

CWA-Piedmont Airlines Tentative Agreement (Sept 2018)
WAGE SCALES

How to Read the Wage Scales

There is a scale that determines wages for each station in the Piedmont system, except the seasonal stations (ANB, ACK, ANC, MVY, and ORH,). Wage increases come as a result of increased service and negotiated raises. There are no merit wage increases or other managerial controls on increases over the course of the contract.

To find out what your wage would be for any year under the new contract, just choose the **time period within the life of the contract** (based on the date that the contract is signed, see the top row) from the correct column, and find your **completed years of service** in the column on the left. The box where those two meet is your correct wage.

For example, look at the scale for the CLT/PHX stations. The row down the far left side shows "Completed Years of Service," which means the number of *years* since you were hired. Let's say you were hired on July 1, 2016. Before this new contract, you were earning \$10.06 per hour. On the date of signing, in 2018, when the contract takes effect, your total years of service would be 2 years. So, you would start on the row of the table that reads "2."

This means that on when the contract is signed, you will move from your current wage of \$10.06 to \$12.54, (row 2, third box down from the top of the "Date of Signing" column). That's an hourly raise of \$2.48.

When you get to the third anniversary of your hire date, move down to the row marked "3," because you've now completed 3 years of service, but that anniversary is before the Date of Signing +12 months, so stay in the first column. You can see that you will earn \$12.93.

If you'd like to know how much you'll earn after the 4th anniversary of your hire and after the Date of Signing + 12, go to that column and to the 4 Completed Years of Service row. The answer is \$13.82.

After you have completed 14 years of service, you will top out at the highest wage rate each year.

Wage Scale for CLT and PHX

Each member will be placed on the pay scale based on your hire date seniority.

In each year of the contract, if your annual wage increase is not at least 3 percent based on the new wage scale, you will receive the difference in a lump sum bonus based on your W-2 earnings from the prior year in order to get you to at least a 3 percent increase per year.

No one will lose pay. If your pay is already higher than the new scale based on your seniority, you will keep your current wage rate.

Years of completed service	Date of Signing	Date of Signing+12	Date of Signing+24	Date of Signing+36	Date of Signing+48
Start	12.00	12.50	12.75	13.00	13.25
1	12.14	12.64	12.89	13.14	13.39
2	12.54	13.04	13.29	13.54	13.79
3	12.93	13.43	13.68	13.93	14.18
4	13.32	13.82	14.07	14.32	14.57
5	13.71	14.21	14.46	14.71	14.96
6	14.11	14.61	14.86	15.11	15.36
7	14.50	15.00	15.25	15.50	15.75
8	14.89	15.39	15.64	15.89	16.14
9	15.29	15.79	16.04	16.29	16.54
10	15.68	16.18	16.43	16.68	16.93
11	16.07	16.57	16.82	17.07	17.32
12	16.46	16.96	17.21	17.46	17.71
13	16.86	17.36	17.61	17.86	18.11
14	17.60	18.00	18.40	18.65	20.00

Wage Scale for DTW

Each member will be placed on the pay scale based on your hire date seniority.

In each year of the contract, if your annual wage increase is not at least 3 percent based on the new wage scale, you will receive the difference in a lump sum bonus based on your W-2 earnings from the prior year in order to get you to at least a 3 percent increase per year.

No one will lose pay. If your pay is already higher than the new scale based on your seniority, you will keep your current wage rate.

Years of completed service	Date of Signing	Date of Signing +12	Date of Signing +24	Date of Signing +36	Date of Signing +48
Start	13.25	13.75	14.00	14.25	14.50
1	13.39	13.89	14.14	14.39	14.64
2	13.79	14.29	14.54	14.79	15.04
3	14.18	14.68	14.93	15.18	15.43
4	14.57	15.07	15.32	15.57	15.82
5	14.96	15.46	15.71	15.96	16.21
6	15.36	15.86	16.11	16.36	16.61
7	15.75	16.25	16.50	16.75	17.00
8	16.14	16.64	16.89	17.14	17.39
9	16.54	17.04	17.29	17.54	17.79
10	16.93	17.43	17.68	17.93	18.18
11	17.32	17.82	18.07	18.32	18.57
12	17.71	18.21	18.46	18.71	18.96
13	18.11	18.61	18.86	19.11	19.36
14	18.50	19.00	19.50	19.75	20.25

Wage Scale for CAK, MHT, ORF, PHF, RIC, SBY, SCE, TUL

Each member will be placed on the pay scale based on your hire date seniority.

In each year of the contract, if your annual wage increase is not at least 3 percent based on the new wage scale, you will receive the difference in a lump sum bonus based on your W-2 earnings from the prior year in order to get you to at least a 3 percent increase per year.

No one will lose pay. If your pay is already higher than the new scale based on your seniority, you will keep your current wage rate.

Years of completed service	Date of Signing	Date of Signing +12	Date of Signing +24	Date of Signing +36	Date of Signing +48
Start	11.25	11.75	12.00	12.25	12.50
1	11.39	11.89	12.14	12.39	12.64
2	11.79	12.29	12.54	12.79	13.04
3	12.18	12.68	12.93	13.18	13.43
4	12.57	13.07	13.32	13.57	13.82
5	12.96	13.46	13.71	13.96	14.21
6	13.36	13.86	14.11	14.36	14.61
7	13.75	14.25	14.50	14.75	15.00
8	14.14	14.64	14.89	15.14	15.39
9	14.54	15.04	15.29	15.54	15.79
10	14.93	15.43	15.68	15.93	16.18
11	15.32	15.82	16.07	16.32	16.57
12	15.71	16.21	16.46	16.71	16.96
13	16.11	16.61	16.86	17.11	17.36
14	16.50	17.00	17.50	17.75	18.25

Wage Scale for PHL

Each member will be placed on the pay scale based on your hire date seniority.

In each year of the contract, if your annual wage increase is not at least 3 percent based on the new wage scale, you will receive the difference in a lump sum bonus based on your W-2 earnings from the prior year in order to get you to at least a 3 percent increase per year.

No one will lose pay. If your pay is already higher than the new scale based on your seniority, you will keep your current wage rate.

Years of completed service	Date of Signing	Date of Signing +12	Date of Signing +24	Date of Signing +36	Date of Signing +48
Start	13.00	13.50	13.75	14.00	14.25
1	13.14	13.64	13.89	14.14	14.39
2	13.54	14.04	14.29	14.54	14.79
3	13.93	14.43	14.68	14.93	15.18
4	14.32	14.82	15.07	15.32	15.57
5	14.71	15.21	15.46	15.71	15.96
6	15.11	15.61	15.86	16.11	16.36
7	15.50	16.00	16.25	16.50	16.75
8	15.89	16.39	16.64	16.89	17.14
9	16.29	16.79	17.04	17.29	17.54
10	16.68	17.18	17.43	17.68	17.93
11	17.07	17.57	17.82	18.07	18.32
12	17.46	17.96	18.21	18.46	18.71
13	17.86	18.36	18.61	18.86	19.11
14	18.25	18.75	19.25	19.50	20.00

Wage Scale for ALB, BTV, DRO, ITH, SWF, SYR, TUS, YUM

Each member will be placed on the pay scale based on your hire date seniority.

In each year of the contract, if your annual wage increase is not at least 3 percent based on the new wage scale, you will receive the difference in a lump sum bonus based on your W-2 earnings from the prior year in order to get you to at least a 3 percent increase per year.

No one will lose pay. If your pay is already higher than the new scale based on your seniority, you will keep your current wage rate.

Years of completed service	Date of Signing	Date of Signing +12	Date of Signing +24	Date of Signing +36	Date of Signing +48
Start	12.00	12.50	12.75	13.00	13.25
1	12.14	12.64	12.89	13.14	13.39
2	12.54	13.04	13.29	13.54	13.79
3	12.93	13.43	13.68	13.93	14.18
4	13.32	13.82	14.07	14.32	14.57
5	13.71	14.21	14.46	14.71	14.96
6	14.11	14.61	14.86	15.11	15.36
7	14.50	15.00	15.25	15.50	15.75
8	14.89	15.39	15.64	15.89	16.14
9	15.29	15.79	16.04	16.29	16.54
10	15.68	16.18	16.43	16.68	16.93
11	16.07	16.57	16.82	17.07	17.32
12	16.46	16.96	17.21	17.46	17.71
13	16.86	17.36	17.61	17.86	18.11
14	17.25	17.75	18.25	18.50	19.00

Wage Scale for BGR, MCI, OMA, PGV

Each member will be placed on the pay scale based on your hire date seniority.

In each year of the contract, if your annual wage increase is not at least 3 percent based on the new wage scale, you will receive the difference in a lump sum bonus based on your W-2 earnings from the prior year in order to get you to at least a 3 percent increase per year.

No one will lose pay. If your pay is already higher than the new scale based on your seniority, you will keep your current wage rate.

Years of completed service	Date of Signing	Date of Signing +12	Date of Signing +24	Date of Signing +36	Date of Signing +48
Start	11.50	12.00	12.25	12.50	12.75
1	11.64	12.14	12.39	12.64	12.89
2	12.04	12.54	12.79	13.04	13.29
3	12.43	12.93	13.18	13.43	13.68
4	12.82	13.32	13.57	13.82	14.07
5	13.21	13.71	13.96	14.21	14.46
6	13.61	14.11	14.36	14.61	14.86
7	14.00	14.50	14.75	15.00	15.25
8	14.39	14.89	15.14	15.39	15.64
9	14.79	15.29	15.54	15.79	16.04
10	15.18	15.68	15.93	16.18	16.43
11	15.57	16.07	16.32	16.57	16.82
12	15.96	16.46	16.71	16.96	17.21
13	16.36	16.86	17.11	17.36	17.61
14	16.75	17.25	17.75	18.00	18.50

Wage Scale for DCA, FLG, IAD

Each member will be placed on the pay scale based on your hire date seniority.

In each year of the contract, if your annual wage increase is not at least 3 percent based on the new wage scale, you will receive the difference in a lump sum bonus based on your W-2 earnings from the prior year in order to get you to at least a 3 percent increase per year.

No one will lose pay. If your pay is already higher than the new scale based on your seniority, you will keep your current wage rate.

Years of completed service	Date of Signing	Date of Signing +12	Date of Signing +24	Date of Signing +36	Date of Signing +48
Start	14.75	15.25	15.50	15.75	16.00
1	14.89	15.39	15.64	15.89	16.14
2	15.29	15.79	16.04	16.29	16.54
3	15.68	16.18	16.43	16.68	16.93
4	16.07	16.57	16.82	17.07	17.32
5	16.46	16.96	17.21	17.46	17.71
6	16.86	17.36	17.61	17.86	18.11
7	17.25	17.75	18.00	18.25	18.50
8	17.64	18.14	18.39	18.64	18.89
9	18.04	18.54	18.79	19.04	19.29
10	18.43	18.93	19.18	19.43	19.68
11	18.82	19.32	19.57	19.82	20.07
12	19.21	19.71	19.96	20.21	20.46
13	19.61	20.11	20.36	20.61	20.86
14	20.00	20.50	21.00	21.25	21.75

Wage Scale for BFL, FAT, HPN, ISP, LGB, OAK, PWM, SBP, SNA, STS

Each member will be placed on the pay scale based on your hire date seniority.

In each year of the contract, if your annual wage increase is not at least 3 percent based on the new wage scale, you will receive the difference in a lump sum bonus based on your W-2 earnings from the prior year in order to get you to at least a 3 percent increase per year.

No one will lose pay. If your pay is already higher than the new scale based on your seniority, you will keep your current wage rate.

Years of completed service	Date of Signing	Date of Signing +12	Date of Signing +24	Date of Signing +36	Date of Signing +48
Start	14.25	14.75	15.00	15.25	15.50
1	14.39	14.89	15.14	15.39	15.64
2	14.79	15.29	15.54	15.79	16.04
3	15.18	15.68	15.93	16.18	16.43
4	15.57	16.07	16.32	16.57	16.82
5	15.96	16.46	16.71	16.96	17.21
6	16.36	16.86	17.11	17.36	17.61
7	16.75	17.25	17.50	17.75	18.00
8	17.14	17.64	17.89	18.14	18.39
9	17.54	18.04	18.29	18.54	18.79
10	17.93	18.43	18.68	18.93	19.18
11	18.32	18.82	19.07	19.32	19.57
12	18.71	19.21	19.46.	19.71	19.96
13	19.11	19.61	19.86	20.11	20.36
14	19.50	20.00	20.50	20.75	21.25

Wage Scale for BOS

Each member will be placed on the pay scale based on your hire date seniority.

In each year of the contract, if your annual wage increase is not at least 3 percent based on the new wage scale, you will receive the difference in a lump sum bonus based on your W-2 earnings from the prior year in order to get you to at least a 3 percent increase per year.

No one will lose pay. If your pay is already higher than the new scale based on your seniority, you will keep your current wage rate.

Years of completed service	Date of Signing	Date of Signing +12	Date of Signing +24	Date of Signing +36	Date of Signing +48
Start	14.00	14.50	14.75	15.00	15.25
1	14.14	14.64	14.89	15.14	15.39
2	14.54	15.04	15.29	15.54	15.79
3	14.93	15.43	15.68	15.93	16.18
4	15.32	15.82	16.07	16.32	16.57
5	15.71	16.21	16.46	16.71	16.96
6	16.11	16.61	16.86	17.11	17.36
7	16.50	17.00	17.25	17.50	17.75
8	16.89	17.39	17.64	17.89	18.14
9	17.29	17.79	18.04	18.29	18.54
10	17.68	18.18	18.43	18.68	18.93
11	18.07	18.57	18.82	19.07	19.32
12	18.46	18.96	19.21	19.46	19.71
13	18.86	19.36	19.61	19.86	20.11
14	19.25	19.75	20.25	20.50	21.00

Wage Scale for CHO, HVN

Each member will be placed on the pay scale based on your hire date seniority.

In each year of the contract, if your annual wage increase is not at least 3 percent based on the new wage scale, you will receive the difference in a lump sum bonus based on your W-2 earnings from the prior year in order to get you to at least a 3 percent increase per year.

No one will lose pay. If your pay is already higher than the new scale based on your seniority, you will keep your current wage rate.

Years of completed service	Date of Signing	Date of Signing +12	Date of Signing +24	Date of Signing +36	Date of Signing +48
Start	12.25	12.75	13.00	13.25	13.50
1	12.39	12.89	13.14	13.39	13.64
2	12.79	13.29	13.54	13.79	14.04
3	13.18	13.68	13.93	14.18	14.43
4	13.57	14.07	14.32	14.57	14.82
5	13.96	14.46	14.71	14.96	15.21
6	14.36	14.86	15.11	15.36	15.61
7	14.75	15.25	15.50	15.75	16.00
8	15.14	15.64	15.89	16.14	16.39
9	15.54	16.04	16.29	16.54	16.79
10	15.93	16.43	16.68	16.93	17.18
11	16.32	16.82	17.07	17.32	17.57
12	16.71	17.21	17.46	17.71	17.96
13	17.11	17.61	17.86	18.11	18.36
14	17.50	18.00	18.50	18.75	19.25

Wage Scale for ABE, AGS, AVL, AVP, CAE, CRW, DAB, ERI, EWN, FAY, FLO, GNV, GPT, GSP, HHH, HSV, ILM, IPT, LYH, MDT, MGM, MYR, OAJ, ROA, SAT, SDF, TRI, TYS, VPS

Each member will be placed on the pay scale based on your hire date seniority.

In each year of the contract, if your annual wage increase is not at least 3 percent based on the new wage scale, you will receive the difference in a lump sum bonus based on your W-2 earnings from the prior year in order to get you to at least a 3 percent increase per year.

No one will lose pay. If your pay is already higher than the new scale based on your seniority, you will keep your current wage rate.

Years of completed service	Date of Signing	Date of Signing +12	Date of Signing +24	Date of Signing +36	Date of Signing +48
Start	10.75	11.25	11.50	11.75	12.00
1	10.89	11.39	11.64	11.89	12.14
2	11.29	11.79	12.04	12.29	12.54
3	11.68	12.18	12.43	12.68	12.93
4	12.07	12.57	12.82	13.07	13.32
5	12.46	12.96	13.21	13.46	13.71
6	12.86	13.36	13.61	13.86	14.11
7	13.25	13.75	14.00	14.25	14.50
8	13.64	14.14	14.39	14.64	14.89
9	14.04	14.54	14.79	15.04	15.29
10	14.43	14.93	15.18	15.43	15.68
11	14.82	15.32	15.57	15.82	16.07
12	15.21	15.71	15.96	16.21	16.46
13	15.61	16.11	16.36	16.61	16.86
14	16.00	16.50	17.00	17.25	17.75

Wage Rate for Seasonal Stations

There is no wage scale for the seasonal stations, ACK, ANC, and MVY.