

**Alaska Airlines, Inc.**  
and  
**International Association of Machinists and  
Aerospace Workers**  
for

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CLERICAL, OFFICE AND PASSENGER SERVICE  
TENTATIVE AGREEMENT

**RED LINE VERSION**

*JUNE 22, 2022*



Subject: ALASKA AIRLINES TENTATIVE AGREEMENT

Sisters and Brothers:

Enclosed are the terms of the Alaska Airlines Tentative Agreement for your review.

Your Union UNANIMOUSLY recommends a "YES VOTE" on the proposed changes.

Just as with any ratification vote, many questions are generated by the membership, that is why you need to attend scheduled meetings, ask questions and get clarification before casting your vote.

- Your Union will be present at your location to explain the Tentative Agreement's terms and address any concerns you may have. This will ensure an informed decision is made before voting.
- You can visit [www.iamdl142.org](http://www.iamdl142.org) to see what day, what time, and where your location will be conducting informational meetings, as well as voting times.

Although how you vote will be a personal decision, the results will have a widespread impact on all of our sisters and brothers.

Your Union urges you to review the enclosed Tentative Agreement, attend an informational meeting to have your questions answered, and make an informed decision; most importantly, we urge you to exercise your right to vote.

Your Union thanks the entire membership for their continued support.

In Unity,

Your Negotiating Committee

1 ARTICLE 19, WAGE RULES  
2

3 K. When moving between divisions or classifications, current step will be maintained. Employees who transferred previous to this agreement  
4 will be placed in the appropriate step of their highest seniority upon their next transfer between classifications.  
5

6 1. Should there be future new hire wage exceptions, the Company and the Union will meet and discuss a necessary exception.  
7 Employees will progress from the step they are hired in on the pay scale. In addition, any employee in such a location that may  
8 be at a lower step on the pay scale will be raised to the new wage rate. If an employee transfers from such a location, they will  
9 return to the step on the pay scale based on company service seniority per Article 19.R. These wage rates are not transferable  
10 should someone change location, regardless of the reason.  
11

12 O. 1. All COPS employees at the Nome, Kotzebue, Barrow, Cordova, Bethel, Wrangell, Petersburg, and Yakutat stations, shall receive a  
13 location differential, which at the contractual wage start rate will be eight dollars and fifty cents (\$8.50) per hour. This differential will be reduced by  
14 .25 cents (\$.25) per hour at each step beginning at step ~~one~~ two and will be five dollars and seventy-five fifty cents (\$5.75) ~~(\$5.50)~~ per hour at the  
15 twelfth (12<sup>th</sup>) step. When an employee transfers out of these stations, s/he shall revert to the appropriate rate of pay for his/her classification under  
16 this Agreement. (see chart in Schedule A)

17

1 ARTICLE 26, LONGEVITY PAY  
2

3 Employees covered by this Agreement shall receive a length of service adjustment. This bonus is part of the wage rate and, therefore, shall  
4 be included in the computation of pay for hour of overtime, holidays, vacation, sick leave, etc. Longevity shall be based on ~~two cents~~ **five cents**  
5 ~~(\$0.05 \$0.02)~~ per hour, per year for all years after six (6) years of service to a maximum of ~~twenty cents (\$0.20)~~ **thirty-five cents (\$0.35)** per hour.  
6 **Increments will increase by five cents each year up to a maximum of thirty-five cents per hour.**  
7  
8

IAMAW Extension Tentative Agreement  
Alaska Airlines COPS 2022  
Changed Paragraphs only

1 ARTICLE 27, EFFECTIVE DATE AND DURATION  
2

3 Except as may otherwise be stated, all provisions of this Agreement shall become effective upon signing and shall remain in full force for the period ending ~~September~~  
4 ~~27, 2024~~ **September 27, 2026** and shall automatically be renewed under the same terms and conditions for consecutive yearly periods thereafter unless notice of  
5 intended change is served as provided herein. Either party desiring to amend or modify any provision of this Agreement shall serve notice in writing on the other  
6 party at least fourteen (14) months (July 27, ~~2023-2025~~) preceding September 27, ~~2024~~ **2026**, or September 27 of any year thereafter; specifically mentioning any  
7 amendments or modifications desired, and no other provisions of this Agreement shall be affected by such notice, except to the extent that other provisions must be  
8 revised to conform with the amendments of medications agreed upon. When any notice of desired amendment or modification of any provisions hereof is served,  
9 the parties hereto shall meet within thirty (30) days from receipt of said notice to negotiate concerning such desired amendments or modifications. If an Agreement  
10 has not been reached by May 27, ~~2024~~ **2026**, the parties will jointly petition the National Mediation Board for mediation services.  
11

12 IN THE WITNESS WHEREOF, the parties hereto have signed this COPS Collective Bargaining Agreement this 27<sup>th</sup> ~~XX~~ day of ~~XXXX~~ **September, 2019** ~~2019~~ **2022**.  
13

IAMAW Extension Tentative Agreement  
Alaska Airlines COPS 2022  
Changed Paragraphs only

1 Crew Scheduler Transition Scale Letter #3

2  
3 Any COPS member hired on or before September 27, 2019 who is working in or transfers to a Crew Scheduling shall follow the Crew Scheduling  
4 transition pay scale per Article 19.K.

5  
6 Grade "A" Transition

Step	Classification	Current Base Rate	8/10/2022 New Base Rate	8/10/2023 2.50%	8/10/2024 Minimum Increase 2.50%	8/10/2025 Minimum Increase 2.50%
Start	Crew Scheduler Transition Scale	\$27.07	\$31.79	\$32.58	\$33.40	\$34.23
1	Crew Scheduler Transition Scale	\$27.07	\$31.79	\$32.58	\$33.40	\$34.23
2	Crew Scheduler Transition Scale	\$27.07	\$31.79	\$32.58	\$33.40	\$34.23
3	Crew Scheduler Transition Scale	\$27.07	\$31.79	\$32.58	\$33.40	\$34.23
4	Crew Scheduler Transition Scale	\$27.07	\$31.79	\$32.58	\$33.40	\$34.23
5	Crew Scheduler Transition Scale	\$27.07	\$31.79	\$32.58	\$33.40	\$34.23
6	Crew Scheduler Transition Scale	\$27.07	\$31.79	\$32.58	\$33.40	\$34.23
7	Crew Scheduler Transition Scale	\$27.95	\$32.14	\$32.95	\$33.77	\$34.61
8	Crew Scheduler Transition Scale	\$30.87	\$33.62	\$34.46	\$35.32	\$36.21
9	Crew Scheduler Transition Scale	\$31.11	\$33.88	\$34.73	\$35.60	\$36.49
10	Crew Scheduler Transition Scale	\$32.19	\$35.06	\$35.93	\$36.83	\$37.75
11	Crew Scheduler Transition Scale	\$33.00	\$35.94	\$36.84	\$37.76	\$38.70
12	Crew Scheduler Transition Scale	\$33.46	\$37.54	\$38.48	\$39.44	\$40.43

7  
8  
9 Start to first step takes six months  
10 First step to second step takes six months.  
11 All other steps take one year.

12  
13 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 27<sup>th</sup> Day of September, 2019.

14  
15 FOR THE COMPANY:                      FOR THE IAM:  
16  
17 s/Shane Tackett                      s/Dave Supplee  
18 s/Wayne Newton                      s/Jeff Tobius

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~~Language that is struck through == Removed Language~~

1 WORK SECURITY

Letter #12

2  
3 LETTER OF AGREEMENT  
4 BETWEEN  
5 ALASKA AIRLINES, INC.  
6 AND  
7 THE INTERNATIONAL ASSOCIATION OF MACHINISTS  
8 AND AEROSPACE WORKERS  
9 FOR  
10 CLERICAL, OFFICE AND PASSENGER SERVICE EMPLOYEES  
11

12 This Letter of Agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between  
13 ALASKA AIRLINES, INC. (hereinafter referred to as the "Company") and the INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
14 AEROSPACE WORKERS (hereinafter referred to as the "Union").  
15

16 WHEREAS, the Union is the collective bargaining representative of the Company's Clerical, Office and Passenger Service Employees ("COPS")  
17 employees, and the Union and the Company are parties to a collective bargaining agreement covering such employees (the "COPS Agreement")  
18 and  
19

20 WHEREAS, the Union has proposed, and the Company has agreed, that the parties enter into a Letter of Agreement providing for work security for  
21 its COPS employees; and  
22

23 THEREFORE, the Company and the Union enter into this Letter of Agreement, as set forth below.  
24

- 25 1. The Company agrees that, for the duration of this Letter of Agreement, it will not outsource or subcontract work that, as of September 27  
26 ,2019, is exclusively performed at Company locations by employees within classifications covered in Article 4 of the COPS Agreement.  
27
- 28 2. As an exception to paragraph 1, the Company may outsource or subcontract work that, as of the September 27 ,2019 of this letter, is  
29 exclusively performed by employees within classifications covered in Article 4 of the COPS Agreement if such outsourcing or subcontracting  
30 is through an Airport consortium or as a result of other regulatory requirements, and if such a consortium or regulatory requirement is  
31 mandatory at a particular airport. Article 10 of the COPS Agreement shall apply to any employee displaced as a result of outsourcing or  
32 subcontracting under this paragraph.  
33
- 34 3. It is agreed the following are examples of work that is not "exclusively performed" by employees within classifications covered in Article 4 of  
35 the COPS Agreement as of September 27 ,2019:  
36

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- 1 a. COPS
- 2 i. Wheelchair pushing
- 3 ii. Curbside
- 4 iii. Baggage Delivery (physical delivery of bag)
- 5 iv. Customer Care
- 6
- 7

- 8 4. This letter does not require the Company to bring in any work that the Company currently outsources or subcontracts.
- 9
- 10 5. Except as specifically provided herein, this Letter of Agreement does not alter either party's rights under the COPS Agreement, including
- 11 but not limited to the Company's ability to introduce new equipment and technology and continue to innovate as provided in Article 2.G.
- 12

13 This Letter of Agreement shall go into effect on September 27, 2019, and shall expire on September 27, ~~2026~~**2028**. Once this Letter of

14 Agreement expires, the Company's rights and responsibilities with respect to the outsourcing or subcontracting of work will be governed by the

15 COPS Agreement in effect at the time of expiration. The parties do not intend to create a status quo obligation as it relates to the Company's

16 contractual right to outsource or subcontract work beyond the expiration date of this Letter of Agreement.

17

18

19 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 27<sup>th</sup> Day of September, 2019.

20		
21	FOR THE COMPANY:	FOR THE IAM:
22		
23	s/Shane Tackett	s/Dave Supplee
24	s/Wayne Newton	s/Jeff Tobius



1  
2 Wage Review

LETTER #23

3  
4  
5  
6 LETTER OF AGREEMENT  
7 between  
8 ALASKA AIRLINES, INC.  
9 and the  
10 INTERNATIONAL ASSOCIATION OF MACHINISTS  
11 AND AEROSPACE WORKERS  
12 August 10, 2024 and 2025 ~~2023~~ Wage Review  
13

14 This Letter of Agreement is made and entered in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and  
15 between Alaska Airlines, Inc. (the "Company") and the Clerical, Office and Passenger Service Employees in service of the Company (the  
16 "employees") as represented by the International Association of Machinists and Aerospace Workers (the "Union").  
17

18 To ensure Alaska employees are competitively compensated relative to their industry peers, the company and the IAM agree that on August  
19 10, 2024 and 2025 ~~2023~~ there will be an annual increase of 2.5% ~~4.5%~~ to all wage steps or adjusted per the below, whichever is greater.  
20

21 At least 30 days prior to August 10, 2024 and 2025 ~~the fourth anniversary of the agreement~~, the Company and the Union will meet for the  
22 purpose of reviewing base CSA wage rates at the major U.S. based passenger air carriers (American, Delta, United, Southwest, JetBlue, Spirit and  
23 Frontier) and establishing the appropriate adjustment for base scales in Schedule A.  
24

25 The formula to determine the appropriate adjustment will be as follows:

- 26  
27 **1. Identify the top of scale base wage rates at the above referenced carriers.**  
28 **2. Identify where the Alaska scheduled top of scale base wage rate for Customer Service Agents would be relative to these**  
29 **carriers.**  
30 **3. Alaska CSA's will not be paid less than fourth place at the Top of Scale.**  
31 **4. If they are not at least the fourth highest paid, the total percentage needed to get to 4<sup>th</sup> will be applied in place of the scheduled**  
32 **2.5%**  
33 **a. This same percentage increase will be applies to all steps, scales, and grades.**  
34  
35

1 For 8/10/24 increase:

2

3 Example #1

4

5 8/10/23 Alaska TOS wage rate [30 days prior to review]- \$34.85

6 Alaska 8/10/24 scheduled TOS wage rate (2.5%) -- \$35.72

7 Delta TOS wage rate -- \$37.00

8 Southwest TOS wage rate -- \$37.50

9 American TOS wage rate -- \$38.50

10 United TOS wage rate -- \$40.00

11

12 In order to reach 4<sup>th</sup> in the industry, Alaska CSA's need to make \$37.00 per hour. This would result in an 6.17% increase to the 8/10/23  
13 Alaska TOS rate and this same percent would be applied to all steps, scales, and grades.

14

15

16 Example #2

17

18 8/10/23 Alaska TOS wage rate [30 days prior to review]- \$34.85

19 Alaska 8/10/24 scheduled TOS wage rate (2.5%) -- \$35.72

20 Delta TOS wage rate -- \$34.00

21 Southwest TOS wage rate -- \$37.00

22 American TOS wage rate -- \$38.00

23 United TOS wage rate -- \$39.00

24

25

26 In this example, Alaska's scheduled increase places them at 4<sup>th</sup>, so the scheduled 2.5% wage increase would apply to the 8/10/23 Alaska  
27 TOS rate and this same percent would be applied to all steps, scales, and grades.

28

29

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1 **Example #3**

2  
3 **8/10/23 Alaska TOS wage rate [30 days prior to review]- \$34.85**

4 **Alaska 8/10/24 scheduled TOS wage rate (2.5%) -- \$35.72**

5  
6 **Delta TOS wage rate -- \$36.00**

7 **Southwest TOS wage rate -- \$37.00**

8 **American TOS wage rate -- \$37.00**

9 **United TOS wage rate -- \$38.00**

10  
11 **In order to reach 4<sup>th</sup> in the industry, Alaska CSA's need to make \$36.00 per hour. This would result in a 3.3% increase to the 8/10/23**  
12 **Alaska TOS rate and this same percent would be applied to all steps, scales, and grades.**

13  
14  
15  
16  
17 ~~5.— Calculate the Comparison Wage~~

18 ~~a.— Identify the four highest Customer Service Agent or equivalent classification TOS pay rates of the major carriers.~~

19 ~~b.— Add the four wage rates from #1 together and divide by four to arrive at an Average Wage.—~~

20 ~~c.— Multiply the Average Wage by 0.90 to arrive at the Comparison Wage.~~

21  
22 ~~2.— Calculate the Normal Downline Wage~~

23 ~~a.— Multiply the current Alaska TOS CSA base wage rate by 1.015.~~

24  
25 ~~3.— Compare Comparison Wage to Normal Downline Wage~~

26 ~~a.— The new TOS CSA wage will be the higher of the Comparison Wage or the Normal Downline Wage.~~

27  
28 ~~4.— Create Scale Adjustment Percentage~~

29 ~~a.— If the higher rate is the Normal Downline Wage rate, all scales in Schedule A will be adjusted by 1.5% (1.015) from their current~~  
30 ~~rates.~~

31 ~~b. If the higher rate is the Comparison Rate, divide the Comparison Rate by the current TOS wage rate and subtract 1 and all scales~~  
32 ~~in Schedule A will be adjusted by this resulting percentage.~~

33  
34 Differentials and other pay variables will not be considered in these base wage rate calculations.

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1  
2 This letter will automatically expire following the August 10, ~~2025~~ 2023-review  
3  
4  
5

6 Example:

7  
8 TOS CSA wage rate  
9 Alaska Airline wage rate \_\_\_\_\_ \$18.00

10  
11 ~~OAL TOS CSA Wage Rate~~  
12 American Airlines \_\_\_\_\_ \$21.00  
13 United Airlines \_\_\_\_\_ \$23.00  
14 Delta Airlines \_\_\_\_\_ \$20.00  
15 Southwest Airlines \_\_\_\_\_ \$22.00

16  
17 Total \_\_\_\_\_ \$86.00

18  
19 divided by the number of carriers \_\_\_\_\_ (4)  
20 Average TOS rate \_\_\_\_\_ \$21.50  
21 Times .9 = \_\_\_\_\_ 19.35

22  
23  
24 Scheduled increase 1.5% \_\_\_\_\_ \$18.00 + .27 = \$18.27  
25 Wage averaged increase \_\_\_\_\_ \$18.00 + \$1.35 = \$19.35 or a 7.5% increase

26  
27 In this scenario the wage review yielded the higher percentage increase, 7.5% and that is used to calculate all of the wage scales and step increases.

28  
29 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 27<sup>th</sup> ~~XX~~ Day of ~~XXXX~~, ~~2022~~.

30  
31 FOR THE COMPANY:                      FOR THE IAM:  
32  
33 s/Shane Tackett \_\_\_\_\_ s/Dave Supplee  
34 s/Wayne Newton \_\_\_\_\_ s/Jeff Tobius

35  
  
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IAMAW Extension Tentative Agreement  
 Alaska Airlines COPS 2022  
 Changed Paragraphs only

1 Agent: Grade A

Step	Classification	Current Base Rate	8/10/2022 New Base Rate	8/10/2023 2.50%	8/10/2024 Minimum Increase 2.50%	8/10/2025 Minimum Increase 2.50%
Start	Crew Scheduler / OPS Agent	\$20.60	\$24.19	\$24.80	\$25.42	\$26.05
1	Crew Scheduler / OPS Agent	\$21.21	\$24.19	\$24.80	\$25.42	\$26.05
2	Crew Scheduler / OPS Agent	\$21.85	\$24.69	\$25.31	\$25.94	\$26.59
3	Crew Scheduler / OPS Agent	\$22.51	\$25.21	\$25.84	\$26.49	\$27.15
4	Crew Scheduler / OPS Agent	\$23.19	\$25.97	\$26.62	\$27.29	\$27.97
5	Crew Scheduler / OPS Agent	\$23.87	\$26.85	\$27.53	\$28.21	\$28.92
6	Crew Scheduler / OPS Agent	\$27.07	\$29.48	\$30.22	\$30.97	\$31.75
7	Crew Scheduler / OPS Agent	\$27.95	\$30.44	\$31.20	\$31.98	\$32.78
8	Crew Scheduler / OPS Agent	\$30.87	\$33.62	\$34.46	\$35.32	\$36.21
9	Crew Scheduler / OPS Agent	\$31.11	\$33.88	\$34.73	\$35.60	\$36.49
10	Crew Scheduler / OPS Agent	\$32.19	\$35.06	\$35.93	\$36.83	\$37.75
11	Crew Scheduler / OPS Agent	\$33.00	\$35.94	\$36.84	\$37.76	\$38.70
12	Crew Scheduler / OPS Agent	\$33.46	\$37.54	\$38.48	\$39.44	\$40.43

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Start to first step takes six months. First step to second step takes six months. All other steps take one year.

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IAMAW Extension Tentative Agreement  
 Alaska Airlines COPS 2022  
 Changed Paragraphs only

1 Agent: Grade B

Step	Classification	Current Base Rate	8/10/2022 New Base Rate	8/10/2023 2.50%	8/10/2024 Minimum Increase 2.50%	8/10/2025 Minimum Increase 2.50%
Start	Station Agent	\$16.80	\$19.73	\$20.22	\$20.73	\$21.25
1	Station Agent	\$17.22	\$19.73	\$20.22	\$20.73	\$21.25
2	Station Agent	\$17.85	\$20.17	\$20.67	\$21.19	\$21.72
3	Station Agent	\$18.11	\$20.28	\$20.79	\$21.31	\$21.84
4	Station Agent	\$18.23	\$20.42	\$20.93	\$21.45	\$21.99
5	Station Agent	\$19.32	\$21.74	\$22.28	\$22.84	\$23.41
6	Station Agent	\$20.36	\$22.17	\$22.73	\$23.30	\$23.88
7	Station Agent	\$21.61	\$23.54	\$24.12	\$24.73	\$25.35
8	Station Agent	\$22.16	\$24.13	\$24.74	\$25.36	\$25.99
9	Station Agent	\$22.65	\$24.67	\$25.28	\$25.92	\$26.56
10	Station Agent	\$24.17	\$26.32	\$26.98	\$27.66	\$28.35
11	Station Agent	\$26.31	\$28.65	\$29.37	\$30.10	\$30.86
12	Station Agent	\$31.34	\$35.16	\$36.04	\$36.94	\$37.87

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 4 Start to first step takes six months. First step to second step takes six months. All other steps take one year.  
 5

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IAMAW Extension Tentative Agreement  
 Alaska Airlines COPS 2022  
 Changed Paragraphs only

1 Agent: Grade C

Step	Classification	Current Base Rate	8/10/2022 New Base Rate	8/10/2023 2.50%	8/10/2024 Minimum Increase 2.50%	8/10/2025 Minimum Increase 2.50%
Start	Customer Service / Reservations	\$15.75	\$18.50	\$18.96	\$19.43	\$19.92
1	Customer Service / Reservations	\$16.17	\$18.50	\$18.96	\$19.43	\$19.92
2	Customer Service / Reservations	\$16.80	\$18.98	\$19.46	\$19.95	\$20.44
3	Customer Service / Reservations	\$17.06	\$19.11	\$19.58	\$20.07	\$20.58
4	Customer Service / Reservations	\$17.42	\$19.51	\$20.00	\$20.50	\$21.01
5	Customer Service / Reservations	\$18.49	\$20.80	\$21.32	\$21.85	\$22.40
6	Customer Service / Reservations	\$19.57	\$21.31	\$21.85	\$22.39	\$22.95
7	Customer Service / Reservations	\$20.81	\$22.66	\$23.23	\$23.81	\$24.41
8	Customer Service / Reservations	\$21.30	\$23.20	\$23.78	\$24.37	\$24.98
9	Customer Service / Reservations	\$21.84	\$23.79	\$24.38	\$24.99	\$25.61
10	Customer Service / Reservations	\$23.34	\$25.42	\$26.06	\$26.71	\$27.37
11	Customer Service / Reservations	\$25.50	\$27.77	\$28.47	\$29.18	\$29.91
12	Customer Service / Reservations	\$30.30	\$34.00	\$34.85	\$35.72	\$36.61

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Start to first step takes six months. First step to second step takes six months. All other steps take one year.

IAMAW Extension Tentative Agreement  
 Alaska Airlines COPS 2022  
 Changed Paragraphs only

1 Clerical: Grade A

Step	Classification	Current Base Rate	8/10/2022 New Base Rate	8/10/2023 2.50%	8/10/2024 Minimum Increase 2.50%	8/10/2025 Minimum Increase 2.50%
Start	Work Control Specialist	\$19.05	\$22.37	\$22.93	\$23.50	\$24.09
1	Work Control Specialist	\$19.72	\$22.37	\$22.93	\$23.50	\$24.09
2	Work Control Specialist	\$20.40	\$23.05	\$23.63	\$24.22	\$24.82
3	Work Control Specialist	\$21.14	\$23.68	\$24.27	\$24.88	\$25.50
4	Work Control Specialist	\$21.86	\$24.48	\$25.10	\$25.72	\$26.37
5	Work Control Specialist	\$22.64	\$25.47	\$26.11	\$26.76	\$27.43
6	Work Control Specialist	\$23.41	\$25.75	\$26.39	\$27.05	\$27.73
7	Work Control Specialist	\$24.26	\$26.42	\$27.08	\$27.76	\$28.45
8	Work Control Specialist	\$25.10	\$27.34	\$28.02	\$28.72	\$29.44
9	Work Control Specialist	\$25.98	\$28.29	\$29.00	\$29.73	\$30.47
10	Work Control Specialist	\$26.88	\$29.28	\$30.01	\$30.76	\$31.53
11	Work Control Specialist	\$27.82	\$30.30	\$31.06	\$31.83	\$32.63
12	Work Control Specialist	\$29.84	\$33.48	\$34.32	\$35.18	\$36.05

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Start to first step takes six months. First step to second step takes six months. All other steps take one year.



IAMAW Extension Tentative Agreement  
 Alaska Airlines COPS 2022  
 Changed Paragraphs only

1 Clerical: Grade B

Step	Classification	Current Base Rate	8/10/2022 New Base Rate	8/10/2023 2.50%	8/10/2024 Minimum Increase 2.50%	8/10/2025 Minimum Increase 2.50%
Start	Accounting Specialist	\$16.30	\$19.14	\$19.62	\$20.11	\$20.61
1	Accounting Specialist	\$16.85	\$19.14	\$19.62	\$20.11	\$20.61
2	Accounting Specialist	\$17.44	\$19.71	\$20.20	\$20.70	\$21.22
3	Accounting Specialist	\$18.07	\$20.24	\$20.74	\$21.26	\$21.79
4	Accounting Specialist	\$18.71	\$20.96	\$21.48	\$22.02	\$22.57
5	Accounting Specialist	\$19.37	\$21.79	\$22.34	\$22.89	\$23.47
6	Accounting Specialist	\$20.04	\$22.04	\$22.59	\$23.16	\$23.73
7	Accounting Specialist	\$20.73	\$22.58	\$23.14	\$23.72	\$24.31
8	Accounting Specialist	\$21.47	\$23.38	\$23.97	\$24.57	\$25.18
9	Accounting Specialist	\$22.22	\$24.20	\$24.80	\$25.42	\$26.06
10	Accounting Specialist	\$23.00	\$25.05	\$25.68	\$26.32	\$26.98
11	Accounting Specialist	\$23.80	\$25.92	\$26.57	\$27.23	\$27.91
12	Accounting Specialist	\$25.50	\$28.61	\$29.33	\$30.06	\$30.81

2  
 3  
 4 Start to first step takes six months. First step to second step takes six months. All other steps take one year.  
 5

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 Changed Paragraphs only

1 Clerical: Grade C

Step	Classification	Current Base Rate	8/10/2022 New Base Rate	8/10/2023 2.50%	8/10/2024 Minimum Increase 2.50%	8/10/2025 Minimum Increase 2.50%
Start	Mail / Manuals Specialist	\$13.04	\$15.31	\$15.70	\$16.09	\$16.49
1	Mail / Manuals Specialist	\$13.79	\$15.31	\$15.70	\$16.09	\$16.49
2	Mail / Manuals Specialist	\$14.56	\$16.45	\$16.86	\$17.29	\$17.72
3	Mail / Manuals Specialist	\$15.39	\$17.24	\$17.67	\$18.11	\$18.56
4	Mail / Manuals Specialist	\$16.30	\$18.26	\$18.71	\$19.18	\$19.66
5	Mail / Manuals Specialist	\$17.23	\$19.38	\$19.87	\$20.37	\$20.87
6	Mail / Manuals Specialist	\$18.22	\$19.84	\$20.34	\$20.85	\$21.37
7	Mail / Manuals Specialist	\$19.27	\$20.99	\$21.51	\$22.05	\$22.60
8	Mail / Manuals Specialist	\$20.66	\$22.50	\$23.06	\$23.64	\$24.23
9	Mail / Manuals Specialist	\$21.39	\$23.30	\$23.88	\$24.48	\$25.09
10	Mail / Manuals Specialist	\$22.13	\$24.10	\$24.70	\$25.32	\$25.95
11	Mail / Manuals Specialist	\$22.90	\$24.94	\$25.56	\$26.20	\$26.86
12	Mail / Manuals Specialist	\$24.55	\$27.55	\$28.23	\$28.94	\$29.66

2  
3

4 Start to first step takes six months. First step to second step takes six months. All other steps take one year.

**Bold, underline, and red == New Language**

~~Language that is struck through == Removed Language~~