

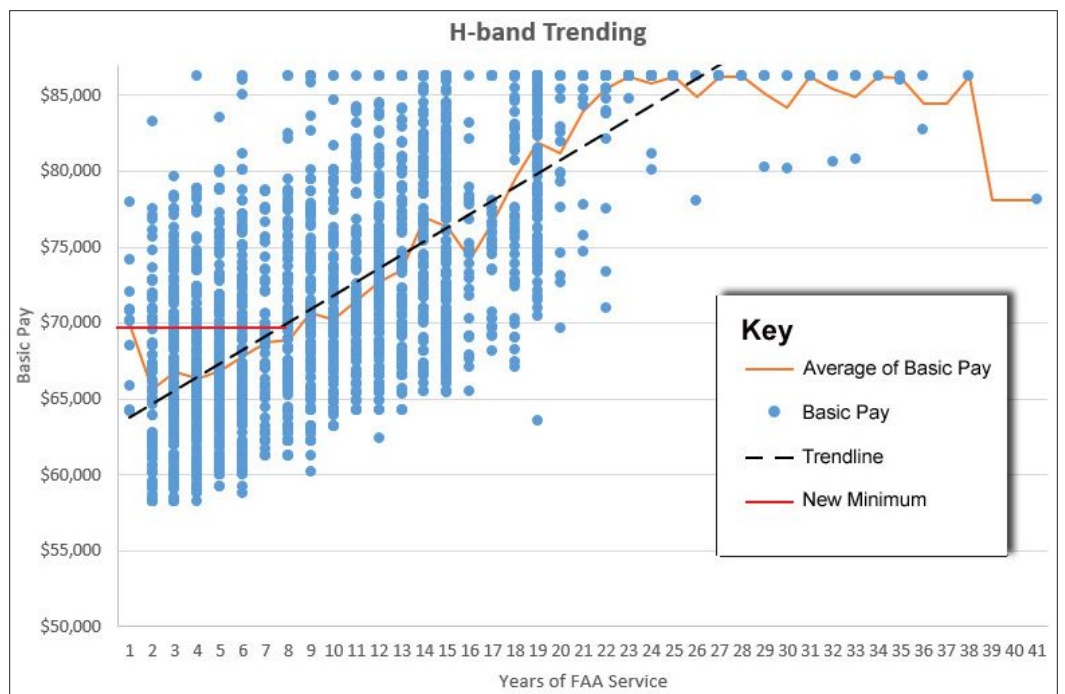


More on PASS-FAA 2101 Pay Settlement

As job series 2101 employees are now aware, PASS and the FAA entered into a settlement agreement regarding pay disparity.

Section 2 of the settlement agreement provides a table that prescribes increases to the base pay of 2101 series ATSSs in the H band based on longevity. These increases were derived from a formula that the parties agreed to implement. In accordance with this formula, an assessment of all current salaries produced a baseline or trend line that projected the average career path through the H band. This is represented as the **black hyphenated line** in the chart below. Because this baseline signified the trend for technicians to move through the H band, it was agreed in the settlement that the base pay of all below the trend should be raised to the baseline. By doing this the intent was to create parity while recognizing longevity. It was agreed that if a technician's pay was below the baseline, this signaled that their pay was not comparable to the average pay of colleagues.

The parties also agreed to a minimum salary, \$69,895 (this does not include locality pay). This is represented by the **red line** on the left side of the chart. This was an important structural change that will over time assist in avoiding pay disparity. By agreeing to a minimum, it was necessary to ensure that the current pay of existing technicians was at this level as well. Many have noted that in accord with Section 2, the pay for entry on duty (EOD) from 2014 to 2021 is set at \$69,895. The simple reason for this is that the baseline indicates a lower increase in pay than the minimum for this time period. The baseline begins to exceed \$69,895 at EOD year 13. Just applying the baseline would have resulted in less pay for technicians than bringing pay up to the new minimum.



In the chart, the **black hyphenated line** showing the baseline or trend line slopes upward with each year. The red line showing the minimum salary intersects with the baseline at year 8 (the point when the baseline indicates that salaries exceed \$69,895). The **blue dots** represent the pay of all H band technicians. As can be seen, the dots are scattered with apparent randomness. Correcting this arbitrariness has been a goal for many years. With this settlement, all the blue dots will be brought up to the red and black lines, therefore insuring that no one's pay is below the baseline or trend line.

Settlement materials and an FAQ can be found on the PASS [public website](#).

Questions? Email PayDisparitySettlement@passmember.net