

PMA Contract Extension Offer - 4/21/17

Demand	Current as of 6/30/19	2019-2020			2020-2021			2021-2022			
		Increase	New Rate	Percent Inc	Increase	New Rate	Percent Inc	Increase	New Rate	Percent Inc	
Wages Rate	\$ 42.18	\$ 1.31	\$ 43.49	3.1%	\$ 1.35	\$ 44.84	3.1%	\$ 1.39	\$ 46.23	3.1%	
Pensions Actives	\$ 200.00	\$ 5.00	\$ 205.00		\$ 5.00	\$ 210.00		\$ 5.00	\$ 215.00		
Retirees Pre 7/1/99	\$ 98.00	\$ 2.00	\$ 100.00		\$ 2.00	\$ 102.00		\$ 2.00	\$ 104.00		
7/1/99 to 6/30/02	\$ 110.00	\$ 1.00	\$ 111.00		\$ 1.00	\$ 112.00		\$ 1.00	\$ 113.00		
7/1/02 to 6/30/08	\$ 153.00		\$ 153.00			\$ 153.00			\$ 153.00		
7/1/08 to 6/30/14	\$ 180.00		\$ 180.00			\$ 180.00			\$ 180.00		
7/1/14 to Present	\$ 200.00	\$ 5.00	\$ 205.00		\$ 5.00	\$ 210.00		\$ 5.00	\$ 215.00		
Surviving Spouses											
Pre 7/1/99	\$ 68.60	70.00%	\$ 3.13	\$ 71.73	71.73%	\$ 3.13	\$ 74.86	73.39%	\$ 3.14	\$ 78.00	75.00%
7/1/99 to 6/30/02	\$ 71.50	65.00%	\$ 4.41	\$ 75.91	68.39%	\$ 4.42	\$ 80.33	71.72%	\$ 4.42	\$ 84.75	75.00%
7/1/02 to 6/30/08	\$ 99.45	65.00%	\$ 5.10	\$ 104.55	68.33%	\$ 5.10	\$ 109.65	71.67%	\$ 5.10	\$ 114.75	75.00%
7/1/08 to 6/30/14	\$ 135.00	75.00%	\$ -	\$ 135.00	75.00%	\$ -	\$ 135.00	75.00%	\$ -	\$ 135.00	75.00%
7/1/14 to Present	\$ 150.00	75.00%	\$ 3.75	\$ 153.75	75.00%	\$ 3.75	\$ 157.50	75.00%	\$ 3.75	\$ 161.25	75.00%

Wage Increase of 3.1% per year or \$4.05 (over base wage rate of \$42.18) - \$1.31/\$1.35/\$1.39

Pension Increase of \$15 (over base pension of \$200) - \$5/\$5/\$5. Maximum Benefit Pension increases from \$88,800 to \$95,460

Full 75% Survivor benefit for all surviving spouses

Limited early retirement window (3 years) and 13 years of service, no actuarial reduction

Maintenance of Benefits for healthcare program: no premiums, limited deductibles and \$1 co-pay for prescription drugs