



# Teamsters “Industry Reset” Why did CARP valuation Increase?

AIR LINE TECHNICIANS  
ASSOCIATION

The Teamsters “Industry reset” did not compare wages of all carriers like Southwest and others it only factors Wages and Benefits of American and Delta Airlines.

The IBT economist [Dan Akins claim for no 2018 reset was INCREASED CARP Valuation.](#) Time off, Medical Benefits and Scope Elements didn’t change, so why was there a \$2.55 change in Non-Pay Elements? [What is the 2018 valuation of CARP?](#)

## United Industry Reset factors compared to American and Delta

- 1) Pay • Technicians All-in Wages + VEBA - (ONLY A 2.5% INCREASE)
- 2) Time Off • Annual Vacation, Sick and Holiday Hours - (NO CHANGE)
- 3) Benefits • Medical Cost Share • Retirement Contribution - (NO CHANGE)
- 4) Profit Sharing • Profit sharing - (A DECREASE OF 10%)
- 5) Scope • Based on ratio of Technicians per aircraft - (NO CHANGE)

**Our Profit Sharing decreased payout by 10% from 13% in 2016 to 3% in 2018**  
*This equates to a huge drop in the “Non-Pay Benefits” in the 2016 Reset Model.*

## **Here are the Big Three 2018 Wages and Profit Sharing Payouts**

	UNITED	AMERICAN	DELTA	AA/DL Avg
Wages	\$48.33	\$47.94	\$50.67	\$49.30
PS	3% = \$1.44	3% = \$1.44	10% = \$5.00	\$3.22
SUM	\$49.77	(\$49.38	Σ \$55.67)	\$52.52

Sum Average of AA/DL +2% \$1.05

**This is where we should be at NOW \$53.57**

Why did our CARP Valuation change?

Our [CARP retirement payout](#) didn’t change.