

**CWA-Envoy Air Tentative Agreement (January 2019)**  
**HOW TO READ THE WAGE SCALES**

This document contains wage scales which determine the wages of employees at each station in the Envoy system. If the TA is ratified, wage increases would come as a result of increased service and negotiated raises. There would be no merit wage increases or other managerial controls on increases over the course of the contract.

To find out what your wage would be during any year under the new contract, first find the scale that applies to your station. If your station is not listed in the headings on pages 3-9, then you would be covered by the scale on page 2. (Most Envoy agents are covered by the scale on page 2.)

Then choose the **time period within the life of the contract** (based on the date of signing) from the top row. Find your **years of completed service** in the column on the far left.

**Wait! How do I know how many years of completed service I have?**

If you have not yet worked for the company for 12 months then you do not have 1 year of completed service, and you should look at the row labeled "Start" on the scale to find your new wage. See the example below for someone who started on November 1, 2018.

If you have worked for the company for more than 12 months but less than 24 months, then you have 1 year of service and you should look at row 1 in the scale. For example, if you started with the company on June 1, 2017, then you've worked 20 months and you have 1 year of service.

If you've worked for more than 24 months, but less than 36 months, then you have 2 years of service and you should look at row 2 in the scale. For example, if you started with the company on September 15, 2016, then you've worked 28 months as of January 14, 2019, and therefore have 2 years of completed service.

**The cell where the years of service row meets the appropriate date of signing column contains your correct wage.**

For example, take a look at the scale on page 2. Let's say you work in one of the stations covered by this scale; that you were hired on November 1, 2018; and you are earning \$9.48 per hour. Because you have not yet worked for 1 year, your "Years of Completed Service" is 0. To find your new wage if the TA is ratified (and signed in March 2019), go to the row titled "Start." Then find the column titled Date of Signing. You move one cell to the right from Start and one cell down from Date of Signing and see that your new wage will be \$10.60.

When you get to the 1<sup>st</sup> anniversary of your hire date, i.e., November 1, 2019, move down to the row titled "1," because you've now completed 1 year of service. Keep in mind, your hire date anniversary is *before* the first anniversary of the date of signing (or Date of Signing + 1), so stay in the first column. You can see that, if you work in a station covered by the scale on page 2, you will earn \$11.00 on November 1, 2019. On the 1<sup>st</sup> anniversary of the date of signing, you'll move over one column to the right and earn \$11.22.

To see how much you'll earn after the 4th anniversary of your hire date and after the fourth anniversary of the date of signing if you work at a station covered by the scale on page 2, find the cell where the Date of Signing + 4 column and the Years of Completed Service row titled "4" meet, and you'll see that you would make \$12.72 in March 2023.

**Wage Scale for Stations  
Other Than Those Listed in the Scales on Pages 3-9**

Each member would be placed on the pay scale based on their hire date seniority.

During each year of the agreement, if the increase to the wage rate of an agent with at least one or more years of service was not at least 3% based on the new wage scale, the agent would receive the difference in a lump sum payment based on the hours worked in the previous calendar year.

No one would lose pay. If a worker currently makes more than their rate on the wage scale, they would keep the higher rate. In addition, workers with at least one or more years of service would receive a lump sum payment if they did not receive at least a 3% pay increase.

Years of Completed Service	Date of Signing	Date of Signing + 1 year	Date of Signing + 2 years	Date of Signing + 3 years	Date of Signing + 4 years	Date of Signing + 5 years	Date of Signing + 6 years	Date of Signing + 7 years
Start	\$10.60	\$10.81	\$11.03	\$11.25	\$11.47	\$11.70	\$11.94	\$12.18
1	\$11.00	\$11.22	\$11.44	\$11.67	\$11.91	\$12.14	\$12.39	\$12.64
2	\$11.25	\$11.48	\$11.70	\$11.94	\$12.18	\$12.42	\$12.67	\$12.92
3	\$11.50	\$11.73	\$11.96	\$12.20	\$12.45	\$12.70	\$12.95	\$13.21
4	\$11.75	\$11.99	\$12.22	\$12.47	\$12.72	\$12.97	\$13.23	\$13.50
5	\$12.00	\$12.24	\$12.48	\$12.73	\$12.99	\$13.25	\$13.51	\$13.78
6	\$12.25	\$12.50	\$12.74	\$13.00	\$13.26	\$13.52	\$13.80	\$14.07
7	\$12.50	\$12.75	\$13.01	\$13.27	\$13.53	\$13.80	\$14.08	\$14.36
8	\$12.75	\$13.01	\$13.27	\$13.53	\$13.80	\$14.08	\$14.36	\$14.65
9	\$13.00	\$13.26	\$13.53	\$13.80	\$14.07	\$14.35	\$14.64	\$14.93
10	\$13.50	\$13.77	\$14.05	\$14.33	\$14.61	\$14.91	\$15.20	\$15.51
11	\$14.00	\$14.28	\$14.57	\$14.86	\$15.15	\$15.46	\$15.77	\$16.08
12	\$14.75	\$15.05	\$15.35	\$15.65	\$15.97	\$16.29	\$16.61	\$16.94
13	\$15.50	\$15.81	\$16.13	\$16.45	\$16.78	\$17.11	\$17.46	\$17.80
14	\$16.25	\$16.58	\$16.91	\$17.24	\$17.59	\$17.94	\$18.30	\$18.67

## Wage Scale for DFW

Each member would be placed on the pay scale based on their hire date seniority.

During each year of the agreement, if the increase to the wage rate of an agent with at least one or more years of service was not at least 3% based on the new wage scale, the agent would receive the difference in a lump sum payment based on the hours worked in the previous calendar year.

No one would lose pay. If a worker currently makes more than their rate on the wage scale, they would keep the higher rate. In addition, workers with at least one or more years of service would receive a lump sum payment if they did not receive at least a 3% pay increase.

Years of Completed Service	Date of Signing	Date of Signing + 1 year	Date of Signing + 2 years	Date of Signing + 3 years	Date of Signing + 4 years	Date of Signing + 5 years	Date of Signing + 6 years	Date of Signing + 7 years
Start	\$11.10	\$11.32	\$11.55	\$11.78	\$12.01	\$12.26	\$12.50	\$12.75
1	\$11.50	\$11.73	\$11.96	\$12.20	\$12.45	\$12.70	\$12.95	\$13.21
2	\$11.75	\$11.99	\$12.22	\$12.47	\$12.72	\$12.97	\$13.23	\$13.50
3	\$12.00	\$12.24	\$12.48	\$12.73	\$12.99	\$13.25	\$13.51	\$13.78
4	\$12.25	\$12.50	\$12.74	\$13.00	\$13.26	\$13.52	\$13.80	\$14.07
5	\$12.50	\$12.75	\$13.01	\$13.27	\$13.53	\$13.80	\$14.08	\$14.36
6	\$12.75	\$13.01	\$13.27	\$13.53	\$13.80	\$14.08	\$14.36	\$14.65
7	\$13.00	\$13.26	\$13.53	\$13.80	\$14.07	\$14.35	\$14.64	\$14.93
8	\$13.25	\$13.52	\$13.79	\$14.06	\$14.34	\$14.63	\$14.92	\$15.22
9	\$13.50	\$13.77	\$14.05	\$14.33	\$14.61	\$14.91	\$15.20	\$15.51
10	\$14.00	\$14.28	\$14.57	\$14.86	\$15.15	\$15.46	\$15.77	\$16.08
11	\$14.50	\$14.79	\$15.09	\$15.39	\$15.70	\$16.01	\$16.33	\$16.66
12	\$15.25	\$15.56	\$15.87	\$16.18	\$16.51	\$16.84	\$17.17	\$17.52
13	\$16.00	\$16.32	\$16.65	\$16.98	\$17.32	\$17.67	\$18.02	\$18.38
14	\$16.75	\$17.09	\$17.43	\$17.78	\$18.13	\$18.49	\$18.86	\$19.24

**Wage Scale for MSN, ART, BUF, GJT, MFR, RDM, ROC, MIA (not CARs)**

Each member would be placed on the pay scale based on their hire date seniority.

During each year of the agreement, if the increase to the wage rate of an agent with at least one or more years of service was not at least 3% based on the new wage scale, the agent would receive the difference in a lump sum payment based on the hours worked in the previous calendar year.

No one would lose pay. If a worker currently makes more than their rate on the wage scale, they would keep the higher rate. In addition, workers with at least one or more years of service would receive a lump sum payment if they did not receive at least a 3% pay increase.

Years of Completed Service	Date of Signing	Date of Signing + 1 year	Date of Signing + 2 years	Date of Signing + 3 years	Date of Signing + 4 years	Date of Signing + 5 years	Date of Signing + 6 years	Date of Signing + 7 years
Start	\$11.60	\$11.83	\$12.07	\$12.31	\$12.56	\$12.81	\$13.06	\$13.32
1	\$12.00	\$12.24	\$12.48	\$12.73	\$12.99	\$13.25	\$13.51	\$13.78
2	\$12.25	\$12.50	\$12.74	\$13.00	\$13.26	\$13.52	\$13.80	\$14.07
3	\$12.50	\$12.75	\$13.01	\$13.27	\$13.53	\$13.80	\$14.08	\$14.36
4	\$12.75	\$13.01	\$13.27	\$13.53	\$13.80	\$14.08	\$14.36	\$14.65
5	\$13.00	\$13.26	\$13.53	\$13.80	\$14.07	\$14.35	\$14.64	\$14.93
6	\$13.25	\$13.52	\$13.79	\$14.06	\$14.34	\$14.63	\$14.92	\$15.22
7	\$13.50	\$13.77	\$14.05	\$14.33	\$14.61	\$14.91	\$15.20	\$15.51
8	\$13.75	\$14.03	\$14.31	\$14.59	\$14.88	\$15.18	\$15.48	\$15.79
9	\$14.00	\$14.28	\$14.57	\$14.86	\$15.15	\$15.46	\$15.77	\$16.08
10	\$14.50	\$14.79	\$15.09	\$15.39	\$15.70	\$16.01	\$16.33	\$16.66
11	\$15.00	\$15.30	\$15.61	\$15.92	\$16.24	\$16.56	\$16.89	\$17.23
12	\$15.75	\$16.07	\$16.39	\$16.71	\$17.05	\$17.39	\$17.74	\$18.09
13	\$16.50	\$16.83	\$17.17	\$17.51	\$17.86	\$18.22	\$18.58	\$18.95
14	\$17.25	\$17.60	\$17.95	\$18.31	\$18.67	\$19.05	\$19.43	\$19.81

### Wage Scale for SAF, BZN, CVG, MRY, SAN, SBA, SMF

Each member would be placed on the pay scale based on their hire date seniority.

During each year of the agreement, if the increase to the wage rate of an agent with at least one or more years of service was not at least 3% based on the new wage scale, the agent would receive the difference in a lump sum payment based on the hours worked in the previous calendar year.

No one would lose pay. If a worker currently makes more than their rate on the wage scale, they would keep the higher rate. In addition, workers with at least one or more years of service would receive a lump sum payment if they did not receive at least a 3% pay increase.

Years of Completed Service	Date of Signing	Date of Signing + 1 year	Date of Signing + 2 years	Date of Signing + 3 years	Date of Signing + 4 years	Date of Signing + 5 years	Date of Signing + 6 years	Date of Signing + 7 years
Start	\$12.10	\$12.34	\$12.59	\$12.84	\$13.10	\$13.36	\$13.63	\$13.90
1	\$12.50	\$12.75	\$13.01	\$13.27	\$13.53	\$13.80	\$14.08	\$14.36
2	\$12.75	\$13.01	\$13.27	\$13.53	\$13.80	\$14.08	\$14.36	\$14.65
3	\$13.00	\$13.26	\$13.53	\$13.80	\$14.07	\$14.35	\$14.64	\$14.93
4	\$13.25	\$13.52	\$13.79	\$14.06	\$14.34	\$14.63	\$14.92	\$15.22
5	\$13.50	\$13.77	\$14.05	\$14.33	\$14.61	\$14.91	\$15.20	\$15.51
6	\$13.75	\$14.03	\$14.31	\$14.59	\$14.88	\$15.18	\$15.48	\$15.79
7	\$14.00	\$14.28	\$14.57	\$14.86	\$15.15	\$15.46	\$15.77	\$16.08
8	\$14.25	\$14.54	\$14.83	\$15.12	\$15.42	\$15.73	\$16.05	\$16.37
9	\$14.50	\$14.79	\$15.09	\$15.39	\$15.70	\$16.01	\$16.33	\$16.66
10	\$15.00	\$15.30	\$15.61	\$15.92	\$16.24	\$16.56	\$16.89	\$17.23
11	\$15.50	\$15.81	\$16.13	\$16.45	\$16.78	\$17.11	\$17.46	\$17.80
12	\$16.25	\$16.58	\$16.91	\$17.24	\$17.59	\$17.94	\$18.30	\$18.67
13	\$17.00	\$17.34	\$17.69	\$18.04	\$18.40	\$18.77	\$19.14	\$19.53
14	\$17.75	\$18.11	\$18.47	\$18.84	\$19.21	\$19.60	\$19.99	\$20.39

### Wage Scale for MAF, ORD, JAC

Each member would be placed on the pay scale based on their hire date seniority.

During each year of the agreement, if the increase to the wage rate of an agent with at least one or more years of service was not at least 3% based on the new wage scale, the agent would receive the difference in a lump sum payment based on the hours worked in the previous calendar year.

No one would lose pay. If a worker currently makes more than their rate on the wage scale, they would keep the higher rate. In addition, workers with at least one or more years of service would receive a lump sum payment if they did not receive at least a 3% pay increase.

Years of Completed Service	Date of Signing	Date of Signing + 1 year	Date of Signing + 2 years	Date of Signing + 3 years	Date of Signing + 4 years	Date of Signing + 5 years	Date of Signing + 6 years	Date of Signing + 7 years
Start	\$13.60	\$13.87	\$14.15	\$14.43	\$14.72	\$15.02	\$15.32	\$15.62
1	\$14.00	\$14.28	\$14.57	\$14.86	\$15.15	\$15.46	\$15.77	\$16.08
2	\$14.25	\$14.54	\$14.83	\$15.12	\$15.42	\$15.73	\$16.05	\$16.37
3	\$14.50	\$14.79	\$15.09	\$15.39	\$15.70	\$16.01	\$16.33	\$16.66
4	\$14.75	\$15.05	\$15.35	\$15.65	\$15.97	\$16.29	\$16.61	\$16.94
5	\$15.00	\$15.30	\$15.61	\$15.92	\$16.24	\$16.56	\$16.89	\$17.23
6	\$15.25	\$15.56	\$15.87	\$16.18	\$16.51	\$16.84	\$17.17	\$17.52
7	\$15.50	\$15.81	\$16.13	\$16.45	\$16.78	\$17.11	\$17.46	\$17.80
8	\$15.75	\$16.07	\$16.39	\$16.71	\$17.05	\$17.39	\$17.74	\$18.09
9	\$16.00	\$16.32	\$16.65	\$16.98	\$17.32	\$17.67	\$18.02	\$18.38
10	\$16.50	\$16.83	\$17.17	\$17.51	\$17.86	\$18.22	\$18.58	\$18.95
11	\$17.00	\$17.34	\$17.69	\$18.04	\$18.40	\$18.77	\$19.14	\$19.53
12	\$17.75	\$18.11	\$18.47	\$18.84	\$19.21	\$19.60	\$19.99	\$20.39
13	\$18.50	\$18.87	\$19.25	\$19.63	\$20.02	\$20.43	\$20.83	\$21.25
14	\$19.25	\$19.64	\$20.03	\$20.43	\$20.84	\$21.25	\$21.68	\$22.11

### Wage Scale for ASE, JFK, LGA

Each member would be placed on the pay scale based on their hire date seniority.

During each year of the agreement, if the increase to the wage rate of an agent with at least one or more years of service was not at least 3% based on the new wage scale, the agent would receive the difference in a lump sum payment based on the hours worked in the previous calendar year.

No one would lose pay. If a worker currently makes more than their rate on the wage scale, they would keep the higher rate. In addition, workers with at least one or more years of service would receive a lump sum payment if they did not receive at least a 3% pay increase.

Years of Completed Service	Date of Signing	Date of Signing +1 year	Date of Signing +2 years	Date of Signing +3 years	Date of Signing +4 years	Date of Signing +5 years	Date of Signing +6 years	Date of Signing +7 years
Start	\$15.60	\$15.91	\$16.23	\$16.55	\$16.89	\$17.22	\$17.57	\$17.92
1	\$16.00	\$16.32	\$16.65	\$16.98	\$17.32	\$17.67	\$18.02	\$18.38
2	\$16.25	\$16.58	\$16.91	\$17.24	\$17.59	\$17.94	\$18.30	\$18.67
3	\$16.50	\$16.83	\$17.17	\$17.51	\$17.86	\$18.22	\$18.58	\$18.95
4	\$16.75	\$17.09	\$17.43	\$17.78	\$18.13	\$18.49	\$18.86	\$19.24
5	\$17.00	\$17.34	\$17.69	\$18.04	\$18.40	\$18.77	\$19.14	\$19.53
6	\$17.25	\$17.60	\$17.95	\$18.31	\$18.67	\$19.05	\$19.43	\$19.81
7	\$17.50	\$17.85	\$18.21	\$18.57	\$18.94	\$19.32	\$19.71	\$20.10
8	\$17.75	\$18.11	\$18.47	\$18.84	\$19.21	\$19.60	\$19.99	\$20.39
9	\$18.00	\$18.36	\$18.73	\$19.10	\$19.48	\$19.87	\$20.27	\$20.68
10	\$18.50	\$18.87	\$19.25	\$19.63	\$20.02	\$20.43	\$20.83	\$21.25
11	\$19.00	\$19.38	\$19.77	\$20.16	\$20.57	\$20.98	\$21.40	\$21.83
12	\$19.75	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.24	\$22.69
13	\$20.50	\$20.91	\$21.33	\$21.75	\$22.19	\$22.63	\$23.09	\$23.55
14	\$21.25	\$21.68	\$22.11	\$22.55	\$23.00	\$23.46	\$23.93	\$24.41

## Wage Scale for LAX

Each member would be placed on the pay scale based on their hire date seniority.

During each year of the agreement, if the increase to the wage rate of an agent with at least one or more years of service was not at least 3% based on the new wage scale, the agent would receive the difference in a lump sum payment based on the hours worked in the previous calendar year.

No one would lose pay. If a worker currently makes more than their rate on the wage scale, they would keep the higher rate. In addition, workers with at least one or more years of service would receive a lump sum payment if they did not receive at least a 3% pay increase.

A living wage rate that applies to employees at LAX is currently \$18.99. Therefore, the rate for the first 10 steps of the LAX wage scale remains at \$18.99. However, the LA City Council may impose annual increases exceeding 2%. In any case, if a worker does not receive a wage increase of at least 3%, they will get the lump sum payment.

Years of Completed Service	Date of Signing	Date of Signing + 1 year	Date of Signing + 2 years	Date of Signing + 3 years	Date of Signing + 4 years	Date of Signing + 5 years	Date of Signing + 6 years	Date of Signing + 7 years
Start	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99
1	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99
2	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99
3	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99
4	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$19.24
5	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$19.14	\$19.53
6	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$19.05	\$19.43	\$19.81
7	\$18.99	\$18.99	\$18.99	\$18.99	\$18.99	\$19.32	\$19.71	\$20.10
8	\$18.99	\$18.99	\$18.99	\$18.99	\$19.21	\$19.60	\$19.99	\$20.39
9	\$18.99	\$18.99	\$18.99	\$19.10	\$19.48	\$19.87	\$20.27	\$20.68
10	\$18.99	\$18.99	\$19.25	\$19.63	\$20.02	\$20.43	\$20.83	\$21.25
11	\$19.00	\$19.38	\$19.77	\$20.16	\$20.57	\$20.98	\$21.40	\$21.83
12	\$19.75	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.24	\$22.69
13	\$20.50	\$20.91	\$21.33	\$21.75	\$22.19	\$22.63	\$23.09	\$23.55
14	\$21.25	\$21.68	\$22.11	\$22.55	\$23.00	\$23.46	\$23.93	\$24.41



### Wage Scale for CARs at MIA

Each member would be placed on the pay scale based on their hire date seniority.

During each year of the agreement, if the increase to the wage rate of an agent with at least one or more years of service was not at least 3% based on the new wage scale, the agent would receive the difference in a lump sum payment based on the hours worked in the previous calendar year.

No one would lose pay. If a worker currently makes more than their rate on the wage scale, they would keep the higher rate. In addition, workers with at least one or more years of service would receive a lump sum payment if they did not receive at least a 3% pay increase.

Years of Completed Service	Date of Signing	Date of Signing + 1 year	Date of Signing + 2 years	Date of Signing + 3 years	Date of Signing + 4 years	Date of Signing + 5 years	Date of Signing + 6 years	Date of Signing + 7 years
Start	\$10.50	\$10.71	\$10.92	\$11.14	\$11.37	\$11.59	\$11.82	\$12.06
1	\$10.70	\$10.91	\$11.13	\$11.35	\$11.58	\$11.81	\$12.05	\$12.29
2	\$10.90	\$11.12	\$11.34	\$11.57	\$11.80	\$12.03	\$12.28	\$12.52
3	\$11.10	\$11.32	\$11.55	\$11.78	\$12.01	\$12.26	\$12.50	\$12.75
4	\$11.30	\$11.53	\$11.76	\$11.99	\$12.23	\$12.48	\$12.73	\$12.98
5	\$11.50	\$11.73	\$11.96	\$12.20	\$12.45	\$12.70	\$12.95	\$13.21