

BMDA 2026 Company Offer FAQs and Clarifications

1. *How is the 23.8% average wage growth calculated?*

The 23.8% is an average increase across all employees during the life of the contract. This average is the result of compounding growth of the increases in wages over each of the four years. Compounding growth occurs when the increases from prior years become part of the base wage for the next year's increase.

To illustrate this, let's look at a 1AA designer:

A 1AA designer makes \$35.57/hr. in the existing contract. Under the company's proposal the designer receives an increase of 10.1% in the first year, resulting in a new wage rate of \$39.15/hr. This new wage rate is now the basis for the percentage increase in the second year of the contract, and future increases in years three and four are calculated in the same manner.

Current Wage 1AA: \$35.57	Amount of increase	New hourly rate	Compounding % increase over current wage rate
1 st Year Increase – 10.1%	\$3.59	\$39.15	10.1%
2 nd Year Increase – 4%	\$1.57	\$40.72	14.5%
3 rd Year Increase – 4%	\$1.63	\$42.34	19.0%
4 th Year Increase – 4%	\$1.69	\$44.04	23.8%

2. *The company summary sheet indicated that work from home (WFH) has been enhanced. What does that mean?*

BMDA employees participating in WFH may now change a current WFH day to a different day within the same week on three occasions in a calendar year.

3. *The company summary sheet indicated that flexible work week has been enhanced. What does that mean?*

Second shift can now start their shift as late as 8 p.m. In addition, employees who exceed 16 hours of lost time without being issued discipline will no longer lose their flexible work week privileges.

4. *Why were vacation and sick time consolidated into Paid Time Off (PTO)?*

This consolidation allows for a simplified pool of time off with less restrictions on use. In addition, employees now may use their PTO in 6-minute increments.

5. *What are the improvements to the retirement contributions?*

Non-pension-eligible employees will retain their 401(k) dollar-for-dollar match contribution up to 6% and the 2% company paid contribution (NCRC), plus receive an additional \$1,000 company-paid contribution (NCRC) each year of the contract.

Pension-eligible employees will retain their \$54 pension multiplier for past and future service and retain their 401(k) dollar-for-dollar match contribution up to 6%, plus receive an additional \$1,000 company-paid contribution (NCRC) each year of the

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contract.

6. *What are the increases to shift premiums?*

Shift premiums increase \$.25 per hour, from \$1.50 to \$1.75 per hour.

7. *How did the company expand pay for travel time on weekends?*

The current contract limits pay for travel time up to 10 hours on Saturday/Sunday. This has been removed. Now, all travel time on Saturday/Sunday will be paid with appropriate overtime.

8. *The company summary sheet indicates that there is no increase to healthcare premiums after year 1. What are my new weekly healthcare rates?*

<u>POA</u>	2026		2027-2030	
	<u>Non-Smoker</u>	<u>Smoker</u>	<u>Non-Smoker</u>	<u>Smoker</u>
Employee Only	\$13.45	\$20.16	\$15.45	\$23.15
Employee & Spouse	\$24.62	\$38.72	\$28.28	\$44.47
Employee & Child(ren)	\$24.62	\$38.72	\$28.28	\$44.47
Employee & Family	\$38.09	\$58.84	\$43.75	\$67.58

The average weekly increase to the POA plan (non-smoker) for 2027 is \$3.75.

<u>PCPS</u>	2026		2027-2030	
	<u>Non-Smoker</u>	<u>Smoker</u>	<u>Non-Smoker</u>	<u>Smoker</u>
Employee Only	\$29.83	\$36.53	\$34.26	\$41.95
Employee & Spouse	\$59.63	\$73.06	\$68.49	\$83.91
Employee & Child(ren)	\$59.63	\$73.06	\$68.49	\$83.91
Employee & Family	\$84.97	\$104.10	\$97.59	\$119.56

The average weekly increase to the PCPS plan (non-smoker) for 2027 is \$8.69.

<u>PHAP</u>	2026		2027-2030	
	<u>Non-Smoker</u>	<u>Smoker</u>	<u>Non-Smoker</u>	<u>Smoker</u>
Employee Only	\$7.26	\$14.42	\$8.34	\$16.56
Employee & Spouse	\$14.50	\$28.83	\$16.65	\$33.11
Employee & Child(ren)	\$14.50	\$28.83	\$16.65	\$33.11
Employee & Family	\$21.76	\$43.25	\$24.99	\$49.67

The average weekly increase to the PHAP plan (non-smoker) for 2027 is \$2.15.

9. *The company summary sheet indicates that the company-paid HSA seed has been maintained at the current level. What is the value of the HSA seed?*

The company currently contributes \$600/\$1,200 (Individual/All other plans) per year into your Health Savings Account (HSA); this will remain unchanged.

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- 10. *The BMDA wage table on the company summary sheet shows a 10.1% average wage growth for the first year of the contract. Why does it say “average”?***

As a result of moving all members to the same wage table, 80% of members will receive a 10.1% increase in year 1, while the remaining 20% will receive more (grades 1, 2, 3) or less (Grades 16, 17, 18). The average across all grades is 10.1%.