

1 **Article 30 – Compensation**

2
3 A. Effective January 31, 2005, Fleet Service employees in ~~Class~~
4 ~~II stations~~ CLP will be paid on the following scale:

5

Pay Seniority Completed	New Scale	1/01/07	1/01/08	1/1/09
Start	\$9.00	\$9.00	\$9.09	\$9.27
1.	9.96	9.96	10.06	10.26
2.	10.75	10.75	10.86	11.07
3.	11.40	11.40	11.51	11.74
4.	11.89	11.89	12.01	12.25
5.	13.14	13.89	14.03	14.31
6.	14.14	14.14	14.28	14.57
7.	14.96	14.96	15.11	15.41
8.	15.86	15.86	16.02	16.34
9.	16.50	17.03	17.20	17.54
10.	17.00	17.35	17.52	17.87

6
7 B. ~~Effective January 31, 2005, Fleet Service employees in Class~~
8 ~~II stations will be paid on the following scale:~~

9

~~Pay Seniority Completed~~	~~New Scale~~	~~1/01/08~~	~~1/01/09~~
~~Start~~	~~\$9.00~~	~~\$9.00~~	~~\$9.27~~
~~1.~~	~~9.50~~	~~9.60~~	~~9.79~~
~~2.~~	~~10.00~~	~~10.10~~	~~10.30~~
~~3.~~	~~10.50~~	~~10.61~~	~~10.82~~
~~4.~~	~~11.00~~	~~11.11~~	~~11.33~~
~~5.~~	~~11.50~~	~~11.62~~	~~11.85~~
~~6.~~	~~12.00~~	~~12.12~~	~~12.36~~
~~7.~~	~~12.50~~	~~12.63~~	~~12.88~~
~~8.~~	~~13.25~~	~~13.38~~	~~13.65~~
~~9.~~	~~14.25~~	~~14.39~~	~~14.68~~
~~10.~~	~~15.60~~	~~15.76~~	~~16.07~~

10

11 C. ~~For pay purposes Central Load Plan (CLP) will be~~
12 ~~designated as a Class I station.~~

- 1 ~~D. Employees in stations eligible to be outsourced will be paid~~
2 ~~at Class II rates.~~ 
3
- 4 E. Step progression will become effective on the first Monday
5 of the first pay period following the employee's pay
6 anniversary date.
7
- 8 F. Future year general increases to pay, already included in
9 paragraphs A and B above, will be applied on the first day of
10 the first pay period following the effective date of the
11 increase as follows:
12 ▪ 1/1/2008 1 % increase (included in A & B above)
13 ▪ 1/1/2009 2 % increase (included in A & B above) 
14
- 15 G. Lead Agents will receive \$1.01 per hour above the
16 applicable Agent rate.
17
- 18 ~~H. The Company will offer a profit sharing program for Fleet~~
19 ~~Service employees subject to the following conditions:~~
20
21 ~~Company profit sharing pool to be established at 10% of the~~
22 ~~pre-tax profit excluding unusual items (as reported,~~
23 ~~according to GAAP accounting practices) for pre-tax~~
24 ~~margins ranging from 0.1% to 10.0%; and at the above, plus~~
25 ~~15% of any pre-tax profit excluding unusual items (as~~
26 ~~reported, according to GAAP accounting practices) in excess~~
27 ~~of a pre-tax margin of 10.0%.~~
28
29 ~~IAM's portion of the profit sharing pool will be~~
30 ~~proportionate to IAM's share of the overall cost savings~~
31 ~~achieved through the Transformation Plan.~~
32
33 ~~An individual Fleet Service employee's profit sharing~~
34 ~~payment will be based on such employee's gross W-2~~
35 ~~earnings (prior to any elective deferrals) for the prior~~
36 ~~calendar year divided by the gross W-2 earnings (prior to any~~
37 ~~elective deferrals) for all eligible Fleet Service employees for~~
38 ~~the prior calendar year. At IAM's option, "eligible Fleet~~
39 ~~Service Employee" may include retired or furloughed Fleet~~
40 ~~Service employees who had gross W-2 earnings (prior to any~~
41 ~~elective deferrals) for the prior calendar year, subject to~~
42 ~~applicable law.~~ 