

TurboJet, 50 Seats or Less CAPTAIN Base Rates

	CURRENT	PROPOSAL			
	Years 2008 - 2010	Year 2008	Year 2009	Year 2010	
Year	0.0%	% Increase	varies	1% COLA	1% COLA
	Current Hourly		Proposed Hourly		
1	\$56.59	0.28%	\$56.75	\$57.32	\$57.89
2	\$58.35	1.11%	\$59.00	\$59.59	\$60.18
3	\$60.14	2.68%	\$61.75	\$62.37	\$62.99
4	\$62.02	2.39%	\$63.50	\$64.13	\$64.77
5	\$63.92	2.47%	\$65.50	\$66.16	\$66.82
6	\$65.90	2.43%	\$67.50	\$68.18	\$68.86
7	\$67.94	2.66%	\$69.75	\$70.45	\$71.15
8	\$70.04	2.08%	\$71.50	\$72.21	\$72.93
9	\$72.21	2.48%	\$74.00	\$74.74	\$75.49
10	\$74.45	2.75%	\$76.50	\$77.27	\$78.04
11	\$76.74	2.62%	\$78.75	\$79.54	\$80.33
12	\$79.11	3.02%	\$81.50	\$82.32	\$83.14
13	\$81.57	2.67%	\$83.75	\$84.59	\$85.43
14	\$84.08	2.88%	\$86.50	\$87.37	\$88.24
15	\$86.69	2.66%	\$89.00	\$89.89	\$90.79
16	\$89.29	2.48%	\$91.50	\$92.42	\$93.34
17	\$91.96	2.22%	\$94.00	\$94.94	\$95.89
18	\$93.80	2.88%	\$96.50	\$97.47	\$98.44
19	\$93.80	4.48%	\$98.00	\$98.98	\$99.97
20	\$93.80	6.61%	\$100.00	\$101.00	\$102.01

FIRST OFFICER Base Rates

1*	\$19.50	12.82%	\$22.00	\$22.00	\$22.00
2	\$34.89	0.32%	\$35.00	\$35.35	\$35.70
3	\$35.97	3.14%	\$37.10	\$37.47	\$37.85
4	\$37.08	3.16%	\$38.25	\$38.63	\$39.02
5	\$38.22	3.35%	\$39.50	\$39.90	\$40.29
6	\$39.41	3.15%	\$40.65	\$41.06	\$41.47
7	\$40.63	3.10%	\$41.89	\$42.31	\$42.73

* First Officer's CURRENT first year pay \$19.50,
increasing to \$19.75 in 2009, and \$20.00 in 2010

CRJ 700 / 900, E170 / 175 CAPTAIN Block Hour Override Rates

	CURRENT			PROPOSAL		
	Year 2008	Year 2009	Year 2010	Year 2008	Year 2009	Year 2010
Year	6% BHO	7% BHO	8% BHO	5% BHO	5% BHO	5% BHO
	Current Hourly with Override			Proposed Hourly with Override		
1	\$59.98	\$60.55	\$61.12	\$59.59	\$60.17	\$60.78
2	\$61.85	\$62.43	\$63.02	\$61.95	\$62.57	\$62.65
3	\$63.75	\$64.35	\$64.95	\$64.84	\$65.49	\$66.14
4	\$65.74	\$66.36	\$66.98	\$66.67	\$67.34	\$68.28
5	\$67.75	\$68.39	\$69.03	\$68.78	\$69.46	\$70.16
6	\$69.85	\$70.51	\$71.17	\$70.88	\$71.58	\$72.30
7	\$72.02	\$72.69	\$73.38	\$73.24	\$73.97	\$74.71
8	\$74.24	\$74.94	\$75.64	\$75.07	\$75.82	\$76.58
9	\$76.54	\$77.26	\$77.99	\$77.70	\$78.48	\$79.26
10	\$78.92	\$79.66	\$80.41	\$80.33	\$81.13	\$81.94
11	\$81.34	\$82.11	\$82.88	\$82.69	\$83.51	\$84.35
12	\$83.86	\$84.65	\$85.84	\$85.58	\$86.43	\$87.30
13	\$86.46	\$87.28	\$88.10	\$87.94	\$88.82	\$89.71
14	\$89.12	\$89.97	\$90.81	\$90.83	\$91.73	\$92.65
15	\$91.89	\$92.75	\$93.63	\$93.45	\$94.38	\$95.33
16	\$94.65	\$95.54	\$96.43	\$96.08	\$97.04	\$98.01
17	\$97.48	\$98.40	\$99.32	\$98.70	\$99.69	\$100.68
18	\$99.43	\$100.37	\$101.30	\$101.33	\$102.34	\$103.36
19	\$99.43	\$100.37	\$101.30	\$102.90	\$103.93	\$104.97
20	\$99.43	\$100.37	\$101.30	\$105.00	\$106.05	\$107.11

FIRST OFFICER Block Hour Override Rates						
1*	\$20.67	\$21.13	\$21.60	\$22.00	\$22.00	\$22.00
2	\$36.98	\$37.33	\$37.68	\$36.98	\$37.33	\$37.48
3	\$38.13	\$38.49	\$38.85	\$38.96	\$39.34	\$39.74
4	\$39.30	\$39.68	\$40.05	\$40.16	\$40.56	\$40.97
5	\$40.51	\$40.90	\$41.28	\$41.48	\$41.89	\$42.31
6	\$41.77	\$42.17	\$42.56	\$42.68	\$43.11	\$43.54
7	\$43.07	\$43.47	\$43.88	\$43.98	\$44.42	\$44.87

* First Officer's CURRENT first year pay \$19.50, increasing to \$19.75 in 2009, and \$20.00 in 2010, plus the respective Block Hour Override (BHO)

EMB-120 CAPTAIN				
CURRENT		PROPOSAL		
Years 2008 - 2010		Year 2008	Year 2009	Year 2010
Year	Current Hourly	1.8%	1% COLA	1% COLA
		Proposed Hourly		
1	\$44.37	\$45.17	\$45.62	\$46.08
2	\$45.70	\$46.52	\$46.99	\$47.46
3	\$47.08	\$47.93	\$48.41	\$48.89
4	\$48.49	\$49.36	\$49.86	\$50.36
5	\$49.94	\$50.84	\$51.35	\$51.86
6	\$50.94	\$51.86	\$52.38	\$52.90
7	\$52.47	\$53.41	\$53.95	\$54.49
8	\$54.04	\$55.01	\$55.56	\$56.12
9	\$55.66	\$56.66	\$57.23	\$57.80
10	\$57.33	\$58.36	\$58.95	\$59.54
11	\$59.05	\$60.11	\$60.71	\$61.32
12	\$60.83	\$61.92	\$62.54	\$63.17
13	\$62.65	\$63.78	\$64.42	\$65.06
14	\$64.53	\$65.79	\$66.45	\$67.12
15	\$65.82	\$67.00	\$67.67	\$68.35
16	\$67.14	\$68.35	\$69.03	\$69.72
17	\$68.48	\$69.71	\$70.41	\$71.11

First Officer				
1*	\$19.50 (*)	\$22.00	\$22.00	\$22.00
2	\$27.42	\$27.91	\$28.19	\$28.47
3	\$28.24	\$28.74	\$29.03	\$29.32
4	\$29.09	\$29.61	\$29.91	\$30.21
5	\$29.96	\$30.49	\$30.79	\$31.10
6	\$30.57	\$31.12	\$31.43	\$31.75
7	\$31.18	\$31.74	\$32.06	\$32.38

* First Officer's CURRENT first year pay \$19.50,
increasing to \$19.75 in 2009, and \$20.00 in 2010