

Exhibit #15 - 2020 Delta / American Pay and Profit Sharing Estimates

2020 - Pay Rates and Profit Sharing at AMR DAL and UAL

Delta Pay \$52.47 + \$8.43 Delta Profit Sharing = \$ 60.80

Base \$46.72 License \$5.00 Line \$.75

Delta Profit Sharing 16.7% or \$8.43 an Hour.

American Pay \$55.45 + \$.83 Profit Sharing = \$ 56.28

Base \$49.20 License \$5.25 Line \$1.00

AMR Profit Sharing 2019 1.7% or \$.83

United IBT Reset Pay \$52.14 + \$1.35 Profit Sharing = \$ 53.49

Base \$44.89 License \$5.25 Line \$1.00

United Profit Sharing 2019 2.7% or \$1.35

Delta Pay and Profit Sharing = \$60.80

American Pay and Profit Sharing = \$56.28

Average of Delta and American = \$58.54

THEN ADD 2% to go above the Average = \$1.17

\$59.71 Estimated Hourly Rate.

\$53.49 Current UAL Rate

\$6.22 Estimated Difference on currently available information

October 2019 Pay Scales

Tech Ops Scales

Aircraft Maintenance Technician (AMT) & Related

Step	Hourly Base Rate Effective 10/1/2018	New Hourly Base Rate Effective 10/1/2019
Start	\$22.53	\$23.44
After 6 months	\$26.17	\$27.22
After 1 year	\$26.80	\$27.88
After 1-1/2 years	\$29.20	\$30.37
After 2 years	\$29.59	\$30.78
After 2-1/2 years	\$29.96	\$31.16
After 3-1/2 years	\$30.51	\$31.74
After 4-1/2 years	\$32.13	\$33.42
After 5-1/2 years	\$35.15	\$36.56
After 6-1/2 years	\$36.83	\$38.31
After 7-1/2 years	\$44.92	\$46.72

In addition to Hourly Base Rate, employees may also receive license premiums based on qualifications. To calculate your hourly pay, identify your appropriate step on the base rate scale and apply the applicable shift premium for second and third shift hours and the applicable premiums based on your position and qualifications as indicated on the chart below.

- Maximum of 2 license premiums (see chart below) will be paid for each FAA Airframe, FAA Power Plant, or FCC Radio-Telephone 2nd class or higher license where required.
- FCC Radio-Telephone 2nd class or higher license will only be paid in departments where required.
- Shift Differential: \$0.52 second shift, \$0.59 third shift

Position Requirement	Quals	1 License Premium \$2.50/Hour	2 License Premium \$5.00/Hour	Skill Premium \$3.75/Hour	Line Premium \$0.75/Hour
Line	2 licenses		X		X
Hangar and Shop	2 licenses		X		
Shop - 1 license	1 license	X			
Welder, Machinist, Avionics-shop, AMSCT- SP, Painter-SP	Skilled			X	

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During the period of this Agreement, the rates of pay for the classifications of work covered will be in accordance with the Wage Schedules shown in this Article 16, which are incorporated and made a part of this Agreement.

The hourly rates of pay as set forth in this Article shall be effective on the first Monday after the date of ratification.

A. An employee, who holds a position in a Crew Chief, Technical Crew Chief, Inspector or Senior classification, will receive his basic classification chart rate plus a Premium of \$2.20 per hour. Premium will increase to \$2.40 per hour as of DOR plus three (3) years. An employee who receives this Premium will continue to receive that Premium, provided that he continues to hold a position entitling him to a Premium position.

1. This Premium is added to his basic classification chart hourly rate of pay and will be considered as part of his base hourly rate for the accrual of all pay related benefits. Length of service increases will be based upon the basic classification date.

2. An employee's base pay will mean the chart rate plus any applicable premiums and/or differentials and will apply to the calculation of pay for any overtime applications, vacation pay, holiday pay, sick leave pay, travel pay, field trips, furlough or severance pay, sick leave conversion to an HRA and pay for occupational illness or injury (OJI).

B. During the period of this Agreement, the chart rates of pay for the basic classifications of work will be as specified on the appropriate pay charts below.

		AMT			
		<u>DOR +12</u>	<u>DOR+24</u>	<u>DOR +36</u>	<u>DOR+48</u>
<u>YOS</u>	<u>DOR</u>	<u>2%</u>	<u>2%</u>	<u>2%</u>	<u>2%</u>
0-1	28.69	29.26	29.85	30.45	31.06
1-2	31.16	31.78	32.42	33.07	33.73
2-3	33.16	33.82	34.50	35.19	35.89
3-4	35.35	36.06	36.78	37.52	38.27
4-5	37.81	38.57	39.34	40.13	40.93
5-6	47.95	48.91	49.89	50.89	51.91
6-7	48.05	49.01	49.99	50.99	52.01
7-8	48.15	49.11	50.09	51.09	52.11
8-9	<u>49.20</u>	<u>50.18</u>	<u>51.18</u>	<u>52.20</u>	<u>53.24</u>

		Inspectors			
		<u>DOR +12</u>	<u>DOR+24</u>	<u>DOR +36</u>	<u>DOR+48</u>
<u>YOS</u>	<u>DOR</u>	<u>2%</u>	<u>2%</u>	<u>2%</u>	<u>2%</u>
0-1	28.69	29.26	29.85	30.45	31.06
1-2	31.17	31.79	32.43	33.08	33.74
2-3	33.18	33.84	34.52	35.21	35.92
3-4	35.40	36.11	36.83	37.57	38.32

APPENDIX A

- A. Technicians, GSE Technicians, Facilities Technicians, Welder Technicians, Machinist Technicians, Flame Spray Technicians, Plater Technicians, Airport Communication Technicians and Inspectors

Basic Hourly Rate

Year	Step	[DOS]	[DOS+1] +1.5%	[DOS+2] +1%	[DOS+3] +1%	[DOS+4] +1%	[DOS+5] +1%
0	#1	\$20.65	\$20.96	\$21.17	\$21.39	\$21.61	\$21.83
1	#2	\$24.09	\$24.46	\$24.71	\$24.96	\$25.21	\$25.47
2	#3	\$25.77	\$26.16	\$26.43	\$26.70	\$26.97	\$27.24
3	#4	\$26.20	\$26.60	\$26.87	\$27.14	\$27.42	\$27.70
4	#5	\$27.23	\$27.64	\$27.92	\$28.20	\$28.49	\$28.78
5	#6	\$29.42	\$29.87	\$30.17	\$30.48	\$30.79	\$31.10
6	#7	\$31.63	\$32.11	\$32.44	\$32.77	\$33.10	\$33.44
7	#8	\$36.24	\$36.79	\$37.16	\$37.54	\$37.92	\$38.30
8	#9	\$40.06	\$40.67	\$41.08	\$41.50	\$41.92	\$42.34
A & P License Max		\$5.25	\$5.25	\$5.25	\$5.25	\$5.25	\$5.25
Longevity Max		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Line Pay		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
VEBA – paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)							
(Starts 4/1/17)		\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20

Lead Technicians / Inspectors

The hourly base rate of pay for Lead Technicians and Inspectors shall be five percent (5%) over the top end hourly base rate (including longevity) of pay for Technicians.