

## IAM Members at Southwest Airlines - New Base Wage Rates

CS&S Customer Representatives - Wage Rates							
Step	Current	3/1/2016	12/1/2016	3/1/2017	12/1/2017	3/1/2018	12/1/2018
Step 0	\$11.68	\$13.18	\$13.38	\$13.51	\$13.71	\$13.78	\$14.06
Step 1	\$12.05	\$13.27	\$13.47	\$13.60	\$13.81	\$13.88	\$14.16
Step 2	\$12.55	\$13.81	\$14.02	\$14.16	\$14.37	\$14.44	\$14.73
Step 3	\$14.03	\$15.14	\$15.37	\$15.52	\$15.75	\$15.83	\$16.15
Step 4	\$15.85	\$17.10	\$17.36	\$17.53	\$17.80	\$17.88	\$18.24
Step 5	\$17.18	\$18.54	\$18.82	\$19.00	\$19.29	\$19.38	\$19.77
Step 6	\$18.50	\$19.96	\$20.26	\$20.46	\$20.77	\$20.87	\$21.29
Step 7	\$19.42	\$20.95	\$21.27	\$21.48	\$21.80	\$21.91	\$22.35
Step 8	\$20.32	\$21.93	\$22.25	\$22.48	\$22.81	\$22.93	\$23.39
Step 9	\$21.24	\$22.92	\$23.26	\$23.49	\$23.85	\$23.97	\$24.45
Step 10	\$22.15	\$23.90	\$24.26	\$24.50	\$24.87	\$24.99	\$25.49
Step 11	\$26.89	\$29.01	\$29.45	\$29.74	29.74 <sup>1</sup>	\$29.92	\$30.53

(1) Receive 1.5% lump sum bonus

Ground Ops CSAs - Wage Rates							
Step	Current	3/1/2016	12/1/2016	3/1/2017	12/1/2017	3/1/2018	12/1/2018
Step 0	\$12.12	\$13.63	\$13.83	\$13.97	\$14.18	\$14.25	\$14.53
Step 1	\$12.47	\$13.65	\$13.85	\$13.99	\$14.20	\$14.27	\$14.56
Step 2	\$12.94	\$14.18	\$14.39	\$14.53	\$14.75	\$14.82	\$15.12
Step 3	\$14.44	\$15.58	\$15.81	\$15.97	\$16.21	\$16.29	\$16.62
Step 4	\$16.25	\$17.53	\$17.80	\$17.97	\$18.24	\$18.34	\$18.70
Step 5	\$17.60	\$18.99	\$19.28	\$19.47	\$19.76	\$19.86	\$20.26
Step 6	\$18.92	\$20.41	\$20.72	\$20.93	\$21.24	\$21.35	\$21.78
Step 7	\$19.83	\$21.40	\$21.72	\$21.93	\$22.26	\$22.38	\$22.82
Step 8	\$20.73	\$22.37	\$22.70	\$22.93	\$23.27	\$23.39	\$23.86
Step 9	\$21.66	\$23.37	\$23.72	\$23.96	\$24.32	\$24.44	\$24.93
Step 10	\$22.56	\$24.34	\$24.71	\$24.95	\$25.33	\$25.46	\$25.96
Step 11	\$27.28	\$29.44	\$29.88	\$30.18	30.18 <sup>1</sup>	\$30.33	\$30.94

(1) Receive 1.5% lump sum bonus