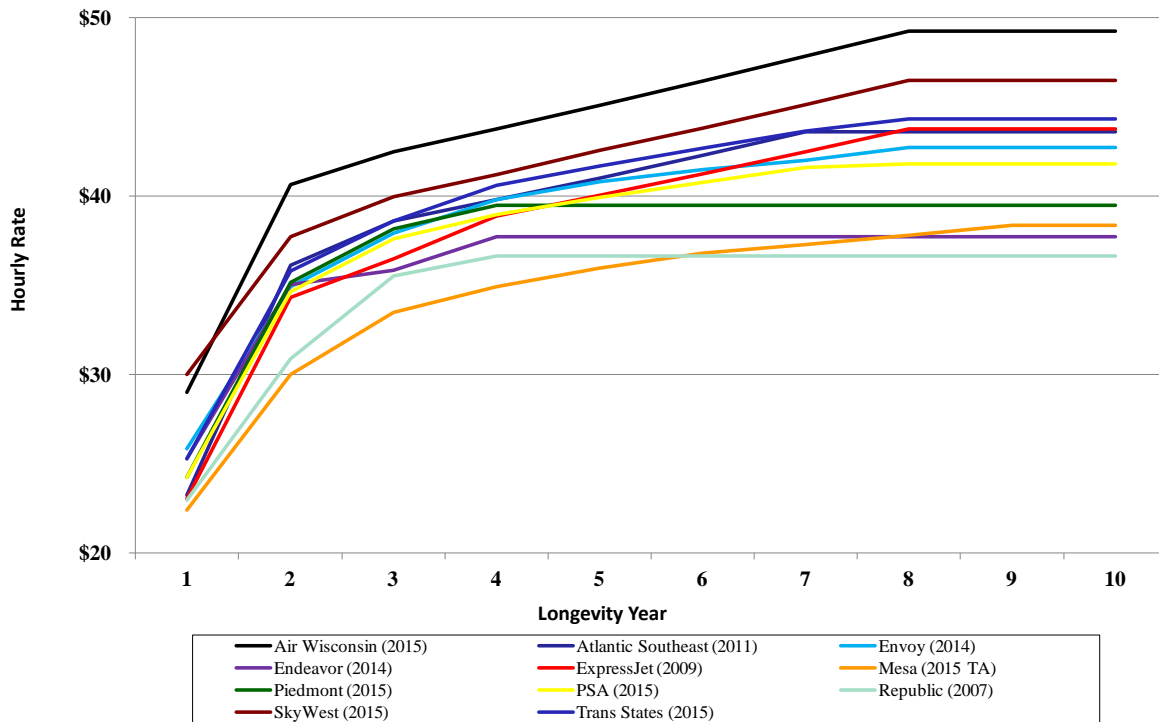
Rates Effective: Oct. 1, 2015



PSA is a blended rate (PSA, Piedmont & Endeavor cap @ 12 YOS also in effect)  
 Piedmont rate in effect when first jet A/C enters revenue service Nov 2015

## 50 Seat TurboJet First Officer Rate

Rates Effective: Oct. 1, 2015



PSA is a blended rate (PSA, Piedmont & Endeavor cap @ 4 YOS also in effect)  
 Piedmont rate in effect when first jet A/C enters revenue service Nov 2015

6

As you can see, Air Wisconsin is currently at the absolute top of the industry for both First Officers and Captains in the 50-seat category. Although your Negotiating Committee attempted to bargain for higher rates of pay (believe us when we say we want to get paid more too), we were already at the top of the industry. We were also bargaining based on the goals you stated in the pilot surveys, where you told us that quality of life improvements were at least as important as rates of pay. So our goal was to continue to receive the raises contained in the 2003 agreement while adding value to other sections as well, and we were successful.

Keep in mind that when we started this bargaining cycle in 2010, the company's stated goal was to devalue our contract to the extent that Air Wisconsin pilot costs were one of the bottom two regional carriers. But instead of losing ground as the company wanted, ultimately we ended up with a net positive TA where our wages will continue to increase 1.5% per year regardless of the CBA becoming amendable until we agree to make a change in bargaining, which is unheard of in any segment of the airline industry.

We made it clear to the company early on in negotiations that the 1.5% increase was not something we were willing to concede. We will continue to be at the top of the Fee For Departure (FFD) carriers and expand our lead until such time that another carrier achieves significant pay raises. At that juncture, it is likely that we will be back at the bargaining table, negotiating in a vastly different regional airline climate than we have today.

Finally, as you can see from the table below, the 2001 agreement pay scales have been eclipsed by our current book contract. Our rates are what they are precisely because we have, and will continue to enjoy, the 1.5% raises. Keep in mind that the 2001 rates are not adjusted for inflation, but neither is our current agreement, and it is unlikely that anyone will see an agreement with Cost Of Living Adjustments (COLA) to wage tables. More importantly, the 2001 agreement did not have a 1.5% pay increase per annum, so we would still be suffering under the pay table below. Yes, it is true that we would begin bargaining in 2005 for a new agreement, but, as history shows, the company is expert at dragging its feet. It is highly unlikely that a 2005 agreement would have come to fruition under a reasonable timetable then and, again, we could have been suffering under the 2001 pay scales.

	2001 CBA RATES @8/1/2005	2015 CBA RATES @10/1/2015	Percent Increase
1	63.66	\$ 65.15	2.35%
2	65.65	\$ 67.72	3.15%
3	67.65	\$ 70.81	4.67%
4	69.75	\$ 72.93	4.56%
5	71.91	\$ 75.14	4.49%
6	74.13	\$ 77.40	4.42%
7	76.42	\$ 79.68	4.26%
8	78.79	\$ 82.05	4.14%
9	81.22	\$ 84.59	4.15%
10	83.74	\$ 87.25	4.19%
11	86.32	\$ 89.85	4.09%
12	88.99	\$ 92.79	4.27%
13	91.75	\$ 95.42	4.00%
14	94.58	\$ 98.37	4.01%
15	97.51	\$ 100.80	3.37%
16	100.44	\$ 103.14	2.69%
17	103.45	\$ 105.39	1.87%
18	106.60	\$ 107.67	1.00%

We hope this information puts the TA pay scale outcome into perspective. Have a great weekend, and please email [ARWCBA@alpa.org](mailto:ARWCBA@alpa.org) or visit the [www.ARWContract.org](http://www.ARWContract.org) webpage if you have more questions.