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### Regional
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Skywest Airlines
Silver Airways
Trans States Airlines
FA PSA Airlines
Piedmont Airlines

If the airline you are interested in or work for is not shown on this list please let us know. Email all contracts and updates to info@AeroCrewNews.com

# October 2017

Here's what you missed last month. *Aero Crew News* featured SkyWest Airlines. Contract Talks discusses The Regional Airline Concept. Fitness Corner talks about OSA & BMA. Million-Air discusses The Five Keys to Financial Independence. Cockpit2Cockpit discusses what to do After the Interview. Pilot Perspectives discusses First Impressions. Food Bites goes to Little Rock for some Rebel Kettle Brewing Company. Safety Matters is back with The 1500 Hour Rule, Safer or Not? Lastly, there's always more aviation news with Aviator Bulletins from Air Wisconsin, Envoy, Compass Airlines, GoJet Airlines, Jet Linx, Papillion Grand Canyon Helicopters, Silver Airways and Trans States Airlines.

To view this and previous issues, visit our archive at [aerocrewnews.com/category/issues/](aerocrewnews.com/category/issues/)

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# Letter From the Publisher

Photos by: Melody Hood

Dear Readers,

Last month, NBAA held its Business Aviation Convention & Exhibition (NBAA-BACE) in Las Vegas. Our photo editor, Melody Hood, and I had the pleasure of attending NBAA-BACE, but before the event, we took a short road-trip to see some amazing sites.

We landed at LAS around 8:30a.m. on Sunday and drove to Zion National Park in Utah, about a two-hour drive. Zion was incredibly beautiful! After a few short hikes, we had dinner at a little restaurant at the foot of the cliffs. After dinner, we drove two more hours to Page, Arizona. Unfortunately, it was dark as we drove through several incredible mountain passes so we missed some amazing views.

The next day we took a short drive and hike to Horseshoe Bend, where the Colorado River has cut through the plains over thousands of years and created this remarkable site. A few hours later, we visited Antelope Canyon. If you haven't visited here yet, you need to add it to your bucket list! This remarkable walking tour is breathtaking, but don't stop to take photos for too long because the crowd and your tour guide will push you along. We were only able to book a tour for the Upper Canyon, not the Lower Canyon, so it looks like we will have to go back! These tours sell out quickly so make sure you book online in advance.

After unsuccessful attempts to get a Lower Canyon tour, we began our drive back to Vegas. On a whim, we decided to make a slight detour and head toward Bryce Canyon, which is only about two hours out of the way. We drove the same route we took from Zion, only this time it was daylight and we saw the amazing rock formations rising from nothing and rolling landscapes with views for miles. Every so often, we would see a house and imagine living there with these amazing views and incredible outcrops just steps from your door.

Just when we thought it couldn't possibly get any more beautiful, we arrived at Bryce Canyon, another truly amazing location that needs to be on your bucket list! We watched the sunset from the rim of the canyon that is almost 9000' above sea level. The temperature was around 36°F. A sunrise would have been the better view, since we were looking east. There's always next time.

As we drove back in the nearly pitch black of night, we had to stop to take some photos of the Milky Way. This required a tripod, long exposures, a remote trigger and zero light pollution. While we saw several shooting stars, we only captured a partial one during one of our 30-second exposures. After a three-hour drive, we arrived in Las Vegas just past midnight.

The next day was all about NBAA-BACE. I have been to many exhibitions, conventions and job fairs, but the booth displays at this event far exceed anything I had ever seen before. Check out our photo tour of NBAA on page 54 to get a sense of what I mean.

For the second day of the convention, we had planned an air tour with Grand Canyon Scenic Airlines (featured this month). We were picked up at the hotel around 6:30 a.m. and rode their bus to Boulder City Airport. We were confirmed and booked on our scheduled flight in the newly renovated terminal. Kippy Aldridge, GCSA Director of Training with whom I had been communicating for months, met us. Kippy introduced us to our pilots, Captain Jeff Schutt and Captain Miles Jacobson. Captain Schutt was receiving his yearly line-check during our flight, a very common practice in the airline world.

Our flight lasted about 45 minutes, and once again I was amazed at the beauty of the landscapes. (Check out the feature piece to see the photos we took.) When we arrived back at Boulder City Airport, Jake Tomlin, the President of GCSA, met us for some quick photos and gave us the entire history of GCSA, all of which you'll have to read in their feature on page 38. After our history lesson, we boarded the bus and headed back to Vegas, where we spent two more days attending NBAA-BACE.

This month's letter is long, but I had so much to share! If you haven't seen these places yet you need to go! I know we will be heading back to explore more, but for now back to work!

Be Safe,

*Craig D. Pieper*

Craig D. Pieper
Publisher, Aero Crew News

# Aviator Bulletins

The latest aviation industry hiring news and more.

## CommutAir Extends Captain Pay to First Officers

CommutAir, a United Express® carrier, reached an agreement with the Air Line Pilots Association to pay its First Officers at Captain scale pay rates one year after their completion of initial training. Under the agreement, CommutAir will also begin paying quarterly retention bonuses to its Captains.

"Most pilots join us not just for our pay and sign-on bonus, but because our growth story conveys a rapid upgrade to PIC," said Joel Raymond, Chief Operating Officer. "At CommutAir, we have enough confidence in our growth plan to guarantee Captain pay after one year of initial training."

"After United's 40% investment, CommutAir has embarked on a plan to triple in size to 61 aircraft and hire almost 4 times the number of pilots that were on our roster in 2016. Add to that the pilots leaving under the best United Career Path Program (CPP), and signing up for 'Captain Pay for First Officers' was easy," said Subodh Karnik, President & CEO.

In addition to the 'Captain Pay for First Officers' program, the Company and ALPA also agreed to provide Captains with bonus payments through the current Collective Bargaining Agreement. "CommutAir's success depends on the collective contributions of our Captains and First Officers. And Captains will be rewarded through the bonus program while they complete the CPP requirements and take their career to the next level!" said Captain David Fitzgerald, Chief Pilot.

**Careers**

Through 2019, CommutAir will triple in size to an all-jet fleet of 61 aircraft and actively hire in all areas. CommutAir's industry-leading Pilot benefits include:

- Fastest United Airlines Career Path Program (CPP)
- $22,100 sign-on bonus with paid ATP-CTP
- Captain Pay for First Officer program
- Retention Bonuses for Captains
- Rapid upgrades
- Top-Tier pay and benefits – including the industry's first and best Commuter policy

For details of this agreement and career, opportunity details go to www.flycommutair.com/careers/pilots.

Image provided by CommutAir

# Air Choice One Adds New Fleet Type

Air Choice One is excited to announce the addition of our first Beechcraft 1900 to our current fleet of 12 Cessna caravans. This new aircraft will allow us to expand our current cities with supplemental flights as well as offer our great air service to additional markets. The Beechcraft 1900 is able to carry up to 19 passengers with room bags and fly up to 25,000 feet to be above the weather. Along with a pressurized cabin for passenger comfort, it flies at 280 MPH, making distant trips seem brief. It has retractable landing gear and state of the art touch screen avionics. We expect to begin service by the end of 2017. @

Image provided by Air Choice One

# Aviator Bulletins

The latest aviation industry hiring news and more.

## Endeavor Air's Growth Providing Career Opportunities in Record Numbers

Image provided by Endeavor Air

During the month of October, Endeavor Air welcomed more than 160 new employees to its team, including a record 92 during its mid-month Integrated Onboarding class. For the year, Endeavor has created career opportunities for more than 1,020 new employees, including more than 510 new pilots. These hiring numbers reflect the growth and stability Endeavor offers to prospective employees.

Also during October, Endeavor began taking delivery of incremental dual-class aircraft that are being transferred as part of Delta Connection's fleet consolidation. By mid-2018, Endeavor will receive 28 additional CRJ-900 and three CRJ-700 aircraft; upon receipt of all aircraft, Endeavor's fleet will be 154 total aircraft. As the bridging process takes place, Endeavor will equip these aircraft for overwater operations, expanding the reach of the airline's network to fly to exciting new markets throughout the Bahamas.

"Strong hiring numbers, as well as incremental aircraft growth go hand-in-hand," noted Ginny Zarras, Director, Talent Acquisition and Development, Endeavor Air. "Each new employee on property represents hours of work by our recruitment teams, who are continuously working to find qualified candidates that will be a part of our growth in 2018. We're excited to welcome these amazing aviation professionals to our team, and look forward to seeing how they can contribute to our world class operation."

To learn more about Endeavor Air, please visit www.endeavorair.com, or follow Endeavor on Facebook.

## Envoy To Add Ten Additional E175 Aircraft To Its Fleet

Image provided by Envoy

Envoy will add ten additional 76-seat, two-class Embraer 175 (E175) aircraft to the fleet next year, bringing the total number of E175s to 54 aircraft. American Airlines recently reached an agreement with Embraer for the additional order, and will place them with Envoy Air beginning in 2018, to operate under the American Eagle brand.

"These new aircraft not only represent growth for Envoy, they will drive increased jobs across all workgroups," said President and CEO Pedro Fábregas. "None of this would be possible without everyone's hard work and dedication to providing truly outstanding service."

American's investment in Envoy's fleet is a positive sign for all employees, but especially for pilots seeking a long-term career as a commercial airline pilot. As a wholly owned subsidiary of American Airlines, Envoy pilots are guaranteed to "flow through" to fly for American in seniority order, without having to complete an additional interview. American pilots enjoy the highest pay and youngest fleet in the industry, and all American and Envoy employees enjoy free travel on American's global network.

"Together, our team has built the logistical capability and technical expertise to scale up the size of our E-Jet fleet," said Dee Temples, Senior Vice President of Air Operations. "This latest decision to place 10 additional EMB-175s at Envoy reflects the confidence of American Airlines in our team."

Envoy currently operates more than 800 flights a day to over 150 destinations, with a fleet of more than 150 jets, including 40 E175s. An additional four E175s that are on previous order will arrive later this year, with the ten new aircraft slated for delivery next fall.

"I'm immensely proud of what we have accomplished, together – and the even greater success that I know we are capable of in the future," concluded Fábregas.

If you would like to join the thousands of Envoy pilots and begin a life-long, fulfilling flying career, visit envoyair.com/pilots or email envoypilotrecruitment@aa.com for more information. @

# Aviator Bulletins

The latest aviation industry hiring news and more.

# Jet Linx Opens Ft. Worth Base With A Bang

Images provided by JetLinx

Jet Linx began servicing the Ft. Worth community at Meacham International Airport in 2009 with the launch of our Dallas Base location," said Brent Carreker, Base President & Partner for both Jet Linx Fort Worth and Jet Linx Dallas. "Since 2016, through operations out of our new, dedicated private facility in Ft. Worth, we've managed to double the number of new jet card members, add eight new employees and tap into Jet Linx's national fleet of 100 aircraft. The official grand opening of the Ft. Worth Base marks the company's continued expansion across the southern U.S.

- A virtual ski lodge from Telluride.
- Spa weekend giveaway from Canyon Ranch.
- Travel around the world with TCS World Travel and Marchay.
- The finest cognac Hennessy has to offer.
- Private jets from the Jet Linx fleet.
- Feast your eyes on William Noble's Rare Jewels and scoot your boots with the Ray Johnston Band.

Images provided by JetLinx

Brent Carreker, DAL & FTW Base President & Partner

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Written by: John Hackworth

# Fear Not The Path Less Taken

Images provided by John Hackworth

For as long as I can remember, I've been passionate about airplanes. All it takes is the sound of a plane flying overhead and regardless of where I am or who I'm with, I'm twisting head, torso, entire body, in an attempt to catch a glimpse. While I've always been passionate, I was hesitant as well and earned my undergraduate degree in business, opposed to pursuing a career in aviation. However, after a five-year program and a cumulative two years working experience in a variety of offices, I realized I had to at least try to become a pilot. As the first in my family to enter the aviation industry, I knew very little about what I was getting myself into nor what path was best. With a bit of research and a gut-shot decision, I figured my best bet was to get all my ratings, become a CFI, build my hours and get to the regionals as fast as possible. Fortunately for me and many others entering the field at the time, the pendulum of good fortune was swinging back in favor of the industry and the economic health of the airlines was rebounding. I managed to get my ratings, instruct and land my first airline job within four and a half years of starting my private pilot's license.

Throughout my career, I've often wondered about what other paths I could have taken and opportunities I may have missed. While content where I am and therefore living without regret, I do enjoy hearing stories told by my fellow pilots about their experiences and paths. What I've gathered from these tales is that while uncertain in the beginning, one should not hesitate to go for it. Take that opportunity, with of course due diligence and research, that screams adventure or life out of the ordinary. While some don't always work out as planned, you are nonetheless positioning yourself to learn about yourself, about airmanship and the industry into which you are attempting to enter. My colleague and friend, Steve Runnells, took a path vastly different from my own and yet we both work for the same airline. What I hope you take from this article and Steve's journey is that there are many paths one can take and still have a fulfilling career.

Steve, like many of us, has been passionate about aviation for as long as he can remember. From a military family, Steve traveled and traveled often, which he attributes to his love for airplanes. After graduating high school, Steve set out to fulfill his dream and enrolled at Embry-Riddle Aeronautical University, Prescott Campus. Unfortunately, during his freshmen year, financial challenges forced Steve to leave and



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eventually relocate to Maine where he attended a local Part 61 flight school and earned his private pilot's license. With his first rating in the books, Steve enrolled at Daniel Webster University in New Hampshire. However, due to personal and again financial constraints, Steve was forced to leave to help support his family. It wasn't long before Steve realized he needed to get back to aviation and turned all his attention and efforts toward obtaining his ratings and building flight time as fast as possible. Steve obtained his ratings from ATP Flight School and immediately started instructing at the local Part 61 flight school in Maine where he had earned his private license. During this time, Steve flew a variety of aircraft for State Sponsored Pipeline and Fire Patrols. Over the next few years Steve, forced by the economic downturn of 2008, found himself living in Ohio, then Texas, working both as a Data Entry Analyst and flight instructor. Working days and attending school at night, Steve eventually earned his undergraduate degree.

Well on his way to building time and experience as a pilot, Steve was contacted by a friend flying in Tinian, Marianas Islands for a Part 135 carrier. Weighing his options and the opportunity to travel and fly in a unique environment, Steve picked up and moved to the Island of Tinian in the Pacific Ocean. Steve found employment with Star Marianas, a company that flew Cherokee 6s between the islands of Tinian and Saipan. With the title of Captain, Steve flew back and forth continuously between the islands, a short 12 to 15-minute trip. His favorite memories are the moonless nights, when the stars were bright and mirrored across the ocean. There were days when his first leg was watching the sun set and the final leg watching the sun rise. He often saw meteorites race across the night sky and witnessed the vivid reds, greens and blues mark its path. While living in Tinian, Steve traveled either by foot or moped and explored much of the islands vibrant culture and history, which WWII buffs will recall, is rich. All good things must come to an end, and after a year of crisscrossing the island channels, Steve returned to the U.S. to fly for Cape Air.

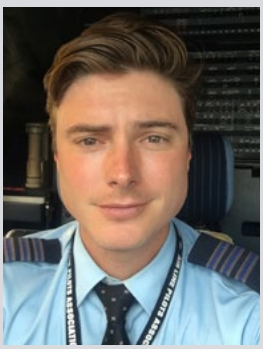
First it was flying the Cessna 402s around Cape Cod and the Islands, shooting approach after approach to minimums, single pilot. Then it was flying in Missouri, dodging thunderstorms and building quality instrument time. Eventually, Steve ended

up in the Caribbean, hopping from one island to the next. It was here that Steve recalls the fun, yet challenging, experiences of shooting approaches into Nevis in inclement weather. While many of us have heard of NDB approaches and perhaps seen one while in training, few of my generation of aviators have flown one and in poor conditions. Unique to the Island of Nevis, the approach requires a pilot to first fly to the St. Kitts NDB, perform a procedure turn, and once outbound, descend to MDA, away from the mountains obscured by clouds. After another timed procedure, turn inbound, fly to Nevis and as soon as you have a visual of the island, request a contact approach. The runway in Nevis is one directional, meaning landings and takeoffs are always done towards the east. This adds yet another layer of complexity to landings which Steve recalls aided his overall skills and airmanship.

Steve eventually left Cape Air for a first officer position with ExpressJet Airlines, flying the CRJ out of Detroit. Four years later, he got the call to fly for JetBlue Airways as an EMB-190 pilot out of Boston, where he currently calls home. While our paths may have varied, we both wound up in the same place, grateful and fulfilled. I always enjoy hearing stories about the different paths pilots have taken – each unique and offering something valuable, both in richness of personal and professional development.

When faced with the uncertainty about which path you should take, don't hesitate out of fear. Reaching for adventure and raw experience can lead you to that final goal. Regardless of the path you take, own it and remember to enjoy the process, which will enrich your enjoyment of the end game.

**About the Author**



The majority of my youth was spent living overseas and through the years of constant travel, I garnered a passion for aviation. After receiving my undergraduate degree in Business from Northeastern University in '07, I pursued my dream by attending Embry-Riddle Aeronautical University, where I eventually became a flight instructor, and earned a Master of Business degree in Airline Management. As an instructor, I was fortunate to have met many amazing people, both colleagues and students, many with whom I am still in contact. I am eager to continue my passion for both aviation, as well as mentorship.



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Written by: Andy Garrison, MBA, CFP®

# 10 Financial Topics Every Pilot Should Master

Image provided by Pixabay

The more you know, the easier it is to make better decisions. This is why every pilot takes the time to learn about their aircraft systems, weather, routes, destinations, and everything else related to a flight.

Knowledge and awareness are key to building wealth, and when it comes to your financial life, being well-versed in the most important topics is critical. If you take 14 minutes, 1% of your day, to read and learn more about important financial topics, you will significantly increase your ability to build and maintain wealth over your career. To get you started, here are the 10 most relevant financial topics that all pilots should understand and master.

## #1 – Money

Money is three things: a tool, an indicator of how much value you have or have delivered to others, and an indicator of your financial discipline. Money is a tool to purchase things in life (such as experiences, protection, freedom, material objects, etc.) but is only acquired by delivering something in return. When you fly, you are delivering a service that is valued at or above what you are being paid. The more value you deliver, the more you can earn throughout your career – both as a pilot and in other endeavors. To maintain a store of money, you must exhibit financial discipline.

## #2 – Asset vs. Liability

An asset is something you acquire that pays you income or appreciates in value. A liability is something you acquire that costs you money or prevents you from making money. Buying (or renting) a bigger home is a liability. Buying an investment property is an asset. The larger home costs you more money each month whereas the investment property makes you more money each month. The rich get richer because they buy assets, not liabilities, and you should work towards the same. When you do, you'll find that you increase your wealth much faster than you could have imagined.

## #3 – Net Worth

Your net worth is the core driver of being able to live the financial life you want. It is everything you own minus everything you owe. When you take on debt, you invariably lower your future net worth. When you pay off debt, make investments that appreciate, or buy assets that generate additional income, you increase your net worth exponentially over the long term. You should track your net worth monthly and take actions that increase it. You free up money to build your net worth by wisely managing your cash flow.

### #4 – Cash Flow

Your cash flow determines your ability to increase your net worth and wealth over time. It is simply the gap between what you have coming in (income) and what you have going out (expenses). When your expenses are less than your income, you have free cash flow. Free cash flow allows you to make investments, buy assets, and cover unforeseen events when they come up, all of which build your net worth. To build significant wealth, work to increase your income, cut your expenses, or commit to saving 50% of every pay raise and bonus until you have free cash flow of at least 30% of your income.

### #5 – Economic Cycle

The economic cycle refers to the ups and downs of the economy. When times are good, the economy is said to be in an "expansion", and when times are bad, the economy is in "contraction." Airlines and construction are the two industries most affected by the ups and downs of the economy. Every pilot should be aware of whether we are in an economic expansion or an economic contraction and realize that it will always operate in a cycle. Currently, the airline industry is in a massive expansion and in high demand, but can (and likely will) slow when the economy turns. This simply means you need to be aware and prepared for changing times by controlling your lifestyle, creating multiple income sources, and building up reserves.

### #6 – Lifestyle Inflation

"Lifestyle inflation" is based on the reality that most Americans consistently increase their lifestyle (standard of living) each year by spending more. It is the effect of spending a raise or bonus on liabilities and not assets, and often, spending that raise before it actually happens. While you should allow yourself to increase your standard of living slightly each year, you need to maintain awareness around how much you're increasing your savings. To manage lifestyle inflation, don't spend a pay increase before it shows up in your bank account and commit to saving 50% of every pay increase to build your assets and wealth. Until you max it out, your retirement plan is a good place to start.

### #7 – Retirement Plan(s)

While everyone has a different definition and vision for what retirement might look like for them, every airline pilot will face mandatory retirement from the airlines. To financially support yourself after that time, most regional, all major, and all legacy airlines offer a Qualified Retirement Plan. Sometimes referred to as a 401(k), B Plan, 401(a), Profit Sharing Plan, or other names, all essentially refer to a tax-advantaged savings plan for your retirement years. Every pilot needs to know exactly what their company puts in or matches on their behalf, what profit sharing exists, and what the limitations and options are on the plan(s). You should also be aware of non-qualified retirement

plans ("deferred compensation plans") and the risks associated with these. Your union or HR representative can provide you with a summary of all your retirement plan benefits – get these and take the time to read and understand them to make sure you aren't leaving anything on the table.

### #8 – Interest

Interest can be looked at from the perspective of someone borrowing money and from the perspective of someone lending money. If you are borrowing money (using debt), you are paying someone else interest for the right to borrow that money. If you are the person lending money, you are earning interest on the funds you lent to the other person. Someone is always earning interest and someone is always paying interest, and without fail it's the person earning interest who is growing their net worth faster. When you borrow money, the cost of borrowing is the interest you pay plus the missed growth and income you could have made from investing that interest amount in assets. Bottom line? Earn interest, don't pay interest, if you want to be wealthy.

### #9 – Investment vs. Speculation

Buying a stock, a mutual fund, real estate, or a business on the recommendation of a friend, TV personality, article you read, or a gut feeling is speculation. Buying one of these at a good or fair price after thorough education, research, and analysis is an investment. Speculation is akin to "winging it" with your financial life, and while you can (rarely) hit it big, you are statistically much more likely to lose a bit. Take the same care that you do with flying and know exactly the type of investment you are purchasing, how it works, what could go wrong, and what to do if it goes wrong. Doing so will greatly increase your progress towards building wealth.

### #10 – Alternative Minimum Tax

Once you join a major or legacy carrier, or build seniority elsewhere, you will likely start earning fairly high income, often above $200,000 or $300,000 a year. When that happens, you run the risk of facing the Alternative Minimum Tax (AMT), a decades old tax that impacts more high-income earners every year. Without an understanding of the differences and impact of the AMT, you could end up paying significantly more in taxes over your career than need be. When you get to this income range, consult with a good CPA (Certified Public Accountant) or tax attorney to make sure you are proactively taking steps to minimize the impact of the AMT. After all, the more you save in taxes the more you can put towards assets and growing your net worth!

### Final thoughts

Knowledge and awareness are two of the easiest elements of your financial life to acquire, but often are neglected among pilots. Take the time to understand these 10 topics and you'll be well ahead of your peers and pointing in the direction of building (and keeping) significant wealth!

PS – Want a free copy of my book, Million-Air: Strategies For Pilots To Build Significant Wealth? Head to AirspeedAndMoney.com/freebook. @

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**About the Author**

Andy Garrison is a private pilot, a Certified Financial Planner™, and holds an MBA. He has over 22,000 hours "in type" advising and coaching people to get a structure in place to build significant wealth in a matter of years, not decades. He is the author of *Million-Air: Strategies For Pilots To Build Significant Wealth.*

Andy's purpose is to push people to see the possibilities in their lives, to inspire and guide them to reaching their full financial potential. He has held wealth management and financial planning roles at the top-rated firms in the country, and is passionate about helping pilots exercise wise "Financial Decision Making." If you're a pilot and there's a dollar sign involved, he can help.

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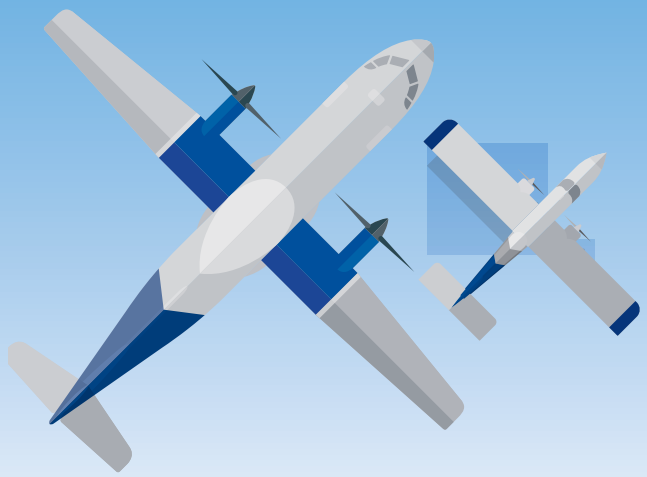

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# Removing Fitness Obstacles

PILOTFITNESS
ELEVATE YOUR HEALTH

**This article is the authors opinion-only, not medical advice**

Aviation certainly has its ups and downs impacting our health. It provides many obstacles that impede our ability to keep our own internal engine, the systems of our bodies, running smoothly. Conversely, we are held to high medical standards of certification that requires ongoing maintenance to keep our spot in the flight deck for which we worked so hard. While the health and fitness task can feel overwhelming at times, there are obtainable solutions with a simple change in perspective. This article will focus on how you can increase activity with your ever-changing and demanding schedule.

Instead of looking at your next 4-day trip, to which you have to commute, as another barrier to your goals, use that time to your advantage! Like many, I have spent the past "lost decade" in commercial aviation fighting an uphill battle: At the bottom of the seniority list, on reserve for eternity, commuting, three carriers (soon to be four owed to consolidation) and financially crippled. It's all about timing, right? In order to persevere, I had to think outside the box for my own quality of life improvements. Whether you are just beginning a new fitness routine and new to exercise, or you are a seasoned athlete, what follows will be beneficial. Do your best to apply the following tips if you are looking to maximize your time, increase your quality of life and health dividends.

There was a period of time when my seniority blessed me with nothing but sleepless standups (continuous duty overnights). It took some time to adjust to the schedule and I was soon able to bid for standups containing longer "rest periods" than others. I found that this schedule allowed me much more free time during the day for other things, as long as I fit in a nap and included healthy foods to manage the fatigue. Taking a terrible schedule can open up an opportunity for all the exercise and playtime with your family that you can handle. Not bad! I ended up bidding this schedule, on purpose, for over three years because I was able to maximize the benefits from what had seemed a "death sentence schedule." If you are

Photo by Joshua Dils

feeling tired and need a more restorative day, give yoga a try or go for a walk or bike to the store instead of driving. If you are feeling rested, hit the gym, go for a run or do something active with the family.

What happens when you are stuck with nothing but red-eye trips – flying the backside of the clock (WOCL-window of circadian low)? These are similar to the above example, except

that you don't make it home the next morning. Also, not all red-eyes are created equal; LAX-DFW isn't as bad as SFO-BOS, which is isn't as bad as OGG-SFO. Try to find trips that overnight in cities that provide easy fitness access when you are short on sleep and time. Try for overnights with a welcoming gym or a location with access to running trails or with bike rentals and pleasant weather to help with motivation. An added bonus is that your first day begins so late that you can maximize that day at home to stay in your normal fitness routine. A 4-day trip really becomes a 3-day trip. If you bid this way four times per month, you have just won four extra days off at home.

Another tip I used to my advantage was to find what overnights I could bid consistently and researched a national workout gym chain that covers multiple cities like 24hr Fitness or LA Fitness. For $30 per month, I was guaranteed a health club anywhere from my crash pad to my overnights, with full access to weights, cardio bikes and even swimming pools and yoga classes. This tactic allowed me to train all the way up to my first full Ironman while flying 18 days per month! When the overnight has nothing to offer, ask the hotel for a ride or consider Uber or Lyft. There may be a YMCA nearby. Most will provide van transportation and gym day-passes are affordable. Some gyms even partner with local hotels by providing discounted or free access. There are also options for stand-alone spin classes and yoga studios. Most of these businesses are conveniently located next to juice bars and healthy grocery stores to help you refuel afterward and pack less food all together. Bonus!

Maybe you are overnighting in a rural area with no access to the facilities mentioned. Don't despair! My personal favorite resource for this situation is to utilize a workout app like Strava. The app has a search feature to find local running and cycling trails. Within five minutes of walking into your hotel room, you can be changed into running shoes and ready for an amazing trail run and enjoying some scenery you wouldn't have otherwise seen. With this app, you can also compare your performance to local athletes and set your goals higher for the next time you are in town.

You can even get in a short but intense workout right in your hotel room by doing a few high intensity interval circuits. Give the Tabata training method a try. It consists of four minutes total with eight rounds of 20 seconds of work followed by 10 seconds of rest. You can incorporate all kinds of body weight exercises for a killer workout. One example is alternating squats (or jump squats) and pushups. Do squats for 20 seconds and then rest for 10 seconds (while getting in the pushup position). Then do pushups for 20 seconds and rest for 10 seconds. Continue to alternate these two exercises until four minutes have passed. Put a few of these intervals back-to-back and you will have had a great workout!

Now, going for a trip doesn't sound so terrible. There are plenty of options for any schedule and any overnight. Your trips can be set aside for some "you" time to focus on your health without the interruptions of home life. It's all about your perspective. The glass is neither half-full nor half-empty. The glass has water in it, so grab it and take a drink. Hopefully, this will help you walk into your next AME visit with confidence. @

**About the Authors**

The Pilot Fitness Team is comprised of husband and wife duo Joshua and Lauren Dils. Together, they bring over 20 years of travel and fitness experience to provide you professional guidance to stay fit to fly.

Read more about Pilot Fitness.

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Written by: Marc Cervantes

# Pilot Contract
## What is it exactly?

With numerous airlines operating in today's industry, it seems that there is always at least one pilot group attempting to renegotiate a new pilot contract. When one airline gets a new, better contract, it is reasonable to expect that all other pilot groups will want something equal or better. But what are the limitations for pilots when it comes to negotiating? Can pilots legally stop working, or affect the airline's operation to get their way? Are they eligible for contract improvements even if their contract is not over?

Airline pilot groups are usually represented by a union association (e.g. ALPA or Teamsters) or self-represented by an organization formed by the pilot group. (Southwest Airlines has SWAPA-the Southwest Airlines Pilots Association.) These groups work with the airline's management team to come up with a type of work agreement. There are various names for the agreements, such as collective bargaining agreement, contract, work agreement, etc. The agreement dictates the work rules the pilots must abide by and has a timeframe associated with it, usually four years. Unlike other contracts allowing workers to stop working when the contract expires, airline pilots are governed by the Railway Labor Act of 1926. This law came to include the airline industry to prevent disruption in passenger travel, stating that when a contract expires and is being negotiated, workers must continue to work under the provisions of the previous contract until a new agreement is reached.

Modifications can be made to a pilot group's contract for various reasons. For example, consider all the changes that have occurred at the regional airlines in the past few years. Airlines one-up each other to provide something more than their competitors. Changes to pilot contracts must be agreed to, for the most part, by both the airline's management and



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the airline's union group. Matters such as improvements in pay rates must be agreed to, even if both parties would benefit. There are different ways that such alterations can take place.

A tentative agreement (TA) in general can be any change, major or minor, to a work agreement. This change usually comes before a work agreement is up for negotiation. For a TA to be implemented, at the least, the union representatives vote on the TA. Most likely, if union representatives have decided to pass the TA, they will then send it out to the pilot group for vote.

A tentative agreement usually encompasses numerous changes, but a Letter of Agreement (LOA) is usually confined to a smaller number of modifications. An LOA is also a change to a work agreement before the agreement is up for renegotiation. Changes can include work rules or pay rates. Additionally, the LOA could be up for vote among the union representatives and the pilot group, or could simply be implemented if agreed to by management and the union.

A memorandum of understanding (MOU) is usually a clarification to a pilot contract. The reasons why an MOU is brought forth is usually borne from a common misunderstanding in the work agreement which may have led to pilots filing grievances. It is possible that an MOU involves a change to a work agreement, and similar to an LOA, does not require pilot vote to be implemented; mutual agreement between airline management and the union's representatives suffices.

What can pilots do when negotiations stall and their work rules are vastly inferior to their counterparts at other airlines? Depending on the airline's union representation, a higher level committee with oversight will have to be brought in (e.g. ALPA carriers will need to coordinate with the National Mediation Board). In general, the pilot group cannot disrupt the airline's operation during negotiations. Pilot groups can conduct informational picketing at domiciles where off-duty pilots can gather with banners. Another option lies in advertisements, provided safety is never mentioned.

If negotiations still drag on, the higher overseeing power can determine that an impasse has been reached between the airline's management and union representation. This would prompt a 30-day "cooling period" where no negotiations take place. Afterward, the union representation can seek self-help which can include a lockout or strike.

It is important to mention what pilots cannot do. In the past, during arduous negotiations, the pilot group has determined to inflict some sort of operational degradation in order to "stick it" to management. Examples of actions deemed to impact the airline's operation are taxiing very slowly for passengers to miss their connections, taxiing with both engines running in order to increase fuel consumption for the company, pilot sickouts, and increasing the number of mechanical write-ups. It is rather easy to compare year by year statistics to indicate whether a pilot group is purposely causing these impacts upon the operation. Although not in every case, if the airline feels that the pilot group has degraded operations during negotiations and decides to take the matter to court, the court may (and in the past has done so) side with the airline. The end result? The pilot group is either fined or is required to pay the price associated with the degraded operation.

Airline negotiations are always time consuming for both pilots and management. There are avenues in place to improve quality of life for pilots between contract negotiation periods, but those alone may not be enough. No matter how brutal the working conditions may be and how emotional pilots can get when no progress is being made, it is important for pilots to understand what their legal standing is, and what they can and cannot legally do to reach a resolution with the airline. @

**About the Author**

Marc Cervantes is an Embry-Riddle Aeronautical University Daytona Beach graduate, having received his MBA in Aviation Finance as well as his BS in Aeronautical Science. Marc is currently First Officer for a major airline, having logged over 3,000 hours of flight time. In his spare time, he volunteers on three separate MEC committees and has started an organization dedicated to helping the younger generation of pilots network with current pilots. Their goal is to help pilots aiming to join the regional airlines. For more information about Professional Pilots of Tomorrow visit ThePPOT.org.

# After an Accident

(The facts of the following story have been altered slightly to protect confidentiality.)

I got a call from a pilot recently. We'll call him Jeff. Jeff owns a nice Bonanza and is working on his instrument rating. Jeff was not in a good mood.

"I had a little accident last week. Landed gear-up."

I straightened up in my chair and started taking notes. Jeff told me he had been doing some solo pattern work and somehow ended up on the runway with his landing gear retracted. He now had my full attention.

Jeff recounted that he had sat there on the runway for a few seconds, stunned. Then he killed the master and mags, grabbed his flight bag and started walking to the FBO. Employees had seen the landing, and had hopped in a pickup truck to come get him. Within an hour they had found some help, had found an A & P to take charge of the situation, and had gotten the gear down and had towed the aircraft to a hangar.

This is where Jeff's story took a turn for the worse.

Jeff had decided to call the local FSDO and inform the FAA. The friendly inspector told him to come in the next day for a meeting, and to bring his maintenance logs. Jeff went in, told his complete story, and presented his license and medical. The inspector thanked him and said, "Why don't I just keep your certificate for a while while I investigate." Jeff handed over his license.

Now he was asking me what to do. "It's a little late for that," I said.

**NTSB 830**

Tucked away in your paperback FAR/AIM book (or your FAR/AIM app) is a small section labelled NTSB 830. We all studied it to get our Private licenses, but hopefully you have not had cause to crack the pages since. In a nutshell, you are required to report "accidents" and certain "incidents" to the National Transportation Safety Board. Not the FAA. The NTSB. Furthermore, Jeff could have saved himself a fair amount of trouble if he had consulted FAR 830 for the definitions of accidents and incidents – right there in the section labeled Definitions.

Jeff would have discovered that, in the eyes of the NTSB, an aircraft accident is "… an occurrence associated with the operation of an aircraft which takes place between the time any person boards the aircraft with the intention of flight and all such persons have disembarked, and in which any person suffers death or serious injury, or in which the aircraft receives substantial damage. For purposes of this part, the definition of 'aircraft accident' includes 'unmanned aircraft accident,' as defined herein."

Consulting the section, Jeff could have found the definition of substantial damage: "… damage or failure which adversely affects the structural strength, performance, or flight characteristics of the aircraft, and which would normally require major repair or replacement of the affected component. Engine failure or damage limited to an engine if only one engine fails

or is damaged, bent fairings or cowling, dented skin, small punctured holes in the skin or fabric, ground damage to rotor or propeller blades, and damage to landing gear, wheels, tires, flaps, engine accessories, brakes, or wingtips are not considered 'substantial damage' for the purpose of this part."

Jeff's gear-up landing was very smoothly executed and there was minimal damage to the aircraft, therefore, it was not an aircraft accident under NTSB 830.

Jeff could have checked to see if the landing was a reportable serious incident. A laundry list of those is in section 5 of NTSB 830. None apply. The landing was not a reportable serious incident either.

Finally, Jeff could have called me to confirm all this and ask for any other advice. I would have helped him report the damage to his insurance company, helped make arrangements for repairs and even helped with finding a CFI to do a little remedial training. But I would have advised him NOT to report the landing – not to the NTSB, and certainly not to the FAA.

**CONCLUSION**

The bottom line: Don't report accidents or incidents to the FAA. Don't report them to the NTSB, either… unless you strictly meet the standards clearly put out in NTSB 830. Better yet, just give me (or another aviation attorney) a call.

Next month we'll talk about the steps to take if you do have to report an accident or incident to the NTSB. @

**About the Author**

Stephen Glenn is an aviation attorney, a pilot, an accident investigator, and an aerospace engineer. His practice includes FAA enforcement defense, accident response, aircraft ownership issues and flight department auditing. He is an AOPA Legal Services Plan attorney. Contact him via email at Steve@GlennAviation.com or via phone at 800-578-5512.

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# Hotel Fire

## A Crewmembers First Hand Experience

Written by: Captain Mike Davis

This is for those who say, "It couldn't happen to me." On June 17, 2015 I was flying a trip and celebrating my 30th anniversary with the airlines I work for. Good trip, great crew, and the normal overnight in Los Angeles. Everyone knows the Palos Verdes, "great location, not so great motel." In the afternoon the motel experienced a major structure fire that started in my room. After the fire was contained and after a very successful evacuation, I was asked to describe what happened – to relate my experiences and lessons learned.

Believe me, a major fire CAN happen to any of us. I too, am guilty of dozing during the hotel fire safety presentations we get in recurrent ground school. Thankfully, some of the information those diligent instructors taught had sunk in. So, here's the first tip, pay attention to your safety training. It could save your life.

After taking a long walk I was getting ready for bed to prepare for an early wake up, when I noticed a very faint electrical smoke odor. I had just laid down but decided I had to investigate the smell. I walked over to the air conditioning unit and smelled the cool air. Sure enough, that was the source of the smell. Thinking this was going to be an inconvenience that would probably mean I would have to change rooms (which we all love), I called the front desk. At that point, I noticed little white streams of smoke wafting to the ceiling, so I decided to use the magic words on the hotel operator and declared, "I have a fire in room 211, get someone up here with a fire extinguisher, and call for help!" At this point, I still did not comprehend how serious this smoke would become, but having been trained for 30 years NOT to remain in a smoke filled room, I evacuated to the hall. I was confident the hotel personnel would be there quickly, empty the fire extinguisher onto the air conditioning unit, which would likely result in being left with a suitcase full of smoky, smelly clothes.

As the front desk attendant arrived with fire extinguisher, I began banging on the doors around my room. After the doors opened, and the occupants saw the smoke, they quickly got over the irritation from the loud door knocking. The man with the fire extinguisher got to my door with me behind him. He took about two steps into my room before the air conditioner popped twice and burst into flames. The flames immediately extended to the ceiling, caught the curtains, and in a flash, the room was full of the blackest, acrid smoke imaginable. Remember those ground school videos of flash over? That's exactly what it was like.

At that point, I was in full evacuation mode. The smoke was billowing from my room, and I just banged on doors and stayed ahead of the smoke and fire. My two main windows blew out, which had I not been there, would have seemed something out of movie special effects. The crewmembers on my side of the motel got out, while those with balconies escaped to fresh air on their balconies.

The Redondo Beach Fire Department was on-scene very quickly, and began rescue operations. They evacuated the second floor balconies by ladder and began a room-to-room search of the entire motel. Other fire department personnel hooked up hoses and completely doused my room and the surrounding areas.

My airline had 57 crewmembers in the motel at the time. Once the fire marshal declared the lobby safe, approximately 90 minutes after the fire started, we all gathered in the hotel lobby. At that time, the firemen began taking statements and returning our crewmembers one or two at a time to their rooms to collect their belongings. While a few had smoke damage, my room was the only one completely destroyed. The fire marshal allowed me to return to the room to look, but everything I owned was completely burned beyond recognition.

What did I learn? First, our training works. During the interviews with the emergency personnel, I was asked several times, "Did you consider trying to recover any personnel items, like your billfold or cell phone?" Believe me, that would have been nice, but the fire was so hot, so black, and I had been told so many times not to attempt something as foolhardy as rescuing my cellphone. "No I didn't try to grab my cellphone. To do so would have meant my demise." Remember that. Escape at all costs. Everything can be replaced. When you see an escape route, GO. Using the airline words works well. "EVACUATE, EVACUATE, EVACUATE," is clearly understood, especially by our crewmembers. It motivates them to go from zero to 120 in seconds. And for goodness' sake, do not try to carry your luggage. Just get out.

Secondly, if you've stayed with this story this long, stop right here. Go get your billfold, your purse, your flight bag or your tote and make copies of everything you have. Make a copy of your licenses, medical, passport, credit cards, medical insurance cards, global entry, everything you own. Store the copies in a safe place at home. It will come in handy if you ever have to replace everything you've carried for years. Inventory everything you take on trips because it is difficult to remember what you travel with. Take pictures.

Thirdly, review your egress plan when you check in. Review the escape plan on the door of the motel, and mentally count doors as you check in, even after that 14-hour duty day. Make sure the room has a smoke alarm and preferably, a fire sprinkler system. Even when the smoke alarm has that annoying little blinking red light, do not cover it with a towel, or a hanger. When you retire for the night, put the most important items somewhere you can grab them. Those should include room key, identification, and maybe your cell phone. Pilots, this is a very good use of your hat, turn it upside down, throw all your stuff in it, and put it where you can grab it on the way out of the room, or down a ladder. Sure wish I had thought of that.

If the hotel fire alarm sounds, evacuate. You do not have enough information to determine if it's serious, a false alarm, or a prank. Go, get out, let the experts figure it out, but escape immediately. A fire spreads so rapidly, you may not have the chance if you are taking time to pack your belongings, or get completely dressed. Smoke kills. That day, the paramedics wanted to treat me for smoke inhalation, but I inhale more smoke cooking hot dogs on my grill than I did in this major fire. I say again, GET OUT!

Remember your crew. If you or a member of your crew did the "sign in", make absolutely sure it is written legibly. I am guilty of scribbling our names from the trip pairings, but those sign-in sheets were used in L.A. to establish who was in residence, and whether they were safe. Fire personnel MUST be able to read the names.

As it was in my episode, you may be the first one to know of the fire. Do not worry that you'll wake or upset your fellow crewmembers. Bang on those doors, get people up, and make sure they are following you out, not packing bags, changing clothes or deciding it's a false alarm.

I, and 57 of my fellow flight crew were lucky that day. We were all able to get out, with nothing more than belongings that had the smell of smoke. Most had no damage as the firemen extinguished the fire quickly. If you are ever involved in a major hotel fire be prepared to wait. Everyone with any knowledge of the fire origin will be interviewed by a fire marshal, and other rescue personnel. If you were subjected to smoke, make sure you are checked medically by rescue personnel, which may mean a trip to the hospital. Rendezvous with your crew and allow the captain to call systems, scheduling, etc. In our case, both scheduling and systems were overwhelmed with dozens of phone calls all telling and asking them the same things. Remember you are a team, with one team captain.

Lastly, I was amazed at the professionalism of the fire and rescue personnel. These guys and gals strapped it on and ran into this building of smoke and fire. My hat is off to all these selfless professionals. My airlines response team in Los Angeles was also incredible. They were on-site at the hotel location nearly as quickly as the fire personnel and clearly anticipated our needs. Our thanks to the LA station manager, chief pilot and inflight staff – strong performance.

Thank you for the opportunity to write this. I feel extremely fortunate there was a positive outcome from this experience. My thanks to everyone who called and emailed. The kind staff in LAX even went to the extreme, going to the local Target to buy clothes for me to travel home. (But, at 6'2", the jeans they selected were not nearly long enough!) Thanks to my crew for the non-stop public humiliation when I showed up in pants about five inches too short. I'm hoping those pictures didn't survive. @

**About the Author**

Captain Mike Davis is a Captain/Check Airman for a major international airport, currently based in Charlotte NC. Mike is a 32-year veteran with 17,000 hours of flight experience presently flying the Airbus A330. Mike holds an ATP with 9 type ratings and CFI certification. Mike can be reached at davismd1@gmail.com.

Written by: Scott Stahl

# LOSA

## The Operator's Eye into Safety

In previous articles, we have talked about the various programs that exist on the safety side to help prevent accidents from occurring. Of course, it goes without saying that this is the ultimate goal of a successful aviation safety program, but the real question is how to achieve that.

Thus far, we have talked a lot about the theory behind preventing accidents, and we have discussed how some programs that require aircrew participation (such as ASAP) gather data to be processed by the safety departments at air carriers world-wide. We have also talked about how data is collected from the airplanes using FOQA data, and how it is applied to monitor trends and exceedances. We also talked about how the data from these programs can be gathered and shared industry-wide by various regulators in the interest of promoting safety worldwide.

In addition to ASAP, one of the main tools an air crew will directly see and touch is Line Oriented Safety Audit, or LOSA. The main distinction of this program is that its use is voluntary on the part of the air carrier. While it is a way to improve safety data collection and feedback, neither is it required to report the to the regulator. This internally collected data can serve as a means to provide additional insight and context into mistakes and the circumstances under which they happen.

For instance, if it is observed that a particular error is occurring frequently as a result of a poorly timed checklist item, then it can be re-evaluated and assessed for inclusion in subsequent revisions of procedures. Alternately, if it is found that there is a general company culture that is increasing the threat level of a particular operation (e.g. fast taxi speeds, or continuing an un-stabilized approach beyond the limit to save time), then that cultural problem can be addressed through modified procedures, training, cultural education and risk assessment/mitigation techniques with aircrews.

It should be noted that LOSA is distinctly different, but complementary to FOQA and ASAP, both of which rely on outcome data to trigger an event, meaning they are reactive. In the case of FOQA, an exceedance must be recorded and in the case of ASAP, something egregious enough to warrant reporting by the crew must have happened. In contrast, LOSA looks at all parameters of the operating environment during



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## "Email Your Safety Thoughts To Scott.Stahl@aerocrewnews.com"

a routine flight and uses them in consideration of the overall evaluation. This means that things that were done well and aligned with policy are evaluated equally with things that may not have gone exactly as they should have. This provides even more dynamic feedback to flight operations because they can see what is working and what isn´t working so well. Plus, it allows them to differentiate an occasional or unintended error from one that may be occurring more frequently or for a different reason.

Also in contrast to the FOQA or ASAP programs, which are continuous and aggregate data daily, a LOSA is recommended by the FAA every 3 years or so. Of course, at the carrier´s election, they could be ongoing, but typically they are not. The powerful part of LOSA is that it can use aggregated data from the other data collection methods to focus in on specific issues that the airline may be having. For instance, if ASAP indicates that there is a large number of altitude exceedances on a particular arrival, then LOSA can be tailored to include that particular airport or arrival for increased observation as a way to get better insight into what is causing the exceedances. Once the LOSA program has observed the areas of high exceedances (un-stabilized approaches, for example) then the data and procedure changes can be fed back into the FOQA or ASAP databases to monitor whether the changes have been successful in reducing the number of incidents of that particular type. Of course, in order for this process to be successful, it is not as simple as just saying, "We need to go observe flights." There is actually a very well developed process for making sure that LOSA activities are as productive as possible.

The first thing that happens is that the LOSA Steering Committee, individuals responsible for ensuring the safe operation of the company, looks at aggregate data to determine any specific areas on which to focus. They decide which issues are most pressing, how many to include, what kind of data is to be included, how to gather it, and how many data points they need. The committee then develops the LOSA plan of action while recruiting and training people who would be qualified to observe operations and gather the data. Of course, these observers are trained on specific techniques to use, what to look for, how to detect it, how to record it and what parameters are being measured, whether the crew does them correctly or incorrectly. This group will usually be comprised of type-qualified pilots in the airplane, and they use a very specific task sheet to ensure the data is impartial and consistently gathered.

The observers are then sent to the line for the purpose of observing and data gathering on the individual flights. The results are then delivered to safety for further processing. It is the processing and collection of this data that gives the safety and operations departments what they need to evaluate the specific areas of study. The data is then used to update policies, procedures, guidance and operational material to be disseminated to the crews.

At this point, we can start to see how a system is developed that is able to constantly track, monitor, observe and evaluate the effectiveness of policies and procedures. Policy change and becomes data- and results-driven, not random or developed without foundation. With the understanding that this process continuously provides data and feedback, it is possible to see how the system is one of continual improvement and refinement, no matter how small the detail. It also becomes more clear that none of these data gathering methods are designed to target individual crews or pilots because the process is focused on the larger picture of monitoring a large sample of crews.

Had they been available at the time, the safety system and the tools we take for granted today, may have averted any number of major catastrophes of the past. This perspective allows us to see that the massive increase in safety that global aviation has seen over the last few decades is the result of developments in a system where constant monitoring and improvement allows operators to mitigate risk, ever and ever lower. Increasing safety and performance in a system is the entire reason for proactive safety, which is immeasurably more effective than having to wait for an accident and then ask the question, "How could this happen?"

In the next article, we will discuss one of the main tools actually used by flight crews to maximize CRM in daily operations. Known as Threat and Error Management or TEM, it is simply a framework to guide behavior and decision making. Remember all those Aeronautical Decision Making models that we all, no doubt, learned during our initial flight training?

As always, feedbacks and submissions are welcomed at Scott.Stahl@aerocrewnews.com.

**About the Author**

Scott Stahl is a contributor to Aero Crew news, with articles focusing on technical aviation subjects. Scott obtained a Bachelor's in Aeronautical Sciences from Embry-Riddle Aeronautical University's Arizona campus, with a minor in Business Administration. He also obtained his Master of Sciences in Safety Sciences from Embry-Riddle Aeronautical University's Arizona Campus. Scott is currently First Officer at a regional airline and has over 4,000 hours of flight time and is an active CFI with FAA Gold Seal.

Written by: Meredith Edwards

The aerial view of the Grand Canyon is an endless swath of colors and lights, deeply grooved stretches of rock, tiny trees speckled about like a handful of carelessly-flung pepper, and ant-sized tourists milling around a giant mile-deep gash in the earth. For ninety years, Grand Canyon Scenic Airlines has been giving passengers the opportunity to have a spectacular experience of seeing this view from both the air and the floor of the canyon. In 1927, the airline became one of the first to operate flight tours around the Grand Canyon; in the 1960's, they began to use helicopters to travel all the way to the bottom. Today, they continue to create memories for those who pay a visit to one of the World's Wonders.

In the 1920's, air travel was still a relatively new phenomenon, and its potential largely untapped. The freedom of flying opened up vast opportunities for financial gain as well as providing people access to otherwise unreachable places. It was in 1927 that Parker Van Zandt, the soon-to-be founder of what would eventually become Grand Canyon Scenic Airways, was working for Ford Motor Company as a pilot. Flying across the canyon to deliver goods to Ford, Van Zandt realized the beauty and awe of seeing the view from above. Deciding he must share this with others, he left his position at Ford and began the plans to create what would form the base of Scenic Airlines.



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After establishing his business plan, Van Zandt joined with investors to launch Scenic Airways, with its first tour flight taking place on October 3, 1927. Six passengers, flying in a Stinson Detroiter SM-1 aircraft, were able to glimpse the view that Van Zandt was so eager to share. He flew his tour from one rim of the Grand Canyon to the other, and as word about the aerial tours spread, the airline continued to grow. Within a year of launching Scenic Airways, Van Zandt also purchased 278 acres of farmland that skirted the city of Phoenix. With a mere $125,000, he created Sky Harbor – which would eventually become Sky Harbor International Airport - building a hangar, landing strip, and office spaces for the employees of the small airline. Soon after, Scenic Airways completed its first commercial flight into Mexico.

Although Scenic Airways took off with a flying start, the Great Depression loomed in the future. By 1930, Scenic Airways was sold to local Arizona businessmen, Jack Thornburg and Irving Kravitz. Though the airline was liquidated, it was reopened under a new name, Grand Canyon Airlines, and was operated by pilots in the area. By 1931, the new airline was flying commercial tours. In the coming years, Grand Canyon Airlines changed owners a few times before falling into the hands of someone who would create yet another aspect to the airline's success and longevity.

A Grand Canyon Scenic Airlines Twin Otter flying out for another scheduled tour over the Grand Canyon.

Grand Canyon Scenic Airlines terminal at the Boulder City Municipal Airport, Boulder City, NV. The terminal was opened in March of 2009. This terminal also serves as the new headquarters for GCSA and allows the airline to operate both helicopters and airplanes out of one location.

In 1963, Elling Halvorson owned a construction company that specialized in high-risk environments. At the time, the National Park Service was accepting bids to build a pipeline across the entire canyon, one that would provide water from the North Rim to the South Rim. Because of his special expertise, Halvorson won the bid and set upon the construction of the massive project.

The pipeline was 13.5 miles long, and would require helicopters to complete the job. Halvorson, a helicopter pilot himself, used these aircraft to transport supplies to base camps at the build sites, providing lumber and other materials to the builders. The helicopters could easily fit inside the canyon, simplifying the otherwise nearly impossible task. The pipeline construction was moving along smoothly, but before long, a new opportunity presented itself to Halvorson.

As the workers began to see the aerial views from the helicopters as they ferried supplies, interest started to spread. Suddenly, workers were asking to bring along their families for a ride in the helicopters so they, too, could get a glimpse of the magical canyon, both from up high and from its floor. Locals too, who would gather to watch the pipeline construction, began to inquire about taking a tour in a helicopter. After all, Halvorson's helicopters were the first aircraft able to land inside the canyon. In 1965, Halvorson, noting this potential for a lucrative business, established Grand Canyon Helicopters and began to operate aerial tours using Bell 206 Jet Ranger aircraft.

Realizing that the airline also needed airplanes, in 1967, Halvorson purchased Grand Canyon Airlines – the original Scenic Airways – from its owners, the Hudgins family. Shortly after, Grand Canyon Helicopters purchased Papillon Helicopters, a Hawaiian helicopter company. This was to further the business and also provide access to an international line of flight operations. Papillon and Grand Canyon Airlines still operate today, growing from a mere two helicopters and 1000 passengers to 80 aircraft and has flown over seven million passengers on tours in the last 50 years.

During the time that Halvorson was creating and building his touring airline, John and Elizabeth Seibold were operating their own airline, Scenic Airlines (different than Van Zandt's Scenic Airways), flying fixed-wing Cessna airplanes on tours of the Grand Canyon and the surrounding areas. In 1993, it was one the of the world's biggest fixed-wing aerial tour operations. In 2007, the Seibolds sold Scenic Airlines to Grand Canyon Airlines, and in 2009, both airlines began to operate under one certificate, marking Grand Canyon Airline's 90th anniversary in 2017.

The airline still offers vast opportunities to see spectacular views from both helicopters and airplanes. Grand Canyon Airlines employs pilots who are able to have an equal work-life balance, as the tours are given daily and can be

Christopher 'Kippy' Aldridge, Director of Training and Captain William Gardner pose for a quick photo

Sunrise at BLD with a GCSA Twin Otter in the foreground.

Boulder City Municipal Airport, taken from the oversized windows in GCSA's Twin Otter, this is known as the Vistaliner STC.

Jake Tomlin, President of GCSA and Captain poses for a quick photo in front of a freshly painted Twin Otter. Completion of all new paint is expected in 2020.

completed in just a few hours. As a pilot for GCA, tours are a chance to bring new visitors on an adventure, while also being able to enjoy beautiful views themselves. The pilots for GCA enjoy interacting with the tour-goers, eager to provide them with views of the Grand Canyon National Park as well as more specific tours of Antelope Canyon, the West Rim, and the more untouched region of the canyon, the North Rim. Tours can be taken at any time of day, during sunrise, sunset, and during different weather patterns, including awe-inspiring views of snow-covered mountains.

Today, the airline - and its partners - is still run and managed by the Halvorson family, with Elling Halvorson's daughter, Brenda, its current CEO. Jake Tomlin, president of the Grand Canyon Scenic Airlines, manages the branch of the airline dedicated to fixed-wing operations. A Naval Academy graduate, Tomlin now enjoys sharing his love of flying working for the airline, developing new products, and piloting his own tours through the Grand Canyon. Since it began as a family business, keeping that bond alive throughout the years of the airline's history, has been pivotal in strengthening the success of what started as a small aerial tour operation.

Grand Canyon Airlines has heart and soul, and continues to share that with the general public almost 100 years after it was founded. Whether offering jobs to pilots who are looking for a unique career, giving passengers a view and experience of a lifetime, or employing ground crew who manage the wide array of operations to keep the airline running smoothly, Grand Canyon Airlines seeks to provide opportunities for those willing to take a chance on something new and exciting. From Parker Van Zandt's small six-passenger airplane to multiple aircraft and millions of passengers, Grand Canyon Airlines plans to thrive for years to come. @

The Colorado River and Grand Canyon from 5500' MSL. All tours remain at least 1000' AGL.

GCSA Twin Otter newly updated cockpit. All Twin Otters will have updated avionics stacks equipped with Garmin 750 and Garmin 650 capable of GPS approaches and en-route navigation opening new IFR opportunities.

# Interview with Dave McIntosh, Chief Pilot

**Pre Interview:**

**Craig:** How do you select applicants to be brought in for an interview?

**Dave:** Applicants visit the company website, www.flygcsa.com to fill out an application. GCSA will also place an ad on www.climbto350.com website and word of mouth and referrals/recommendations by current employees.

**C:** What can an applicant do to increase their chances of being called for an interview?

**D:** We find that applicants that have obtained their CFI, CFII and or MEI ratings do well in the interview process. This also helps cut down on training cost and reduces the time from being a new hire to being a line pilot.

**C:** What is the best way to prepare for an interview with your company?

**D:** Study the AIM, become familiar with the part 135 regulations. Be able to interpret weather information from TAF and Metar reports. Just be yourself.

**Interview:**

**C:** Do you recommend that applicants get to your headquarters city the day before and get a hotel room for the night?

**D:** It's always best to arrive the night before and don't stay up late studying.

**C:** Can you walk me through a typical day of interviews?

**D:** 9:00 AM: Interview. Fill out application. Interview will be with the Chief pilot and Director of Training and/or the Director of Safety. First 10 minutes of getting to know you and personality. Brief history of the company and company values, benefits and expectations. Applicant is asked if he or she has any questions for us. Always have some questions for the interviewee is best, shows us that the applicant has been doing their homework and are interested in what we do. Next followed by a flight from A to B with a brief of an approach plate and weather related to that approach.

**C:** What kind of questions can an applicant expect to be asked?

**D:** With current weather are you legal to shoot the approach? Explain the circle to land procedures. How would you execute the missed on a circle to land?

**Written test:**

**C:** Is there a written or computer test?

**D:** No not at this time but that has been used in the past.

**Simulator Evaluation:**

**C:** Do you have a simulator ride?

**D:** Yes

**C:** What type of aircraft is used for the simulator evaluation?

**D:** We use a Piper Navajo, ATC-820.

**C:** What types of scenarios should an applicant expect in the simulator evaluation?

**D:** Basic IFR departure, climbing turns to headings and altitude followed by interception of a radial inbound or outbound. Tell me where you are in the airspace. Enter a hold. Execute a full ILS approach and/or a VOR approach followed by possible miss and/or full stop.

**C:** What are you looking for in the simulator evaluation?

**D:** Good situational awareness basic IFR skills.

**Post Interview:**

**C:** Do you tell applicants they are hired in person that day?

**D:** Yes, if the interview went well, or no more than a week.

**C:** How soon can an applicant expect a class date after being hired?

**D:** Less than a month.

**General:**

**C:** How many pilots does your airline expect to hire this year?

**D:** 20 or more

## Interview with Dave McIntosh, continued...

**C:** Do you have a hiring bonus? Is there any specific criterion to qualify for the bonus?

**D:** Not at this time.

**C:** Can you describe the flow through program that GCSA has with Allegiant Airlines?

**D:** We have a mentoring and flow through program with Allegiant Airlines. To qualify for the flow through pilots need 2,500 hours of flight time at GCSA, 1,000 of this time must be PIC. This will take approximately 3 years at GCSA. Our first candidates started at Allegiant Airlines about 4 weeks ago.

Vistaliner Twin Otter on the ramp at Boulder City Municipal Airport, Boulder City, NV.

# Grand Canyon Scenic Airlines Fast Facts:

| | |
|---|---|
| **Headquarters:** | Boulder City, Nevada |
| **Year Founded:** | 1927 |
| **Number of employees:** | 200 |
| **Number of Pilots:** | 56 |
| **Number of Aircraft:** | 24 (16 x DHC-6-300 Vistaliner Twin Otters & 8 x Cessna 208 Caravans) |
| **Most Junior Captain:** | September 2017 |
| **Number of Passengers (Yearly)** | 200,000 |
| **Number of Bases:** | 4, Boulder City, Grand Canyon West, Grand Canyon National Park/South Rim and Page, Arizona |
| **Number of Cities Served:** | 8, Boulder City, Grand Canyon West, Grand Canyon North, Grand Canyon National Park/South Rim, Page, Arizona, Marble Canyon, Kanab & Monument Valley |
| **Key Benefits:** | Home every night, Introduction to flying in a two crew environment, Working for a stable company, Family atmosphere, Dedicated upper management, Agreement with Allegiant Airlines, Company is known worldwide, Safety Record |
| **Web:** | www.FlyGCSA.com |
| **Phone:** | 702-638-3200 |

**Credits:**

**About the Author**

Meredith Edwards is an eleven-year flight attendant with Southwest Airlines. During her time as a flight attendant, she also completed her BA in English, has traveled to almost every continent, and is always writing in her journal. Meredith lives with her husband, two cats, and massive piles of books in Atlanta, Georgia.

| | |
|---|---|
| **Jake Tomlin** | President, GCSA |
| **Dave McIntosh** | Chief Pilot |
| **Christopher 'Kippy' Aldridge** | Director of Training |
| **Marina Nicola** | Vox Solid Communications |

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Written by: Marc Himelhoch

# Quality of Life

## "Living the Dream" as an Airline Pilot

Pilot forums and related websites were abuzz this week after the latest news headline "President Trump Signs Executive Order Allowing Military to Recall up to 1,000 Retired Pilots." You can bet that caught my attention as a recently retired Air Force pilot who has been "living the dream" as an airline pilot since 2015. The online threads all had one common theme; there is a good reason why many pilots chose to leave the military for the airlines after retirement and many others chose to separate rather than remain active duty. That reason is quality of life (QOL).

One of the beautiful things about an airline pilot career is that you get to define what QOL means to you. For some people that means living in a great city with great schools for their kids even if that means having to commute to work. However, unlike your time in uniform, you now have the freedom to choose where you live. Other pilots may define QOL as accepting a move to live in their assigned airline domicile knowing that will maximize the time spent with family because they won't have to spend valuable days off commuting back and forth to work. Quality of life may also be defined by the freedom to pick up extra days of flying to make a little extra money to pay for luxuries such as a boat, an airplane, or family vacation. You can also choose between the possibility of wide-body international flying or narrow-body domestic flying and the pay, schedule, and seniority differences associated with both. The airline industry is all about having choices when it comes to quality of life, it truly is a choose-your-own adventure book. The choices you make in terms of the airline, aircraft type, and domicile you choose, combined with where you choose to live, will all have a huge impact on your QOL as an airline pilot. The good news is that, for the most part, none of these choices are static; there will be opportunities throughout your airline career to change any or all of these factors.

Don't get me wrong, I loved being an Air Force pilot and I wouldn't change a thing about the path I chose to get where I am now in the right seat of B-737. There is a definite pride



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and strong sense of duty, sacrifice, and patriotism that comes with serving your country as a member of the armed services. The flying was also deeply satisfying and I will always look back fondly on the memories of my glory days of lighting my hair on fire (maybe that's why it's all turning grey and falling out now), the places I've been, and the great people I worked with. Despite my nostalgia for my time in uniform, there is no question in my mind that my QOL as an airline pilot far exceeds anything the military could offer due to the nature of military service. This week's headlines caused me to give more critical thought to the term "quality of life," and what that really means to me. After reflecting on many various factors that could be considered when defining QOL, I've grouped them into five major categories that are, to me, the essence of QOL. This will be the first of a two-part article comparing quality of life as a military pilot vs. an airline pilot in the categories of time off, schedule flexibility, location, job satisfaction, and pay/benefits. In this first part, we'll focus on the first two QOL factors of time off and schedule flexibility.

## Time Off

The first thing that comes to mind as I compare my airline lifestyle with my time in the military is how much more time off I have as an airline pilot. Airline contracts define the maximum number days you can be scheduled to work each month, varying anywhere between 12-18 days per month.

Although I had weekends off most of the time in the military (on average eight days off per month), inevitably I would end up working at least two or three weekend days on my "time off" just to get caught up on the tremendous workload from additional duties. I don't think I need to elaborate any further, if you're a military pilot, you know all too well what I'm talking about. In my airline job, my schedule averages 16 days off per month and I usually choose to work an extra one or two days each month to make some extra money.

Think about what you would do with an extra ten days off per month? That could be time spent with family or reconnecting with long lost hobbies. You and your family could travel the world with your new travel benefits. Many pilots start a side business for the tax benefits and another source of income. Maybe you just want to relax and do nothing? When's the last time you read a book just for pleasure? I know several pilots who use their time off performing community service for various causes that touch their hearts. If you choose to continue military service in the Air National Guard or Reserves then some of your "time off" will be spent living the best of both worlds by continuing to serve in uniform while building your airline seniority. The choice is yours.

As I alluded earlier, the choice to be a commuter is also a choice to give back some of your time off to the commute and it's a strong factor to consider when choosing an airline and the QOL you want. Optimistically, you'll lose at least half a day on each end of every airline trip and sometimes more depending on the commute. If you have four airline trips per month, that's four days a month or 48 days a year spent commuting. Sometimes the flights are full or cancellations and delays can impact your commuting plan. When you add in the stress of "will I make it to work?" or "will I make it home tonight?" and the cost of hotel rooms or crash pads, it can quickly degrade your QOL. I'm not telling you not to commute; I know commuters who are very happy with the choice they made because they get to live in some amazing places. I just want you to know what you're getting into when making the decision to commute vs. living in domicile.

Vacations are another form of time off to be considered when looking at an airline pilot lifestyle. My airline starts out at two weeks of paid vacation after your first year, and tops out at five weeks paid vacation by your 18th year with the company. Our system allows you to optionally have the company drop any trip in your vacation month line that touches any day of your paid vacation, thus it's fairly common to turn each week of

vacation time into 10-11 days of vacation time. This is one area where military quality of life is actually a little bit better initially. Even with the extra few days off by dropping trips that touch my vacation week, I won't exceed my 30 days military paid vacation per year until my fifth year at the airline. Additionally, because vacation weeks are bid based on seniority, it's difficult to get a week of vacation awarded in the summer months or during the holidays until I'm more senior.

Sick pay is another form of "time off" that military pilots are not used to. The various airlines have different rules in their contract about how sick pay is accrued and how it is used but essentially the more you fly the more sick time you earn. At my airline, when you call in sick, they will ask you if you want to use your sick pay bank (i.e. paid time off) or have the trip pulled without pay. Some airlines have a use or lose system that only allows sick time to accrue only for so long before any excess is lost. Other airlines allow pilots to build unlimited sick time. Most airlines also have an option for being able to cash in excess use or lose sick time.

No matter how you slice it, you'll have more free time on your hands as an airline pilot compared to your time off as a military pilot. Additionally, without the burden of additional duties to worry about, it's a job you can truly leave at the office and not have to think too much about it until your next trip. All of that time off can really lower your stress level and raise the bar on your QOL!

## Schedule Flexibility

In the military flying world, you're used to a pretty rigid schedule depending on the type of aircraft you fly. In fighters, it was fairly standard to work Monday through Friday when at home, and six days (sometimes seven days) a week when deployed. If we weren't on leave, we were expected to be at work. Additionally, as I alluded earlier in this article, many of us found ourselves in the squadron on our days off to get caught up on the never-ending pile of queep (Air Force term used to describe mundane additional duties that pull us away from flying).

As an airline pilot, it's much easier to move things around to get a day (or even a week) off if you need it. That's not a 100% guarantee that you'll be home for every one of Johnny's baseball games during the season, but I will be so bold as to say that you're a lot more likely to catch most of those games as an airline pilot than you did as an active duty military pilot. However, because the airlines are a seniority-based system, the level of schedule flexibility initially starts out low but gets better as your seniority grows. At the rate most major airlines are hiring, you won't be junior for very long.

Once you are a line holder, you're QOL in terms of schedule flexibility will increase dramatically. When you first start out at an airline, you'll be on reserve. Think of reserves as sitting alert, something most of us have done in the military. You know which days of the month you're working, but you have no idea if, or where you will fly on those days. Typically you're on "short call" reserve of two-hour telephone standby (the time varies from one airline to the next). From the time the company calls you with a trip notification, you have two hours to get to the airport. That's not a very good quality of life. A typical reserve block lasts 3-6 days depending on the airline, aircraft type, and domicile. You'll likely be scheduled for 3-4 reserve blocks each month. Pilots generally avoid reserve blocks (although sometimes senior pilots will pick them up so they can get paid to sit at home) so they aren't as easy to give away or trade with other pilots. At the current pace of hiring at most major airlines, you'll probably be off reserve in less than a year and in some cases less than six months.

Once you're a line holder, your schedule flexibility, and hence your QOL, becomes much better because it's now much easier to give trips away, or trade them around with other pilots or with the company. When you're choosing aircraft types and domiciles, keep in mind that you can only trade trips with other pilots in the same seat as you (first officer or captain), in the same aircraft type, and it's much easier to trade trips with those in the same domicile. Therefore, the more pilots in your

aircraft type at a domicile, the more trade options available. As you're seniority grows, you'll be able to get better schedules, also making it easier to trade your trips because you'll have trips that others want such as high paying weekday trips.

In my first year at my airline, I had a wedding to attend in the British Virgin Islands (BVI). I had been with my airline for less than six months, however, I was still able to clear a week off my schedule to attend the wedding without using any vacation or sick time. Simply by trading one trip, my wife and I were able to spend an amazing five days in the BVIs. It was a beautiful wedding and I even squeezed in some great scuba diving…talk about QOL!

Sometimes you don't even need to trade or give away anything; you can just bid to have certain days of the month off. I've been doing some general aviation flying on my time off and I had been looking for an opportunity to take my wife out for a $100 hamburger (not literally, but if you're flying general aviation to go have lunch someplace it might as well cost that much) to get her excited about buying an airplane (that's my evil plan, but don't tell her). Last month, I had reserved an airplane with my flying club on a Saturday to fly my wife from Dallas down to Nacogdoches, TX for a day-trip. I just bid not to fly with my airline on that Saturday and it worked out perfectly. We had a great day of fun, exploring the oldest city in Texas and yes; we got that $100 hamburger.

Many airlines use Preferential Bidding System (PBS) to build their monthly flying schedule. Pilots at airlines that use PBS don't actually get to see their flying lines during the bidding process. It's kind of like bidding in the dark, you just tell PBS what you don't want to do, and the program tries to comply with your requests based on what's left when it gets to your seniority number when building the schedule. For instance, maybe you told PBS you don't want to fly on weekends, you don't like redeyes, you don't want international flying, you don't want flight segments that pay less than 2.0 block hours, etc. You may or may not get what you desire based on what's left when they are building your line for the month. PBS is great if you're very senior in your aircraft type, seat, and domicile… otherwise not so much.

My airline uses straight bidding. That means if there are 500 pilots in a domicile, they build and publish 500 monthly flying schedules and you get to bid them in priority order from 1 to 500. You can see exactly what each line pays, where the overnight cities are, how long the overnights last, the takeoff and land times, the number of aircraft changes, the total time away from base, etc. In my opinion straight bidding gives you much better schedule flexibility, and hence better QOL than PBS (unless you're super senior).

You can also get really creative with airline schedule flexibility to improve your QOL. I have a friend here in Dallas who is a pilot for American Airlines but he is domiciled in New York City. He's been at American less than a year and he's already holding a line at LaGuardia. This month he was able to give away three out of four of his LaGuardia trips. Instead he picked up similar paying trips from the company and other pilots in Dallas domicile, saving him the wear and tear of having to commute to New York.

## Summary

In order to keep this as an "article" and avoid it becoming a novel, I've decided to break it into a into a series. In part one, we have explored two of the five factors that, in my opinion, differentiate quality of life as an airline pilot compared to a military pilot. The airline industry is very unique in that it allows you (for the most part) to define your own quality of life. Your time off and schedule flexibility as an airline pilot offer incredible QOL advantages over military aviation.

Next month in part two of two, we'll look at the QOL factors of location and job satisfaction in the airlines. If this Executive Order pilot recall is carried out to the fullest extent, I may very well be writing part two of this article on my "time off" back in uniform. I hope they make me head SNACKO! @

**About the Author**

LT COL Marc Himelhoch, USAF (Ret), is a pilot with over 5000 hours of flight time. He grew up in Clearwater, Florida, where he met his wife, Missy Shorey. He graduated with honors from Embry-Riddle Aeronautical University in Daytona Beach, Florida, earning a masters degree in aeronautical science.

In 1995, Marc joined the US Air Force as a second lieutenant. He served as a T-37, T-6A, and F-16 instructor pilot and as an F-16 higher-headquarters evaluator pilot. He logged nearly three hundred combat flight hours and flew in Operations SOUTHERN WATCH, NORTHERN WATCH, JOINT GUARDIAN, NOBLE EAGLE, and IRAQI FREEDOM.

In 2014, LT COL Himelhoch retired and became a commercial airline pilot. Marc interviewed with and received conditional job offers from Delta Air Lines, JetBlue Airways, Southwest Airlines, and XOJET. Marc is now a pilot with Southwest Airlines. He and Missy live in Dallas, Texas.

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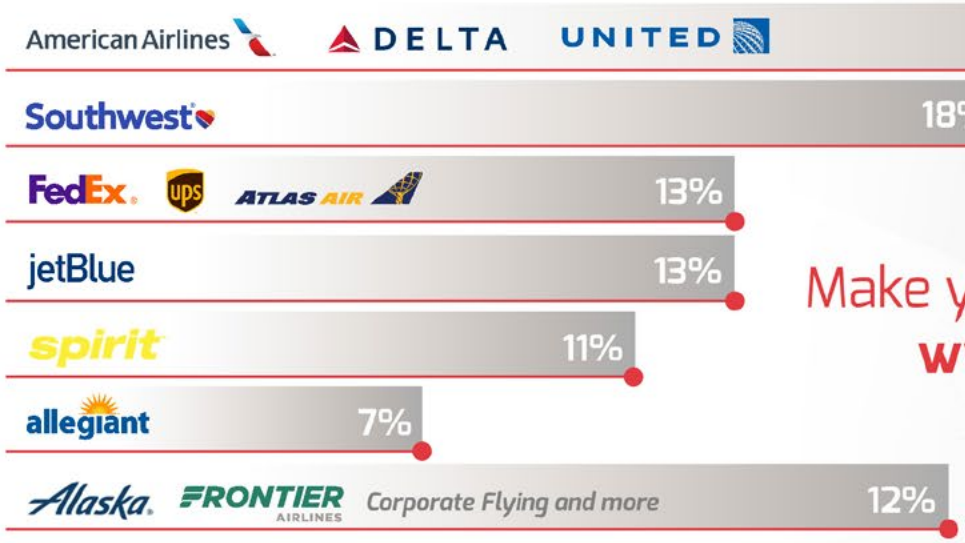


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Above: Phillips 66 was giving away a gold iPad.

Right: Embry-Riddle Aeronautical University, the only University in attendance.

Below: Just one of the amazing displays by HondaJet.

Above: One of the many aircraft that was towed down the streets of Las Vegas from LAS to the Las Vegas Convention Center.

Right: Aviation Search Group, A Recruiting Firm, gave away a Segway MiniPRO

Below Left: The Jeppesen crew poses for a qucik photo during their whiskey tasting event at their booth.

Below Right: Another amazing booth by Textron Aviation.

# Mainline Airlines

The following pages contain over 30 different contractual comparisons for ten separate mainline airlines. Almost all the data was collected from each individual airline's contract. Our goal is to provide you with the most current, up-to-date data so that, as a pilot, you can choose the right airline for you. Every pilot looks for something different from the airline they work for. Whether it's living in base, maximizing your pay, or chasing that quick upgrade, we will have the most latest information. To do this, we are working with the airlines to ensure this data is current and correct. Good luck and fly safe!

Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

Gray blocks indicate source of data or date data was obtained 3.C.1 indicates contract section see contract for more information

| | Aircraft Types | FO Top Out Pay (Hourly) | MMG | Base Pay | Top CA pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Legacy Airlines | | | |
| American Airlines (American) | Group I | $104.93 | | $90,659.52 | [illegible] | $132,754 | | | | |
| | Group II | $160.28 | | $138,481.92 | $234.67 | $202,755 | 1-5 = 21 Days 6-15 = 1 additional day per year | 5 H/M* Max 60** | | |
| | Group II | $170.27 | 72 | $147,113.28 | $249.30 | $215,395 | | | | |
| | Group IV | $200.20 | | $172,972.80 | $293.11 | $253,247 | | | | |
| | Group V | $210.20 | | $181,612.80 | $307.76 | $265,905 | | | | |
| | | 3.C | 15.D.1.b | HRxMMGx12 | 15.D.1.b | HRxMMGx12 | 9.B.1.a | 10.A & B | | |
| Alaska Airlines (Alaska) | B737 | $143.32 | 75 | $128,988 | $213.26 | $191,934 | 0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days | 5.5 H/M Max 1000 | 0% | > 5 Yr 5-10 Yr 10-15 Yr + 15 Yr |
| | | 3.A.3 | 4.A.1 | HRxMMGx12 | 3.A.3 | HRxMMGx12 | 7.A.1 | 14.B | | 28 |
| Delta Airlines (Delta) | 747, 777 | $184.59 | | $159,486 | $270.25 | $233,496 | | | | |
| | 787 | $176.83 | | $152,781 | $258.90 | $223,690 | | | | |
| | 767-4, A330 | $174.35 | | $150,638 | $255.28 | $220,562 | | 1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 | | |
| | 767-3,2, B757 | $154.50 | | $133,488 | $226.21 | $195,445 | | | | |
| | B737-9 | $148.93 | | $128,676 | $218.05 | $188,395 | 1-5 = 14 Days 6-11 = 21 days 12-18 =28 days | | | |
| | B737-8 & 7 | $148.93 | 72 | $128,676 | $216.92 | $187,419 | | | 0% | 15 |

Sample only; refer to adjacent pages for actual information

## Abbreviation and definitions:

**401(K) Matching**: Retirement plan, the company will match the employees contribution up to the listed percentage. Unless noted the company will match 100% of what the employee contributes.

**ALPA:** Air Line Pilots Association

**Cancellation pay**: When a leg or legs are canceled, the employee will still be credited for that leg. Some companies will not cover all reasons for cancellations. Refer to the contract for more information.

**Deadhead:** Positive space travel as a passenger for company business; paid as shown in above referenced column.

**FAPA:** Frontier Airline Pilots Association

**IBT:** International Brotherhood of Teamsters

**ISP:** International Savings Plan

**IOE:** Initial Operating Experience, refers the flight training a new hire receives from a check airman after completing all ground and simulator training.

**DC:** Direct Contribution, the company will contribute the listed additional amount directly to the employees 401(K), either quarterly or yearly, refer to the contract for more information

**MMG:** Minimum Monthly Guarantee, the minimum amount of credit the employee will receive per month. The ability to work more or less is possible, depends on the needs of the company, line holder or reserve and open trips for that month.

**Per Diem:** The amount of money the company pays the employee for food expenses while gone from base, typically from show time to end of debrief time of that trip. Day trip per diem is taxable while overnight is not.

**TFP:** Trip for Pay

**UTU:** United Transportation Union

**YOS:** Years of Service with the company.

| | Aircraft Types | 2 Digit Code | Pay During Training | Hotel during new hire training | Per Diem | Most Junior CA hired | Number of Pilots | Pilot Retirements 2015-2029 | Union | EFBs | Bases | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Legacy Airlines** | | | | | | | | | | | | |
| **American Airlines (American)** | B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190 | AA | MALV 72-84 or 88* | Single Occupancy, Paid for by company | $2.30 Dom** $2.80 Int.** | AA - May/1999<br>US East Aug/2014<br>US West Sep/1998 | 14,236 | 9,987 | APA | iPad | BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL | *Monthly Average Line Value depends on pay group, **$0.05 increase 1/1/16 ***Includes AA & USAir |
| | | | 6.D.1.d | 7.A.5 | | Oct/2015 | Jul/2015 | *** | | | | Contract 2015, as amended |
| **Alaska Airlines (Alaska)** | B737 | AS | 85 Hours plus per diem | No Hotel During Initial Training | $2.15 | May 2007 | 1,759 | 816 | ALPA | iPad Air | SEA, ANC, LAX, PDX | Alaska bought Virgin America |
| | | | 11.D.5.b | 5.A.1 | 5.A.1 | Oct/2016 | Oct/2016 | | | | | Contract 2013, as amended |
| **Delta Air Lines (Delta)** | B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90 | DL | $3,888.29 / Month | Single Occupancy, Paid for by company for the first 8 days in class only. | $2.20 Dom., $2.70 Int. | February 2014 | 13,003 | 8,292 | ALPA | Surface | **ATL**, CVG, DTW, LAX, MSP, NYC, SEA, SLC | |
| | | | 3.D.4. | 5.E.1 | 5.B | Feb/2016 | Apr/2016 | Feb/2015 | | | | Contract 2014, as amended |
| **Hawaiian Airlines (Hawaiian)** | A330, A350 B717, B767 | HA | 3 Hours per day, plus per diem | | $2.00* $2.50 Int. | | 600 | | ALPA | | **HNL** | *Interisland |
| | | | 9.G.1 | | | | | | | | | Contract 2010, as amended |
| **United Airlines (United)** | A350, B747, B777, B787, B767, B757, B737, A320, A319 | UA | 3 Hours per day, plus per diem | Single Occupancy, Paid for by company | $2.35 Dom* $2.70 Int.* | 2006 | 12,500 | 7,765 | ALPA | iPad | IAH, EWR, CLE, DEN, **ORD**, SFO, IAD, GUM, LAX | *$0.05 increase on Jan 1st. |
| | | | 3-E | 4-G-1, 9-E | 4-A | Oct/2015 | Dec/2016 | | | | | Contract 2012 as amended |

| | Aircraft Types | 2 Digit Code | Pay During Training | Hotel during new hire training | Per Diem | Most Junior CA hired | Number of Pilots | Pilot Retirements 2015-2029 | Union | EFBs | Bases | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Major Airlines** | | | | | | | | | | | | |
| **Allegiant Air (Allegiant)** | B757, MD-80, A319, A3220 | G4 | MMG | Single Occupancy, Paid for by company | $2.00 | Octotber 2015 | 794 | | IBT | iPad | BLI, FLL, HNL, IWA, **LAS**, OAK, PGD, PIE, SFB AVL | |
| | | | 3.P | 6.A | 3.Z | Dec/2016 | Dec/2016 | | | | | Contract 2016, as amended |
| **Frontier Airlines (Frontier)** | A319, A320, A321 | F9 | MMG | No | $1.90 | Feburary 2014 | 983 | | FAPA | | DEN, ORD, MCO | |
| | | | | | | Apr/2016 | Apr/2016 | | | | | |
| **JetBlue Airways (JetBlue)** | A321, A320, A319, E190 | B6 | $2,500 per month | Single Occupancy, Paid for by company | $2.00 | E:7/2013 A:10/2012 | 3,300 | 840 | ALPA | Yes | JFK, BOS, FLL, MCO, LGB | *Pilot data approximate |
| | | | Add A, Pg24 | Add A, Pg24 | 11 | Dec/2016 | Dec/2016 | Feb/2015 | | | | Agreement 2013, Currently in negotiations |
| **Southwest Airlines (Southwest)** | B737 | WN | 89, 87 or 85 TFP* | Single Occupancy, Paid for by company | $2.30 Dom. $2.80 Int. | May 2006 | 7,951 | 3,702 | SWAPA | iPad | ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX, BWI | *Trip for Pay (TFP) is based upon number of days in the month, **Number of retirements from Feb/2015 |
| | | | 4.K.6 | 4.T.1 | 4.T.3 | Feb/2015 | Feb/2015 | Feb/2015** | | | | Contract 2016, as amended |
| **Spirit Airlines (Spirit Wings)** | A319, A320, A321 | NK | $1,750*/mo | Single Occupancy, Paid for by company | $2.20 | January 2014 | 1,483 | | ALPA | | ACY, DFW, DTW, FLL, LAS, ORD | *Monthly payment is prorated and includes salary and per diem |
| | | | 3.D.1 | 5.A.1 | 5.B.1 | Dec/2016 | Dec/2016 | | | | | Contract 2010, as amended |
| **Sun Country Airlines (Sun Country)** | B737NG | SY | MMG | None | 1/24th the IRS CONUS M&IE airline daily rate | | 289 | | ALPA | iPad | MSP | |
| | | | 3.B | 5.B.1 | 5.3 | | Aug/2016 | | | | | |
| **Virgin America (Redwood)** | A319, A320 | VX | $2,500 per month | None | $2.00 | July 2010 | 660 | 157 | ALPA | Nexis EFB | SFO, LAX, JFK EWR, LGA | Merging with Alaska Airlines |
| | | | 10.J.1 | 3.B.e | 10.I.1 | Jan/2016 | Jan/2016 | Jan/2016 | | | | Rule book 2014 |

| | Aircraft Types | 2 Digit Code | Pay During Training | Hotel during new hire training | Per Diem | Most Junior CA hired | Number of Pilots | Pilot Retirements 2015-2029 | Union | EFBs | Bases | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

# General Information

| | Aircraft Types | 2 Digit Code | Pay During Training | Hotel during new hire training | Per Diem | Most Junior CA hired | Number of Pilots | Pilot Retirements 2015-2029 | Union | EFBs | Bases | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Cargo Airlines | | | | | | | |
| Atlas Air (Giant) | B747 B767 | 5Y | $1,600 per month | Single Occupancy, Paid for by company | $2.40 | Dec/2011 | 1,486 | | IBT | iPad | JFK, MIA, ORD, CVG, HSV, LAX, PAE, ANC | |
| | | | 3.A.1.f | 11.A.7 | 5.A.3 | June/2017 | | | | | | |
| ABX Air (ABEX) | B-767 | GB | | | $52 Dom. $89.75 PR* $79.75 NPR** | | | | IBT | | | *PR = Pacific Rim, **NPR = Non Pacific Rim |
| | | | | | 20.E.1 | | | | | | | |
| FedEx Express (FedEx) | B777, B767, B757, MD11, DC10, A300 | FX | $4,000 / mo until activation date* | No Hotel | $2.25 Dom. $3.25 Int. | May 2015 | 4,763 | 4,288 | ALPA | Fixed in plane or iPad | MEM, IND, LAX, ANC, HKG, CGN | *Prorated if hire date is not the first of the month. |
| | | | 3.A | 5.B.1.d | 5.A.1 & 2 | May/2016 | Aug/2017 | | | | | Contract 2006 as amended |
| Kalitta Air (Connie) | B747 | K4 | $600 / week unitl OE | Week 1 paid by crewmember, then, Single Occupancy | $1.90 Dom. $2.80 Int. | April 2008 | 317 | | IBT | iPad fixed in plane | Home Based | |
| | | | 5.A | | 6.A | Dec/2015 | Dec/2015 | | | | | Contract 2016 as amended |
| UPS (UPS) | B757, B767, A300, B747, MD-11 | 5X | MMG | Single Occupancy, Paid for by company | $2.00 Dom $2.50 Int $3.00* | | 1,580 | 1,580 | IPA | | SDF, ANC, MIA, ONT | *Pacific rim and Europe flights |
| | | | 10.D.1 | 5.H.1.a.1 | 12.G.2 | | | | | | | Contract 2016 as amended |
| Total Pilots | | | | | | | 64,218 | 37,427 | | | | |

| | Aircraft Types | 2 Digit Code | Pay During Training | Hotel during new hire training | Per Diem | Most Junior CA hired | Number of Pilots | Pilot Retirements 2012-2029 | Union | EFBs | Bases | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

# Contractual Work Rules

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Number of pages in Contract | Min Day Credit | Min Trip Credit | Duty Rig | Trip Rig | Deadhead Pay | Open time pay | Uniform Reimbursement | Headset Reimbursement | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Legacy Airlines | | | | | | | | |
| American Airlines (American) | 10/12 or 13* | Yes | FAA 117 w/ exceptions | 488 | 5:10 | 5:10 x days | 2:1 | | 100%* | 100% or 150%** | Initial paid for by company | None | *12 in 30 days; 13 in 31 days, **Based on scheduled flight time, ***150% when premium pay offered |
| | 15.D.3.q | 4.C | 15.C | | 15.G | 15.G | 15.E.1 | | 2.QQ | 17.I.1 | 24.O.2 | | Contract 2015, as ammended |
| Alaska Airlines (Alaska) | ??/12 | Yes | 12:30* 10:00** | 430 | 5 | 5 x number of days | 1:2 or 1:1.75*** | 1:3.5 | 50% air & ground | 150% | None, Dry cleaning reimburesment available on a trip 4 days or more | None | *Between 05:00-01:59, not to exceed 14 hours. **Between 02:00-04:59, not to exceed 11 hours. ***1:1.75 duty rig applies to duty between 22:00 - 06:00 |
| | 2 | 12.A | 12.B | | 12.A.1.a | 12.A.1.b | 12.A.2.a | 12.A.3 | 8.C.2 | 25.P.2 | 5.E | | Contract 2013, as ammended |
| Delta Air Lines (Delta) | 12,13,14 Reserve* | | FAA 117 minus 30 minutes | 559 | 2 | ADG** = 5:15 | 1:2 or 1:1.75*** | 1:3.5 | 100% air, Chart 8.B.3 Ground | 200%***** | None | None | *Days off depends on number of days in bid period and ALV. **Average Daily Guarantee, ***1:1.75 between 2200 - 0559, ****Green slip as approved by company |
| | 12.N.2 | | 12.D.1 | | 4.H.1 | 12.J | 12.K.1 | 12.L | 8.B | 23.U | | | Contract 2014, as ammended |
| Hawaiian Airlines (Hawaiian) | 12 or 13 / 12 | Yes | 14, max 16 For int pilots. 12, max 14* 10, max 12* | 361 | 2** or 4.17 GOP**** | | 60% GOP**** | 1:4*** GOP**** | 100% air, 50% ground | | Initial paid for by company and every 12 months | | *Based on local start time for interisland pilots. **For reserve to report but no flying assigned, ***International pilots only, ****Greater of Provisions; scheduled, flown, duty rig or trip rig. |
| | 10.G.1 | 4.B.3 | 10.D.1.a | | 4.C.1.a | | 4.C.2 | 4.C.3.a.2 | 7.B.1 | | 5.E.1 | | Contract 2010, as amended |
| United Airlines (United) | 12 / 12 or 13* | Yes | FAA 117 | 508 | 5 | | 1:2 or 1:1.75** | 1:3.5 | 100% Blended pay rate | 50%, 75% or 100% add pay*** | Initial paid for by company along with certain dry cleaning | None | *Reserve pilots have 13 days off min on 31 day month bid periods; **1:1.75 between 2200 - 0559, ***At the discreation of the company |
| | 5-E-4, 5-E-5 | | 5-F-1-a | | 5-G-2 | | 5-G-1 | 5-G-3 | 3-A-3 | 20-H-4-a | 4-G-2 | | Contrat 2012 as amended |

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Number of pages in Contract | Min Day Credit | Min Trip Credit | Duty Rig | Trip Rig | Deadhead Pay | Open time pay | Uniform Reimbursement | Headset Reimbursement | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Major Airlines | | | | | | | |
| **Allegiant Air (Allegiant)** | 12 or 11*<br>12 or 10* | Yes | FAA 117 | 195 | 4 for a RON | | 1:2 | | 50% | 130%, 150% or 200%** | Company Provided*** | Supplied in AC | *In a 30 day month. **130% open time over 81 PCH, 150% junior man, 200% VFN, ***4 shirts, 2 pants, 2 ties, 1 jacket and 1 over raincoat. Yearly replace 2 shirts, 1 pant and ties as needed. |
| | 14.C | 3.F | | | 3.D | | 3.D | | 3.H | 3.E, 3.L, 3.W | 6.4 | | Contract 2016, as amended |
| **Frontier Airlines (Frontier)** | 12 | Yes | 14 hours or FAA 117 | 177 | 6 for CDO | | | 1:3.75 | 50%* | | $20/ month | None | *Unschedule DH pay s 100% |
| | 5.J.7 | 4.I, 5.P.2 | 5.J.4 | | | | | 4.G.2.a | 4.F.6 | | 2.A.1, 2 | | |
| **JetBlue Airways (JetBlue)** | 12 | Yes | FAA 117 | 36 | Avg of 5 per day | | 1:2 or 1:1:45* | 1:3.5 | Schedule Block | 150% over 78 Hrs | $200 / year | | *1 for 1:45 between 0100 and 0500 |
| | | | | | Add. B.D.5 | | Add. B.D.4 | Add. B.D.3 | Add. B.D.1 | Add A & A-2 | | | Agreement 2013, Currently in negotionations |
| **Southwest Airlines (Southwest)** | Max 15 Days on Per Month* | Yes | FAA 117 | 235 | 5** | | .74:1 | 1:3 | 100% | 100% | $30 / pay period max $500 | None | *Depedning on how many days in the bid period determines min days off, 28, 29, 30 or 31; **5 hours min average per day over trip |
| | 5.E.2 | 4.H | 5.M | | 4.I.2 | | 4.I.1 | 4.I.3 | 4.L | 4.S.5 | 2.A.4 | | Contract 2016, as ammended |
| **Spirit Airlines (Spirit Wings)** | 13/12 | Yes | 14 hours or 11.5 hours | 222 | 4 or 4.5** | | | 1:4.2 | 100% or 50%*** | 100% | Pilot pays for initial uniform, replacements per schedule therafter | None | *Between 01:00-04:00, **4 for day trips and 4.5 for multi day trips, ***50% when deadheading to training |
| | 12.E.1 | 4.D.2 | 12.C | | 4.C.1.b | | | 4.C.1.c | 6.A.1 & 2 | 3.C.3 | 5.F.3 | | Contract 2010, as ammended |
| **Sun Country Airlines** | 12 / 10 or 11* | Yes** | FAA 117 | 196 | 4 | | 1:2 | 1:4.2 | 75% | 150% | 100% | Supplied in AC | *11 days off in 31 day month, **Subject to reassignment |
| | 12.B.1 | 4.F | 12.C | | | | 4.D & E | 4.D & E | 8.A.2.a | 25.I | 26.O | | |
| **Virgin America (Red Wood)** | 11/13 | Yes* | 60 Mins < FAA FDP | 159 | 3.5 | - | - | - | 50% or 3.5 min | 100%* | Initial paid for by company, then $230** per year | None | *Unless picked up at premium pay it is 150% add pay. **$30 per year for shipping costs. Merging with Alaska Airlines |
| | 5.D.4 | 7.C.3.d.i | 7.B.3.a.iii | | App. G | | | | 8.F.3 | 3.b | 2.D.1 | | Rule book 2014 |

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Number of pages in Contract | Min Day Credit | Min Trip Credit | Duty Rig | Trip Rig | Deadhead Pay | Open time pay | Uniform Reimbursement | Headset Reimbursement | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Cargo Airlines | | | | | | | |
| **Atlas Air** | 13 in 30<br>14 in 31 | None above minimum guarantee | 14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more | 332 | None | None | None | 1/4.95 | 1/2.85 Biz Class or better* or $300 comp | 100% | Provided by the company | None | *Biz class only on international DH or when duty day exceeds 16 hours with DH. |
| | | | 12.C | | | | | | 8.D, 8.A.3 | | 30.A.2 | | |
| **ABX Air** | 13 in 30<br>14 in 31 | | 15 Hours May be extended to 16 hours | 280 | 4.5 | | | | 100% Air*<br>50% Air**<br>50% Ground | 100% | Provided by the company | None | *100% pay credit on company aircraft; **50% pay credit on passenger carrier |
| | 13.D.4 | | 18.C | | 19.M.4 | | | | 19.K | 19.E | 15.A | | |
| **FedEx Express (FedEx)** | 14.96 or 18.75* | Yes | | 466 | 6, 4.75** | | 1:2, 1:1.92, 1.1.5 | 1:3.75 | 100% | | Initial paid by company, $200 / year | | *Days off based on TAFB, 4 wk or 5 wk bid period, **Reserve pilots |
| | 25.D.1 | 4.F | | | 4.F.2.b | | 4.F.2.d | 4.F.2.a | 8.A.1 | | 26.B.3 | | Contract 2006 as ammended |
| **Kalitta Air** | 13 or 14* | Yes | Dom 16, 18, 20** Int 18, 26, 30** | 127 | 1 hr or 3.65 (on Day off) | | | | 50% | 150% on days off | $200 after first year. Initial paid by crewmember. | None | *13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double. |
| | 2, pg 13 | | 18.B.5 | | 5.E & G | | | | 19.H | 5.G | 6.D.1 & 2 | | |
| **UPS (UPS)** | 11 | Yes | 11 or 13* | 410 | 4 or 6** | | 1:2 | 1:3.75 | 100% | 100% | Provided by the company | None | *11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn. |
| | 13.D.11 | 13.H.5 | 13.A.1.a | | 12.F.5-6 | | 12.F.4 | 12.F.3 | 12.B.3.d | 13.K | 4.A.2 | | Contract 2016 as amended |

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Number of pages in Contract | Min Day Credit | Min Trip Credit | Duty Rig | Trip Rig | Deadhead Pay | Open time pay | Uniform Reimbursement | Headset Reimbursement | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|

# Additional Compensation Details

| | Aircraft Types | FO Top Out Pay (Hourly) | MMG | FO Base Pay | Top CA pay | CA Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Legacy Airlines | | | | | | |
| American Airlines (American) | Group I* | $116.38 | 72 | $100,552.32 | $170.42 | $147,243 | **1-5 = 21 Days** 6-15 = 1 additional day per year | 5 H/M** Max 60*** | | None | | *Numbers based off of 12 years experience. **Accumulated time can only be used for the year after it is accumulated, except after first six months you may use up to 30 hours. ***January 1st sick accural either goes to long term or gets paid out to |
| | Group II* | $179.48 | | $155,070.72 | $262.77 | $227,033 | | | | | | |
| | Group III* | $188.85 | | $163,166.40 | $276.50 | $238,896 | | | | | | |
| | Group IV* | $220.65 | | $190,641.60 | $323.04 | $279,107 | | | | | | |
| | | | | | | | | | | | | |
| | | 3.C | 15.D.1.b | HRxMMGx12 | 15.D.1.b | HRxMMGx12 | 9.B.1.a | 10.A & B | | | | Contract 2015, as amended |
| Alaska Airlines (Alaska) | B737, A319 A320 | $168.68 | 75 | $151,812 | $251.00 | $225,900 | 0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days | 5.5 H/M Max 1000 | 0% | 15% | 20% | *New hire pilots receive 1 vacation day per every full month of employment. |
| | | 3.A.3 | 4.A.1 | HRxMMGx12 | 3.A.3 | HRxMMGx12 | 7.A.1 | 14.B | | 28.D | | Contract 2013, as amended |
| Delta Air Lines (Delta) | 747, 777 | $219.07 | 72 | $189,276 | $320.71 | $277,093 | 1-5 = 14 Days 6-11 = 21 days 12-18 =28 days 19+ = 35 days | 1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 7 Yrs = 195 8 Yrs = 220 9-19 Yrs = 240 20+ Yrs = 270 | 0% | 15% | 22% | International pay override is $6.50 for CA and $4.50 for FO. Section 3.C, *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80. |
| | 787 | $209.85 | | $181,310 | $307.24 | $265,455 | | | | | | |
| | 767-4, A330 | $206.91 | | $178,770 | $302.94 | $261,740 | | | | | | |
| | 767-3,2, B757 | $183.35 | | $158,414 | $268.45 | $231,941 | | | | | | |
| | B737-9 | $176.74 | | $152,703 | $258.76 | $223,569 | | | | | | |
| | B737-8 & 7 | $175.82 | | $151,908 | $257.42 | $222,411 | | | | | | |
| | A320/319 | $169.66 | | $146,586 | $248.39 | $214,609 | | | | | | |
| | MD-88/90 | $166.62 | | $143,960 | $243.94 | $210,764 | | | | | | |
| | B717, DC9 | $158.19 | | $136,676 | $231.63 | $200,128 | | | | | | |
| | EMB-195 | $132.84 | | $114,774 | $194.48 | $168,031 | | | | | | |
| | EMB-190, CRJ-900 | $112.99 | | $97,623 | $165.46 | $142,957 | | | | | | |
| | | 3.B.2.d | 4.B.1.b* | HRxMMGx12 | 3.B.2.d | HRxMMGx12 | 7.B.1.a | 14.D.1 | | 26.C.2 | 25.B.2 | Contract 2014, as amended |
| Hawaiian Airlines (Hawaiian) | B717 | $121.53 | 75 | $109,376 | $174.11 | $156,699 | 1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33 Days +25 = 38 Days | 7.5 H/M without a sick call. 5.65 H/M with a sick call Max 1080** | 0% | 15% | 20% | *Coming in 2017, **No max after pilots 59th birthday. |
| | B767 A330 | $144.58 | | $130,119 | $207.13 | $186,417 | | | | | | |
| | A350* | | | | | | | | | | | |
| | | 3.D | 3.F | HRxMMGx12 | 3.C | HRxMMGx12 | 6.B.1 | 12.A.1, 2 & 3 | | | | Contract 2010, as amended |
| United Airlines (United) | B747, B777 B787 B767-400 | $208.59 | 70 | $175,216 | $305.39 | $256,528 | 1-4 = 14 Days 5-10 = 21 Days 11-24 = 35 Days **+25 = 42 Days** | 5 H/M Max 1300 Hrs New hires receive 60 hours after completing training. | 0% | 16"% | 20% | |
| | B757-300 | $173.96 | | $146,126 | $254.70 | $213,948 | | | | | | |
| | B737-900, A321 | $167.89 | | $141,028 | $245.80 | $206,472 | | | | | | |
| | A319 | $161.02 | | $135,257 | $235.76 | $198,038 | | | | | | |
| | | 3-A-1 | 3-C-1-a | HRxMMGx12 | 3-A-1 | HRxMMGx12 | 11.A.3 | 13.A.1 | | 22-A | 24-B-5 | Contract 2012 as amended |

| | Aircraft Types | FO Top Out Pay (Hourly) | MMG | FO Base Pay | Top CA pay | CA Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

Disclaimer: Gray blocks contain contract sections or date acquired. Data with contract sections may be abbreviated and/or inaccurate, please consult the most current contract section for specific contractual language. Data that do not have a contract section reference number, were obtained online in some form and may be inaccurate. While trying to provide the most up-to-date information, not all sources can be verified at this time. If you notice a discrepancy and/or have a correction please email Craig.Pieper@AeroCrewSolutions.com.

# Additional Compensation Details

| | Aircraft Types | FO Top Out Pay (Hourly) | MMG | FO Base Pay | Top CA pay | CA Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Major Airlines | | | | | | |
| **Allegiant Air (Allegiant)** | B757, MD-80, A319, A3220 | $145.17 | 70 | $121,943 | $216.42 | $181,793 | 1 = 7 Days<br>2-4 = 14 Days<br>5-8 = 21 Days<br>9+ = 28 Days | 4 H/M Max 600 | 5% at 200%* | None | EE - $134<br>EE+Child - $177<br>EE+Spouse - $281<br>EE+Family - $394 | *The company will match 200% of what the pilot contributes up to 5%. |
| | | 3.CC | 3.C | HRxMMGx12 | 3.CC | HRxMMGx12 | 9.A.1 | 10.A | 4.C | 4.C | 5.A | Contract 2016, as amended |
| **Frontier Airlines (Frontier)** | A319, A320, A321* | $100.01 | 75 | $90,009 | $166.68 | $150,012 | 1-5 = 15 Days<br>6-10 = 21 Days<br>11+ = 28 Days | 1 Day / Month<br>Max 120 Days | 5% 1:2 | After 3 years 2.2% up to 6% at 9 years | | *A321 coming end of 2015 |
| | | 4.3 | | HRxMMGx12 | 4.3 | HRxMMGx12 | 8.B | 15.B.2 & 3 | 16.B.2 | 16.4 | | |
| **JetBlue Airways (JetBlue)** | A320 family | $148.71 | 70 | $124,916 | $218.66 | $183,674 | 0-5 = 108 Hrs<br>6-10 = 126 Hrs<br>11-15 = 144 Hrs<br>16-20 = 162 Hrs<br>21+ = 180 Hrs | Based on PTO accrual | 5% 1:1 | 5% + 3% | None Specified | *70 line holder, 75 reserve; **Hours is based on PTO per year. Reference contract for more information |
| | E190 | $133.82 | | $112,409 | $196.83 | $165,337 | | | | | | |
| | | | 3.C* | HRxMMGx12 | | HRxMMGx12 | 3.J** | 3.J | 3.E | 3.E | 3.F.i | Agreement 2013, Currently in negotiations |
| **Southwest Airlines (Southwest)** | B737 | $157.36 | 85 | $160,507 | $224.80 | $229,296 | 1-5 = 14 Days<br>5-10 = 21 Days<br>10-18 = 28 Days<br>+18 = 35 Days | 1 TFP / 10 TFP**<br>Max 1600 TFP | 9.7% 1:1 | - | | *85/87/89 TFP based on days in bid period, **Trip for Pay (TFP) is the unit of compensation received. |
| | | 4.C.1 | 4.H, 4.M* | HRxTFPx12 | 4.C.1 | HRxTFPx12 | 11.B.2 | 12.B.1 | 19.B.2 | | | Contract 2016, as amended |
| **Spirit Airlines (Spirit Wings)** | A319<br>A320<br>A321 | $109.27 | 72 | $94,409 | $185.32 | $160,116 | > 1 = 7 Days*<br>1-4 = 14 Days<br>5-14 = 21 Days<br>15-24 = 28 Days<br>+25 = 35 Days | 4 H/M<br>Max 400 | 9% | | EE = $143.90<br>EE+1 = $305.66<br>EE+1 C = $322.33<br>EE+2 C = $454.73<br>Family = $454.73* | *2010 insurance rates subject to annual increases. |
| | | 3.A | 4.A | HRxMMGx12 | 3.A | HRxMMGx12 | 7.A | 14.A.1 | 28.C | | 27.B | Contract 2010, as amended |
| **Sun Country Airlines** | B737NG | $112.93 | 70 | $94,861 | $168.55 | $141,582 | 0-8 = 15 days<br>9-13 = 22 days<br>+14 = 30 days | 4 H/M | 4% | 2% | $0 to $300 depending on plan and single, single +1 or family | |
| | | Appendix A | 4.A.1 | HRxMMGx12 | Appendix A | HRxMMGx12 | 7.A.1 | 14.A | | 28.B.2 | 27.A.2 | |
| **Virgin America (Red Wood)** | A320 | $107.00 | 70 | $89,880 | $172.00 | $144,480 | 0-1 = 5 Days<br>1-5 = 15 Days<br>+5 = 20 Days | 5 H/M<br>80 and 480 Max** | 125% of 6% contributed | - | - | *Reserves have a MMG of 75, 10.D.1, **Two sick banks, normal and catastrophic. Merging with Alaska Airlines |
| | | Appendix A | 10.C.2* | HRxMMGx12 | Appendix A | HRxMMGx12 | 9.A.1 | 8.B.1 | | | | Rule book 2014 |

| | Aircraft Types | FO Top Out Pay (Hourly) | MMG | FO Base Pay | Top CA pay | CA Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Cargo Airlines | | | | | | |
| **Atlas Air** | B747<br>B767* | $149.33 | 62 | $111,102 | $213.32 | $158,710 | >5 = 14 days<br><6 = 21 days | 1 Day / Month<br>Max 24<br>Catastrophic<br>2 Days / Month***<br>No Max | 10%**** | | Health 14-25%<br>Dental 20-30% | *B767 pay is 91.97% of B747 pay, **First year is 50 hours MMG, Out-Base is 105 hours MMG, ***Catastrophic sick days acrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank, ****Company will match 50% |
| | | 3.A.1 | 3.B.1** | HRxMMGx12 | 3.A.1 | HRxMMGx12 | 7.A.1 | 14.A | 28.A.1 | | Appendx 27-A | |
| **ABX Air** | B-767 | $153.03 | 68 | $124,872.48 | $218.61 | $178,385.76 | >1 = 1 Day/Mo<br>1-5 = 14 Days<br>5-15 = 21 Days<br>15+ = 28 Days | 1 Day / Month<br>No Max | | | | |
| | | 19 | 19.D.1 | HRxMMGx12 | 19 | HRxMMGx12 | 10.A | 9.A | | | | |
| **FedEx Express (FedEx)** | A380 | $186.33 | 85 | $190,057 | $262.84 | $268,097 | >1 = >15 days*<br>1-4 = 15 days<br>4-5 = 15 days**<br>5-9 = 22 days<br>9-10 = 22days**<br>10-19 = 29 days<br>19-20=29 days**<br>+20 = 36 days | 6 H/M | | None, Pension plan(s) available | Pilot: $61 / mo.<br>Pilot + Family: $230 / mo | *Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years, ***65 CH in 4 wks, 85 CH in 5 wks, 102 CH in 6 wks. |
| | Wide Body | $174.15 | | $177,633 | $245.65 | $250,563 | | | | | | |
| | Narrow Body | $153.22 | | $156,284 | $211.75 | $215,985 | | | | | | |
| | | 3.C.1.a | 4.A.1*** | HRxMMGx12 | 3.C.1.a | HRxMMGx12 | 7.B | 14.B.7.C | | 28 | 27.G.4.a | Contract 2006 as amended |
| **Kalitta Air** | B747 | $168.70 | 64 | $129,562 | $249.67 | $191,747 | 1-4 = 14 Days<br>5+ = 21 Days | 7 Days on first day; After 1st year .58 Days / Month<br>Max 42 | >10 2.5%*<br><10 5%* | None | >5 Yrs $20/$40**<br><6 Yrs No Cost | *The company will match 100% of the amount contributed. **$20 for individual, $40 for family (per mo nth) |
| | | 5.B.2 | 5.K | HRxMMGx12 | 5.B.1 | HRxMMGx12 | 8.A | 7.A | 10.A | | 9.C.3 | |
| **UPS (UPS)** | B757, B767, A300, B747, MD-11 | $212.69 | 75 | $207,373 | $300.00 | $292,500 | 1-4 = 14 Days<br>5-10 = 21 Days<br>11-19 = 28 Days<br>20+ = 35 Days | 5.5 Hours Per Pay Period<br>No Max | | 12% | $50 to $410*<br>Per Month | *Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family. |
| | | 12.B.2.g | 12.D.1 | HRxMMGx13* | 12.B.2.g | HRxMMGx13* | 11.A.1.b | 9.A.1 | | 15.A.1 | 6.G | Contract 2016 as amended |

| Aircraft Types | FO Top Out Pay (Hourly) | MMG | FO Base Pay | Top CA pay | CA Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|

BLI
SEA
PDX
MSP
BOS
DTW
LGA
EWR
JFK
ORD
MDW
CLE
PHL
ACY
SLC
BWI
DCA
IAD
OAK
SFO
DEN
IND
CVG
STL
SDF
AVL
LAS
LAX
LGB
ONT
MEM
CLT
PHX
IWA
ATL
DFW
DAL
IAH
HOU
SFB
MCO
PIE
PGD
ANC
HNL
FLL
MIA
ANC
CGN
ORD
EWR
LAX
MIA
HNL
DOH
DXB
HKG
GUM

**ACY** **Atlantic City, NJ**
Spirit Airlines

**ANC** **Anchorage, AK**
Alaska Airlines
FedEx Express
UPS

**ATL** **Atlanta, GA**
Delta Air Lines
Southwest Airlines

**AVL** **Asheville, NC**
Allegiant Air

**BLI** **Bellingham, WA**
Allegiant Air

**BOS** **Boston, MA**
American Airlines
JetBlue Airways

**BWI** **Baltimore, MD**
Southwest Airlines

**CGN** **Cologne, Germany**
FedEx Express

**CLE** **Cleveland, OH**
United Airlines

**CLT** **Charlotte, NC**
American Airlines

**CVG** **Cincinnati, OH**
Delta Air Lines

**DAL** **Dallas, TX**
Southwest Airlines
Virgin America

**DCA** **Washington, DC**
American Airlines

**DEN** **Denver, CO**
United Airlines
Frontier Airlines
Southwest Airlines

**DFW** **Dallas, TX**
American Airlines
Spirit Airlines

**DTW** **Detroit, MI**
Delta Air Lines
Spirit Airlines

**DOH** **Doha, Qatar**
Qatar Airways

**DXB** **Dubai, United Emirates**
Emirates

**EWR** **Newark, NJ**
Delta Air Lines
United Airlines

**FLL** **Fort Lauderdale, FL**
Allegiant Air
JetBlue Airways
Spirit Airlines

**GUM** **Guam**
United Airlines

**HKG** **Hong Kong**
FedEx Express

**HNL** **Honolulu, HI**
Hawaiian Airlines
Allegiant Air

**HOU** **Houston, TX**
Southwest Airlines

**IAD** **Washington, DC**
United Airlines

**IAH** **Houston, TX**
United Airlines

**IND** **Indianapolis, IN**
FedEx Express

**IWA** **Phoenix, AZ**
Allegiant Air

**JFK** **New York City, NY**
American Airlines
Delta Air Lines
JetBlue Airways
Virgin America

**LAS** **Las Vegas, NV**
Allegiant Air
Southwest Airlines
Spirit Airlines

**LAX** **Los Angeles, CA**
American Airlines
Alaska Airlines
Delta Air Lines
United Airlines
Virgin America
FedEx Express

**LGA** **New York City, NY**
Delta Air Lines
United Airlines

**LGB** **Long Beach, CA**
JetBlue Airways

**MCO** **Orlando, FL**
JetBlue Airways
Southwest Airlines
Frontier Airlines

**MDW** **Chicago, IL**
Southwest Airlines

**MEM** **Memphis, TN**
FedEx Express

**MIA** **Miami, FL**
American Airlines
UPS

**MSP** **Minneapolis, MN**
Delta Air Lines
Sun Country

**OAK** **Oakland, CA**
Allegiant Air
Southwest Airlines

**ONT** **Ontario, CA**
UPS

**ORD** **Chicago, IL**
American Airlines
United Airlines
Frontier Airlines
Spirit Airlines

**PDX** **Portland, OR**
Alaska Airlines

**PGD** **Punta Gorda, FL**
Allegiant Air

**PHL** **Philadelphia, PA**
American Airlines

**PHX** **Phoenix, AZ**
American Airlines
Southwest Airlines

**PIE** **St. Petersburg, FL**
Allegiant Air

**SDF** **Louisville, KY**
UPS

**SEA** **Seattle, WA**
Alaska Airlines
Delta Air Lines

**SFB** **Orlando, FL**
Allegiant Air

**SFO** **San Francisco, CA**
United Airlines
Virgin America

**SLC** **Salt Lake City, UT**
Delta Air Lines

**STL** **St. Louis, MO**
American Airlines

# Regional Airlines

The following pages contain over 30 different contractual comparisons for 22 separate regional airlines. Almost all the data was collected from each individual airline's contract. Our goal is to provide you with the most current, up-to-date data so that, as a pilot, you can choose the right airline for you. Every pilot looks for something different from the airline they work for. Whether it's living in base, maximizing your pay, or chasing that quick upgrade, we will have the most latest information. To do this, we are working with the airlines to ensure this data is current and correct. Good luck and fly safe!

Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

Gray blocks indicate source of data or date data was obtained 3.C.1 indicates contract section see contract for more information

| | Aircraft Types | FO Top Out Pay (Hourly) | MMG | Base Pay | Top CA pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 4 |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Over 2,000 Pilots | | | |
| ExpressJet (LXJT (Accey) | EMB-145XR, EMB-145, EMB-135 | $45.26 | 75 | $40,734 | $98.18 | $88,362 | < 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days | 5 H/M Max 640 (110 above 640***) | <5 = 4% 5<10 = 5% 10+ = 6% Vesting* | |
| | 60-76 Seat A/C**** | $49.98 | | $44,982 | $107.83 | $97,047 | | | | |
| | - | 3.A.1 | 3.B.1 | HRxMMGx12 | 3.A.1 | HRxMMGx12 | 8.A.1 | 7.A | 25.A.2 | |
| ExpressJet (LASA) (Accey) | CRJ-200 | $46.44 | 75 | $41,796 | $101.80 | $91,620 | <1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days | 0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500 | 1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50%of6% 7=75% of 6% 10=75%of8% | |
| | CRJ-700, CRJ-900 | $48.48 | | $43,632 | $109.33 | $98,397 | | | | |
| | - | 3.A | 4.A | HRxMMGx12 | 3.A | HRxMMGx12 | 7.A.1 | 14.A.1 | 27.A.1* | |
| SkyWest Airlines (Skywest) | EMB-120 | $37.15 | 80 | $35,664 | $76.21 | $73,162 | <6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs | After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M*** | 1.2-6%**** | |
| | CRJ-200 | $45.77 | 75 | $41,193 | $106.67 | $96,003 | | | | |
| | CRJ-700 | $48.52 | | $43,668 | $113.07 | $101,763 | | | | |
| | EMB-175 | $48.70 | | $43,830 | $113.20 | $101,880 | | | | |
| | CRJ-900 | $50.00 | | $45,000 | $117.00 | $105,300 | | | | |

Sample only; refer to adjacent pages for actual information

## Abbreviations and Definitions:

**401(K) Matching:** Retirement plan, the company will match the employees contribution up to the listed percentage. Unless noted the company will match 100% of what the employee contributes.

**ALPA:** Air Line Pilots Association

**Cancellation pay:** When a leg or legs are canceled, the employee will still be credited for that leg. Some companies will not cover all reasons for cancellations. Refer to the contract for more information.

**Deadhead:** Positive space travel as a passenger for company business; paid as shown in above referenced column.

**DC:** Direct Contribution, the company will contribute the listed additional amount directly to the employees 401(K), either quarterly or yearly, refer to the contract for more information

**IBT:** International Brotherhood of Teamsters

**IOE:** Initial Operating Experience, refers the flight training a new hire receives from a check airman after completing all ground and simulator training.

**MMG:** Minimum Monthly Guarantee, the minimum amount of credit the employee will receive per month. The ability to work more or less is possible, depends on the needs of the company, line holder or reserve and open trips for that month.

**Per Diem:** The amount of money the company pays the employee for food expenses while gone from base, typically from show time to end of debrief time of that trip. Day trip per diem is taxable while overnight is not.

**UTU:** United Transportation Union

**YOS:** Years of Service with the company.

| | Aircraft Types | 2 Digit Code | Sign on Bonus | Pay During Training | Hotel during new hire training | Per Diem | Most Junior CA hired | Number of Pilots | Do Business For: | Union | EFBs | Bases | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Over 2,000 Pilots** | | | | | | | | | | | | | |
| **ExpressJet (LXJT) (Accey)** | EMB-145XR EMB-145 EMB-135 | EV | $7,500 w/ ERJ type*, $1,000 Referral | $300 / week & $1,400 per diem to checkride, then MMG | Paid for by company; single occupancy | $1.85/hr | June 2007** | 1,388 | United | ALPA | Surface 3 LTE | EWR, IAH, ORD, CLE | *Additional bonus if typed in CRJ or ERJ, $3,500 at end of training, remaining after first year; **Will Reduce 11/2007 to 1/2011 |
| | | | Online | | Feb/15 | 4.C.2 | Sep/2017 | Sep/2017 | | | | | Contract 2004 as amended, Currently in negotiations, |
| **ExpressJet (LASA) (Accey)** | CRJ-200 CRJ-700 CRJ-900 | EV | $7,500 w/ CRJ type*, $1,000 Referral | $300 / week | Paid for by company; single occupancy | $1.85/hr | June 2007** | 1,218 | Delta***, American | ALPA | Surface 3 LTE | **ATL**, DFW, DTW, LGA*** | *Additional bonus if typed in CRJ or ERJ, $3,500 at end of training, remain after first year, **Will reduce from 5/2008 to 9/2010, ***Delta Connection in ATL, DTW & LGA closing by Nov. 2018 |
| | | | Online | 3.C.1 | | 5.A.1 | Sep/2017 | Sep/2017 | | | | | Contract 2007 as amended, Currently in negotiations; |
| | | | | | | | Total | 2,606 | | | | | |
| **SkyWest Airlines (Skywest)** | CRJ-200 CRJ-700 CRJ-900 EMB-175 | OO | $7,500* | 65 Hours | Paid for by company; dual occupancy, Company will pay 50% for single room | $1.95 Eff. 7/1/2017 | June 2017 | 4,300 | United, American, Alaska, Delta | None | Surface 3 LTE | COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SEA, SFO, SLC, TUS **SGU**** | *$7,500 w/ Part 121, 135 or type rating for any turbo jet over 12,500 lbs. **SGU is not a base, only HQ. |
| | | | | 3008.19.A | 3015.6.A.1 | 3009.1.A | Aug/2016 | Aug/2016 | | | | | Pilot Agreement signed August 2015 |
| **Republic Airway (Republic)** | EMB-170 EMB-175 | RW | $10,000* $12,500** | $1,600 first mo. then MMG | Paid for by company; single occupancy | $1.95/hr Dom $2.50/hr Int.*** | 3.5 Years | 2,105 | United, American, Delta | IBT | iPad Air | CMH, DCA, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR | *No Part 121 Experience, **Part 121 Experience; ***International per diem only applies when block in to block out is greater than 90 mins. |
| | | | | | 10.A.2.a | 4.B.1 | Nov/2015 | Apr/2016 | | | | | Contract 2015 |
| **Envoy formally American Eagle (Envoy)** | CRJ-700, EMB-145, EMB-175 | MQ | Up to $22,100* plus $20,000 retention bonus** | 64 hr MMG + 16 hrs per diem per day | Paid for by company; single occupancy | $1.85/hr + $0.05 increase in 2018, 2021 & 2024 | Oct 2011*** | 1,850 | American | ALPA | iPad Air 2 | DFW, ORD, LGA | *Dependent on aircraft assignment once hired; **Paid over two years in quarterly installments and after one year of service; ***Company projects less than 3 years for new hires to upgrade and 6 years to flow to American Airlines. |
| | | | Online | 4.A | 4.B | 5.B.1 | Dec/2016 | Dec/2016 | | | | | Contract 2003 as amended |

| | Aircraft Types | 2 Digit Code | Sign on Bonus | Pay During Training | Hotel during new hire training | Per Diem | Most Junior CA hired | Number of Pilots | Do Business For: | Union | EFBs | Bases | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **500 - 2,000 Pilots** | | | | | | | | | | | | | |
| **Endeavor Air (Flagship)** | CRJ-200 CRJ900 | 9E | $23,000* | MMG, but no per diem | Single Occupancy paid by company | $1.70/hr | July 2007 | 1,587 | Delta | ALPA | | JFK, DTW, MSP, LGA, ATL | Pay based on DOS+2 years, 1% increases every year, *$23,000 per year until Dec 2018. |
| | | | Online | 3.D.1, 5.D.4 | | 5.D.1 | Dec/2015 | Mar/2016 | | | | | Contract 2013 as amended |
| **PSA Airlines (Bluestreak)** | CRJ-200 CRJ-700 CRJ-900 | OH | $16,520, $5,000*, $1000**, $20,000*** | $38.50 / HR MMG & Per Diem | Paid for by company; single occupancy | $1.75/hr | July, 2015 | 1,300 | American | ALPA | iPad | CLT, DCA, CVG **DAY**, TYS | *Additional with CRJ type, **Referral bonus, **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time. ***20,000 retention bonus starting year 2, ($2,500 per quarter for 2 years). |
| | | | | 3.F.1 | | 5.A.1 | April/2017 | May/2017 | | | | | Contract 2013 as amended |
| **Mesa Airlines (Air Shuttle)** | CRJ-200 CRJ-700 CRJ-900 EMB-175 | YV | $22,100* $20,000** | 76 Hours during training | Paid for by company; single occupancy | $1.60/hr | Oct-15 | 1,200 | United, American | ALPA | iPad*** | PHX, DFW, IAD, IAH | *Paid after completion of training **Paid after completion of year 3 ***Pilot must have an iPad, but company pays $40 a month |
| | | | LOA 37 | 5.A.1 | 5.B.1 | 5.A.2 | Feb/2016 | Aug/2015 | | | | | Contract 2008 as amended |
| **Air Wisconsin (Wisconsin)** | CRJ-200 | ZW | Yes $33,000 $4,000 or $4,500* | 2.5 hours per day | Paid for by company; single occupancy | $1.75/hr dom $1.80/hr int | 2.5 - 3 Years | 485 | American United | ALPA | iPad | DCA, ORF, PHL (ORD & IAD in the Fall) | *$33,000 min bonus for all new hires. $4,000 or $4,500 referral bonus, later for Airmen Training Program |
| | | | Website | 4.C | 5.A.1 | LOA 37 | Jul/2015 | May/2017 | | | | | Contract 2003, Pilot data from 10/6/2014 seniority list. |
| **Horizon Air (Horizon Air)** | DH-8-Q400 ERJ-175 | QX | None | 16 credit hours per week & per diem | Paid for by company; double occupancy | $1.80/hr | July 2014* | 635 | Alaska | IBT | | ANC, BOI, GEG, MFR, **PDX**, SEA | *Upgrade time should be reduced as they explore more growth with the approval of the Alaska Air Group purchase of Virgin America. |
| | | | | 5.I.4 | 6.C | 5.G.1 | Dec/2016 | Dec/2016 | | | | | Contract 2012 as amended |
| **Compass Airlines (Compass)** | EMB-175 | CP | $17,500 Signing $1,500 Referal Bonus | MMG & Per Diem* | Paid for by company; double occupancy | $1.65/hr** | Sept 2015 | 710 | Delta, American | ALPA | iPad | MSP, LAX, SEA | *Per diem only when not in base for sims; **DOS + 24 Mos. $1.70, |
| | | | | 3.H, 5.B | 5.B.3 | 5.B.1 | Oct/2016 | Dec/2015 | | | | | Contract 2014 as amended |
| **GoJet Airlines (Lindbergh)** | CRJ-700 CRJ-900* | G7 | $12,000** $5,000*** | $23/hr @ 60 hr | Paid for by company; single occupancy | $1.60/hr | January 2015 | 555 | United, Delta | IBT | | ORD, RDU, STL, DEN | *7 CRJ-900s being delivered by the end of 2015. **New hire bonus, ***With CL-65 type. |
| | | | Jan/2017 | 5.B.3 | 6.C | 5.O | Dec/2015 | Dec/2015 | | | | | Contract 2016 as amended |

| Aircraft Types | 2 Digit Code | Sign on Bonus | Pay During Training | Hotel during new hire training | Per Diem | Most Junior CA hired | Number of Pilots | Do Business For: | Union | EFBs | Bases | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

# General Information

| | Aircraft Types | 2 Digit Code | Sign on Bonus | Pay During Training | Hotel during new hire training | Per Diem | Most Junior CA hired | Number of Pilots | Do Business For: | Union | EFBs | Bases | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Under 500 Pilots** | | | | | | | | | | | | | |
| **Piedmont Airlines (Piedmont)** | DH-8-100 DH-8-300 ERJ-145 | PI | $15,000 | MMG + 1/2 per diem per day | Paid for by company; single occupancy | $1.70/hr | 1,000* Hrs 2,500 TT | 420 | American | ALPA | | PHL, MDT, ROA, **SBY** | *1,000 Hours of Part 121 flight time. **$5,000 pilot referal bonus for employees. |
| | | | LOA 16 | 5.D.4 | 5.A.3 | 5.D.1 | Jul/2016 | Jul/2016 | | | | | Contract 2013 as amended |
| **Trans States Airlines (Waterski)** | ERJ-145 | AX | $30,000* | $35.81 @ 75 hrs or 4 hours per day | Paid for by company; Single occupancy | $1.90/hr | July 2015 | 600 | United, American | ALPA | iPad | IAD, STL, ORD DEN, RDU | *Paid out over 3 years, restricitions apply. **Attendance Bonus** 0 Sick Days Used $1000, 1 Sick Day Used $700, 2 Sick Days Used $500, 3 Sick Days Used $300 |
| | | | | 3.C.1 | 5.A.1 | 5.C.1 | Dec/2015 | Jun/2016 | | | | | Contract 2015 as amended |
| **Cape Air (Kap)** | ATR-42 C402 BN2 | 9K | None | 40 Hours per week | Paid for by company; Single occupancy | $37/overnight | Upon Reaching ATP Mins | 100 | Hyannis Air Service DBA Cape Air | IBT | No | New England, New York, Montana, Midwest, Caribbean & Micronesia (See Notes) | HYA, EWB, BOS, PVC, ACK, MVY, RUT, LEB, RKD, AUG, PVD, ALB, OGS, MSS, SLK, HPN, BIL, SDY, GDV, OLF, GGW, HVR, UIN, MWA, CGI, IRK, TBN, OWB, SJU, MAZ, STX, STT, EIS, GUM |
| | | | | 3.K.A | 6.E.5.A | 6.G.1 | Dec/2016 | Dec/2016 | | | | | Contract 2012 as amended |
| **Silver Airways (Silverwings)** | Saab 340b | 3M | $12,000* | MMG & Per Diem | Paid for by company; single occupancy | $1.85/hr | 18 months | 160 | Self** | IBT | | FLL, TPA, MCO, IAD | *$3,000 after IOE, $3,000 after 1 year, $6,000 after 2 years; **11 Codeshares |
| | | | | | | 5.C | Jul/2015 | Jul/2016 | | | | | Contract 2011 as amended |
| **Ameriflight, LLC (AMFlight)** | EMB-120 EMB-110 BE1900 & 99 SA227 C208 PA31 | AM | None | $9 - $12.50 per hour* $35 / Day Per Diem | Paid for by company; Single occupancy | $1.45/hr | Immediate | 185 | UPS FedEx DHL Lantheus ACS Mallinckodt | None | iPad | **DFW**, BFI, PDX, SFO, BUR, ONT, PHX, ABQ, SLC, SAT, OMA, LAN, CVG, SDF, BUF, MHT, EWR, MIA, BQN, SJU | *Hourly rate in training depends on PIC, SIC and aircraft type. |
| | | | | | | | Oct/2015 | Oct/2015 | | | | | |
| **CommutAir (CommutAir)** | DH-8-100 DH-8-200 ERJ-145 | C5 | Up to $15,000* | MMG | Paid for by company; single occupancy | $1.80/hr | Apr/2017 | 370 | United | ALPA | None | EWR, IAD, **BTV**** | *With ATP/CTP: $7,000; Without ATP/CTP: $2,000 free ATP/CTP course; $5/121 PIC qualifying hour up to $8,000 **BTV is only HQ |
| | | | Online | 3.G | 5.A.8 | 5.B.3 | June/2017 | Dec/2016 | | | | | Contract 2015 as amended |
| **Great Lakes Airlines (Lakes Air)** | B1900D EMB-120 | ZK | No | $36/Day | Paid for by company; dual occupancy | $1.50/hr | May 2016 | 60 | | UTU | | DEN, PHX | 15 Month, $7,500 training contract required for ALL First Officers. Direct Entry Captains contract is prorated over the first 15 months of service. |
| | | | | | | 4.D | Dec/2016 | Dec/2016 | | | | | Contract 2014 as amended |
| **Peninsula Airways (Penisula)** | Saab 340A, Saab 340B* | KS | | | | $50/day | 2012 | 120 | | None | | ANC, BOS | *$1,100/Mo. Base Salary |
| | | | | | | | Oct/2014 | | | | | | Need contract |
| **Seaborne Airlines (Seaborne)** | DH-8-300 S340 | BB | | | | $30/dom, $50/int | January 2013 | 90 | | | | SJU, STX | |
| | | | | | | | Oct/2014 | | | | | | Need contract |
| **Ravn Alaska (Corvus Airlines & Hageland Aviation Services)** | C208, C207, PA31, B1900 DH-8 | 7H | $15,000 for all pilots in 2017, $5,000 referral | MMG | None, except during SIMs in SEA, Single | $40.00 per over night | March 2015** | 215 | Ravn Alaska | None | iPad | ANC | *After 6 months pay goes to $40 on B1900, first year pay adjusted for this. **Hageland pilots can transfer at any time once they hit ATP mins, so much uncertainty abounds |
| | | | | | | | Jun/2017 | Jun/2017 | | | | | Need contract |
| **Island Air (Moku)** | Q-400 | WP | $12,000 | MMG* | Paid for by company if not in HNL; Single occupancy | None, On a RON, company will reimburse w/ receipt | July 2017 | 70 | Codeshare with UAL | ALPA | | HNL | Codeshare for United, Hawaiian and Go; *Reserve MMG at FO year one rate, if OE completed as a CA, CA year 1 rate paid retro |
| | | | | 3.C.1 | 11.P.3 | 4.J.1 | Nov/2017 | Nov/2017 | | | | | Contract 2016 as amended |
| **Total Pilots** | | | | | | | | 19,653 | | | | | |

# Contractual Work Rules

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Number of pages in Contract | Min Day Credit | Min Trip Credit | Duty Rig | Trip Rig | Deadhead Pay | Open time pay | Uniform Reimbursement | Headset Reimbursement | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Over 2,000 Pilots** | | | | | | | | | | | | | |
| **ExpressJet (LXJT) (Accey)** | 12/12 or 11 for reserve in 30 day month | Yes* | 11 or 13; 15** | 539 | 2 hr DPM***; 3.75 on day off | 15 hours min per 4 day trip | None | None | 100% | 100% or 150/200% when red flag is up | $150 / yr**** | Company provided | *Reserves past show time only; **11 or 13 based on start time of duty, 15 hours max for reserve phone availability + duty time ***Duty Period Min; ****After completing first year |
| | 21.D.1.b, 21.D.3.a | 3.D.4 | 5.A & 21.I.4.b | - | 8 | 3.D.5 | - | - | 6.A.2 | 21.H.9.d | 24.H.3 | - | Contract 2004 as amended, Currently in negotiations |
| **ExpressJet (LASA) (Accey)** | 12*/11 | Yes | 12.5, 14, 13.5, 11** | 571 | 3:45 | None | 1:2** | None | 100% Air / 50% ground | 150% | $17 / month after 90 Days | None | *Bid period with 30 days line holder is only 11 days off; **Based on start time ***1:1 after 12 hours of duty; |
| | 12.D.2 | 3.G.4 | 12.B.1 | - | 3.F.1 & 2 | - | 3.F.1 & 2 | 3.F.1 & 2 | 8.A.1 & 2 | 13.G | 5.D.4 | - | Contract 2007 as amended, Currently in negotiations |
| **SkyWest Airlines (Skywest)** | 12 | Yes* | FAA Part 117 | 188 | 4:12 | None | 1:2** | None | 100% | 150% | $100/6 mo*** | None | *Must remain on reserve for that period; **1:1 after 12 hrs; ***After completing first year and $400 max |
| | 3017.7.C.1.g | 3008.12.A | 3016.1 | - | 3017.3.A | - | - | - | 3008.14.A | - | 3009.3.A | - | Pilot Agreeemnt signed August 2015 |
| **Republic Airways (Republic or Shuttle)** | 12* | Yes** | 14 | 217 | 4:12 | See Trip Rig | 1:2 | 1:4 | 75% | 100%. Over 87 hours 125%*** | Provided by company**** | Company provided | *2 Golden Day Off (GDO) Periods per year, 1 GDO Period has 3 days off. **Only line holders and available for reassignment. ***Premium pay when available is 115%, 130% or 150%, ****Includes luggage |
| | 23.E.1 | 3.E & F | 23.C.1 | - | 3.B.2 | - | 3.B.3 | 3.B.4 | 3.G.1 | 3.C | 4.B, C, F | - | Contract 2015 |
| **Envoy formally American Eagle (Envoy)** | 11 | Yes | FAA Part 117 | 616 | 3.9 Res 3.7 Line | None | None | None | 75% | 150% or 200%* | Pilots pay 50% except leather jacket 100% | Company provided | *200% only when critical coverage declared by company |
| | 10.B.1 | 3.F.2 | 10.A.2 | - | 3.E.1 & 2 | - | - | - | 3.K | LOA | 6.A | - | Contract 2003 as amended |



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# Contractual Work Rules

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Number of pages in Contract | Min Day Credit | Min Trip Credit | Duty Rig | Trip Rig | Deadhead Pay | Open time pay | Uniform Reimbursement | Headset Reimbursement | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | 500 - 2,000 Pilots | | | | | | | |
| **Endeavor Air (Flagship)** | 11 | Yes | 14 | 501 | 4 | None | None | None | 100% | 150% 200%** | New hires pay 50%, all others get $240 per year* | None | *Starts 1/1/2015, **200% at company discretion. |
| | 3.R.4 | 3.N.1 | 12.H.1 | - | 3.H.1 | - | - | - | 8.A | 3.M.3 | 18.C, 18.H | 26.A.1 | Contract 2013 as amended |
| **PSA Airlines (Bluestreak)** | 11 | Yes* | 13 , 14.5 on CDO | 195 | 3.5** | None | None | None | 50%** | 125% or 150%*** | $400**** | None | *For line holders only with exceptions to open time pick ups; **with exceptions see contract section; ***Critical Coverage Pay per company; ****After 1 YOS |
| | 12.D.1 | 3.i.1 | 12,A1 | - | 4.D | - | - | - | 3.L | 3.J | 17.B.2.A | - | Contract 2013 as amended |
| **Mesa Airlines (Air Shuttle)** | 11 | Yes* | FAA Part 117 | 187 | None | None | None | None | 62.5% | 100% or 200%** | Company pays half of hat, topcoat, jacket, two pairs of pants. | None | *To line guarantee, **200% for junior manning and improper reassignments. |
| | 12.B | 3.G | 12 | - | | - | - | - | 6.A | 3.H.9 | 5.E.2 | - | Contract 2017 as ammended |
| **Air Wisconsin (Wisconsin)** | 12/12 | Yes* | 12, 14 or 13** | 294 | 3 hours or Duty Rig | See Trip Rig | 1:2 | 1:4 | 100% | 150% or 200%*** | $260 / yr**** | $50* | *Once trip is awarded or assigned for all pilots **Based on start time. ***200% for critical trips. ****After completing first year |
| | 25.E.8.a | 3.D | 12.B.1 | - | 3.C.1.c | - | 3.C.1.a | 3.C.1.b | 3.E | 3.B.1/LOA 37 | 18.C.2 | 18.E | Contract 2003 as ammended |
| **Horizon Air (Horizon Air)** | 13* | Yes | FAA Part 117 | 239 | 4** | See Trip Rig | 50%*** | 25**** | 100% | 150% or 200***** | $200 | None | *Bid period is 35 Days **4 hours for any trip that has one duty period, ***50% of the duty time, ****25% of trip time away from base. *****200% at company discreation |
| | 7.A.4.a | 5.B.3 | 7.A.2.a | - | 5.C.2.a | 5.C.2.a | 5.C.2.a | 5.C.2.a | 5.C.2.a | 5.4.2.d | 26.M.5.A | - | Contract 2012 as ammended |
| **Compass Airlines (Compass)** | 11 or 12* | Yes** | FAA Part 117 | 392 | 4 | None | None | None | 80% air*** 75% ground | 100%**** | Company pays 1/2 of initial uniform, $20/mo allowance | None | *12 days off during 31 day bid periods, **May be reassigned,***85% after 5/1/17 ****150% premium pay per company |
| | 12.E | 4.D | 12.C.3 | - | 4.B.1 | - | - | - | 8.A | 3.G | 26.3 | 26.C.1 | Contract 2014 as amended |
| **GoJet Airlines (Lindbergh)** | 11/12 | Yes | FAA Part 117 | 165 | 4* | 4* | None | None | 75% 100% 2 DOS | 150% 200%** | $25 / Month | None | *With restrictions, report before Noon, finish after 5pm, **At company discreation, |
| | 7.A.2.a | 5.B.1 | 7.B | - | 5.B.1 | 5.B.1 | - | - | 5.E | 5.D | 26.L.5 | - | Contract 2016 as ammended |

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Number of pages in Contract | Min Day Credit | Min Trip Credit | Duty Rig | Trip Rig | Deadhead Pay | Open time pay | Uniform Reimbursement | Headset Reimbursement | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Under 500 Pilots | | | | | | | |
| **Piedmont Airlines (Piedmont)** | 11 | Yes | 14 | 185 | 4 | 4 per day* | None | None | 75% air; 50% ground | 100%** | $25 / month | None | *See examples in refenced contract section, **Unless available for premium pay |
| | 25.C.2,3 & 4 | 3.G.4.a | LOA 12 | - | 3.G.3.a | 3.G.3.a | - | - | 8.B.5, 8,C,3 | 25.G | 26.Y.4 | - | Contract 2013 as amended |
| **Trans States Airlines (Waterski)** | 12 line holders 11 reserves | Yes* | 14 | 246 | 4** | None | None | None | 100% | 150% 200%*** | $25 / month | None | *Line Holders have Cancellation Pay - 100% line by line, block or better, **For reserves only, ***At discretion of company, |
| | 25.B.3.a.2 & d.2 | 3.F | 12.E.1 | - | LOA 2011-07 | - | - | - | 3.H.1 | 3.E.2 | 5.F.3 | - | Contract 2011 as amended |
| **Cape Air (Kap)** | 10 | Yes | 14 | 170 | 5 | None* | None* | None* | 100% for 135 50% for 121 | 100% or 150%** | Paid in full by company, no set amount per year. Reasonable amount. | Yes as needed | *Pilots are paid per duty hour not flight hour. **Paid above minimum, if it is over 40 hours per week, then it will be paid at 150% |
| | 14.E.2 | 3.I | 14.B | - | 3.B.V.I. | - | - | - | 3C1B | - | - | 25.A.5 | Contract 2012 as amended |
| **Silver Airways (Silverwings)** | 11 | Yes* | 14 | 161 | 3, 4 on lost day | Greater of min day, credit, duty rig | 1:2 | None | 50% for first 5 hours, then 100% | 100% | $150 / yr** | None | *Greater of line value or actual flown except for named storms, than 50%; **For replacement only. |
| | 6.D.3 & 4 | 6.H.8.a | 8.A.1 | - | 3.H | 3.B.1 | 3.B.1.c | - | 7.D.1 | 3.D | 5.J | - | Contract 2011 as amended |
| **Ameriflight, LLC (AMFlight)** | Fly 4-5 days per week | Yes | FAA 135 | NA | NA | NA | NA | NA | 100% | 100% | None | None | |
| | | | | | | | | | | | | | |
| **CommutAir (CommutAir)** | 12/11 | Yes | 14 | 131 | 3.75 | None | None | None | 75% | 100%* | $17.50 per month ($210 / yr) | None | *Additionaly incentive offered at company discretion, |
| | 25.C.1-25.C.2 | 3.E.1 | 12.B.1 | - | 3.D.2.a | - | - | - | 8.A.2 | 3.F.1 | 5.D.3 | - | Contract 2015 as amended |
| **Great Lakes Airlines (Lakes Air)** | 10 | No | 14 or 15* | 59 | 3.75 | None | None | None | 50% | 100% | $200 per year after first year | None | *For continuous duty overnights, **and every two years thereafter |
| | 3.C.2 | - | 18.C.1 | - | 18.B.5 | - | - | - | 3.C.4 | 18.J.1.b | 19.D | - | Contract 2014 as amended |
| **Peninsula Airways (Penisula)** | 5 on 2 off | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| **Seaborne Airlines (Seaborne)** | 13 | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| **Ravn Alaska (Corvus Airlines & Hageland Aviation Services)** | 10 | No | FAA Part 117 | NA | 2.4 | 0 | 0 | 0 | 30% | 100% | New Hire Paid by Company then $80 per year | No | |
| | | | | | | | | | | | | | |
| **Island Air (Moku)** | 11/12* Line Holder, 11/10** Reserve | Yes*** | FAA Part 117 | 123 | 3.8 | None | None | None | 100% | 150% | Company issues 3 shirts, pants, replaces as worn | None | *12 days off during 31 day months, **Reserves have 3 options, Standard (20 days on), Min (17) & Max (23); ***Average pay, can be reassigned |
| | 10.C.1.d; 10.C.1.e.(4) | 4.E.1 | 10.B | | 4.B | - | - | - | 4.F.1 | 4.A.4 | 15.AA | - | Contract 2016 as amended |

# Additional Compensation Details

Over 2,000 Pilots

| | Aircraft Types | FO Top Out Pay (Hourly) | MMG | Base Pay | Top CA pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **ExpressJet (LXJT (Accey)** | EMB-145XR, EMB-145, EMB-135 | $45.26 | 75 | $40,734 | $98.18 | $88,362 | < 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days | 5 H/M Max 640 (110 above 640***) | <5 = 4% 5<10 = 5% 10+ = 6% Vesting* | <5 = 2.5% 5<10 = 4% 10<15 = 5% 15<20 = 5.5% 20+ = 6% | 25% | *Based on YOS; **Prorated 7/12ths of a day per month. ***110 Additoinal hours may be accured for any illness longer than 30 days, if more than 255 hours used at once acrual is 7 H/M. ****60-76 seat aircraft pay rates added with new contract extension, currenlty there are none on property. |
| | 60-76 Seat A/C**** | $49.98 | | $44,982 | $107.83 | $97,047 | | | | | | |
| | - | 3.A.1 | 3.B.1 | HRxMMGx12 | 3.A.1 | HRxMMGx12 | 8.A.1 | 7.A | 25.A.2 | 25.B.2 | LOA 9 | Contract 2004 as amended, Currently in negotiations |
| **ExpressJet (LASA) (Accey)** | CRJ-200 | $46.44 | 75 | $41,796 | $101.80 | $91,620 | **<1 = 14 Days**** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days | 0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500 | 1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50%of6% 7=75% of 6% 10=75%of8% | None | 30% | *Vesting based on YOS, **1.2 Days per month of employment. |
| | CRJ-700, CRJ-900 | $48.48 | | $43,632 | $109.33 | $98,397 | | | | | | |
| | - | 3.A | 4.A | HRxMMGx12 | 3.A | HRxMMGx12 | 7.A.1 | 14.A.1 | 27.A.1* | 27.A.1 | 28.A.3 | Contract 2007 as amended, Currently in negotiations |
| **SkyWest Airlines (Skywest)** | CRJ-200 | $48.10 | 75 | $43,290 | $112.09 | $100,881 | <6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs | After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M*** | 1-4 yrs, 4% 5-9 yrs, 6% 10 yrs, 10% | None | 38% | *MMG for reserve pilots is 76. **Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards. ***H/M based on MMG of 75 hours. ****Based on YOS. |
| | CRJ-700 | $50.99 | | $45,891 | $118.82 | $106,938 | | | | | | |
| | EMB-175 | $51.17 | | $46,053 | $119.27 | $107,343 | | | | | | |
| | CRJ-900 | $51.94 | | $46,746 | $121.05 | $108,945 | | | | | | |
| | - | 3027.2 | 3008.5.A.3* | HRxMMGx12 | 3027.1 | HRxMMGx12 | 3011.1** | 3012.1 | | - | | Pilot Agreeemnt signed August 2015 |
| **Republic Airways (Republic or Shuttle)** | EMB-170 EMB-175 | $50.42 | 75 | $45,378 | $120.11 | $108,099 | 1 = 12.6 days 2 = 13.65 days 3 = 14.7 days 4 = 15.75 days 5 = 16.8 days 6 = 17.85 days 7 = 18.9 days 8 = 22.05 days 9 = 23.1 days 10 = 24.15 | PDO* 1 Yr = 4.20 H/M 2 Yr = 4.55 H/M 3 Yr = 4.90 H/M 4 Yr = 5.25 H/M 5 Yr = 5.60 H/M 6 Yr = 5.95 H/M 7 Yr = 6.30 H/M 8 Yr = 7.35 H/M 9 Yr = 7.70 H/M 10 = 8.05 H/M No Max | <6 = 2.5% 6-13 = 4% 13+ =6% | None | 35% for Legacy PPO Medical Plan 25% for PHP Pilot Health Plan 35% for TPO Traditional PPO Plan | *Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day. |
| | - | 3-1 | 3.K.1 | HRxMMGx12 | 3-1 | HRxMMGx12 | 8.A.1*** | 8.A.1 | 14.K | | 14.E | Contract 2015 |
| **Envoy formally American Eagle (Envoy)** | EMB-145 | $39.78 | 75 | $35,802 | $89.12 | $80,208 | <1yr = <7 dys*** 1-2yrs = 7 dys >2yrs = 14 dys >5yrs = 21 dys >16yrs = 28 dys | 90dys-5yrs = 3.5hrs/month; >5 yrs = 4hrs/month | 1-4 = 3.5% 5-9 = 5.25% 10-14 = 6.4% 15-19 = 7% 20+ = 8% | None | 31% to 35% 1% increases per year | *New-hires are capped at 12th year pay for CA and 4 years for FO. **<1 is prorated. |
| | EMB-175 | | | | $93.90 | $84,510 | | | | | | |
| | - | LOA** | LOA | HRxMMGx12 | LOA* | HRxMMGx12 | 8 | 9.A | 28.B** | 28.B | 28.A.3.b | Contract 2003 as amended |

500-2,000 Pilots

| | Aircraft Types | FO Top Out Pay (Hourly) | MMG | Base Pay | Top CA pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Endeavor Air (Flagship)** | CRJ-200 | $38.49 | 75 | $34,641 | $84.03 | $75,627 | <1yr=<7 dys*** 1-2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days | 2.5 H/M | 50% Match: 1-5 = 6% 5-10 = 8% 10+ = 10% Vesting** | None | 32% for medical (35% 1/1/15), 25% dental | *Pay based on DOS+2 years, 1% increases every year; **Based on YOS, ***>1 year prorated |
| | CRJ-900 | $39.75 | | $35,775 | $89.96 | $80,964 | | | | | | |
| | - | 3.A.1 | 4.A | HRxMMGx12 | 3.A.1 | HRxMMGx12 | 7.A.3.b | 14.A | 28.B | 28.B | 27.A.2 | Contract 2013 as amended |
| **PSA Airlines (Bluestreak)** | CRJ-200 | $41.78 | 75 | $37,602 | $98.37 | $88,533 | < 1 = 7 days > 2 = 14 days > 7 = 21 days >14 = 28 days | 0-5 = 3.5 H/M 5+ = 4 H/M 485 Max | 50% Match: .5-5 = 2% 5-7 = 4% 7-10 = 8% 10+ = 8%* | .5-5 = 1.5% 5-7 = 2% 7-10 = 2.5% 10+ = 3.5% | 27% | *75% after 10 YOS, **Vesting after 3 YOS. |
| | CRJ-700 CRJ-900 | $43.29 | | $38,961 | $106.67 | $96,003 | | | | | | |
| | - | 3.A.1 | 4.A | HRxMMGx12 | 3.A.1 | HRxMMGx12 | 7.A | 14.A | 28.C** | 28.C | 27.B.4 | Contract 2013 as amended |
| **Mesa Airlines (Air Shuttle)** | C200/E145 | $52.00 | 76 | $47,424 | $92.58 | $84,433 | < 1 = 7 days > 2 = 14 days > 5 = 21 days >15 = 28 days > 20 = 35 days | 0-1 = 1.52 H/M 2-4 = 2.17 H/M +5 = 3.0 H/M | 50% Match: 0-9 = 6% 10+ = 10% | None | Based on rates set by company and insurance provider | |
| | C700/E170 | | | | $99.65 | $90,881 | | | | | | |
| | C900/E175 | | | | $105.08 | $95,833 | | | | | | |
| | C900-C | | | | $108.00 | $98,496 | | | | | | |
| | - | 3.A | 4.A.1* | HRxMMGx12 | 3.A | HRxMMGx12 | 7.A | 8.A | 24.B | - | 24.A | Contract 2017 as amended |
| **Air Wisconsin (Wisconsin)** | CRJ-200* | $49.98 | 75 | $44,982 | $109.29 | $98,361 | < 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days | 3.75 H/M Max 375 | 3-4% = 1% 5-6% = 2% 7% = 3% 8% = 4% 9% = 5% | 3% | 25% | *1.5% Pay Raise every year on October 1st., 3.A.2, **Pilot must contribute first percentages to get company matching (second percentage) |
| | - | 3.A.1 | 4.A | HRxMMGx12 | 3.A.1 | HRxMMGx12 | 7.B.2 | 14.A.1 | 28.B** | 28.A | 27.D.2.a | Contract 2003 as amended |
| **Horizon Air (Horizon Air)** | Q-400 ERJ-175 | $49.43 | 80.5 | $41,383 | $119.19 | $99,786 | < 5 = 14 days > 5 = 28 days | 3 H/M | 6% | None | Company Discretion | *MMG based on 35 day bid period. Approximately 10.4 bid periods per year |
| | - | App. A.D | 5.B.1 | HRxMMGx10.4 | App. A.B | HRxMMGx10.4 | 13.B | 14.A.1 | 27.C | 27.C | 27.A | Contract 2012 as amended |
| **Compass Airlines (Compass)** | E-170, E-175 | $45.80 | 75 | $41,220 | $111.24 | $100,116 | < 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days | 0-2 = 3 H/M 2-5 = 3.25 H/M 5+ = 3.5 H/M Max 450 | 50% Match: 9m-4 = 4% 3-5 = 6% 6+ = 8% | None | 29% Employee, 34% Family | *Contract is based on months of service for vacation accural, converted to years for comparison, first year is prorated; |
| | - | 3.D | 4.A.1 | HRxMMGx12 | 3.D | HRxMMGx12 | 7.A.2** | 14.A | 28.B.2 | - | 27.B.2 | Contract 2014 as amended |
| **GoJet Airlines (Lindbergh)** | CRJ-700 | $44.33 | 75 | $39,897 | $111.24 | $98,781 | > 1= 7 days 2-5 = 14 days 6-13 = 21 days +14 = 28 days | 0-2 = 2 H/M 2-6 = 3 H/M +6 = 4 H/M Max 300 | 9mo-2yr 4% 3-6 = 6% +7 = 8%* | None | Emp: $147.78 Emp + 1: $363.85 Emp + 2 or more $554.44 | Reserve MMG is 70, Line holder MMG is 74, *Company match 50% |
| | - | 5.A.1.b | 5.N.1 | HRxMMGx12 | 5.A.1.a | HRxMMGx12 | 13.A.1 | 14.A | 27.D.1 | 27.D | 27.B.1 | Contract 2016 as amended |



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# Additional Compensation Details

| | Aircraft Types | FO Top Out Pay (Hourly) | MMG | Base Pay | Top CA pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Under 500 Pilots | | | | | |
| **Piedmont Airlines (Piedmont)** | Q-100, Q-300 | $40.33 | 75 | $36,297 | $89.98 | $80,982 | > 1 = 5 days*** < 1= 5 days 2-7 = 10 days 7-13 = 15 days +14 = 20 days | 4 H/M | 50% Match: <4 = 6% 4-9 = 9% 10-14 = 10% 15-19 = 11& 20+ = 12% | 1% | Set amount** 2016 Max 17% | *50% match based on YOS, **See chart at referenced contract section; ***First year is prorated. |
| | - | 3.B | 3.C.1 | HRxMMGx12 | 3.A | HRxMMGx12 | 7.A.4 | 14.A.1 | 28.B.2 | 28.B.3 | 27.B.2 | Contract 2013 as amended |
| **Trans States Airlines (Waterski)** | ERJ-145 | $45.67 | 75 | $41,103 | $106.07 | $95,463 | < 1 = 7 days** 2 - 5 = 14 days 6 -13 = 21 days +14 = 28 days | 0-2 = 3 H/M 3-5 = 3.5 H/M +6 = 4 H/M 450 Max | 9+ mos = 4% 3-6 = 6% 7+ = 8% 50% Match | None | 35% Employee, 35.9% Emp +2 | *Line holder lines built to a minimum 80 hours, **First year is prorated. |
| | - | 3 | 3.C.1* | HRxMMGx12 | 3 | HRxMMGx12 | 7.A.1 | 14.A | 28.D | - | 27.C.2 | Contract 2011 as amended |
| **Cape Air (Kap)** | ATR-42, C402, BN2 | $12.72 | 40 | $26,458 | $30.02 | $62,442 | 1 = 7 Days 2 = 14 Days 5 = 21 Days **+ 10 = 35 Days** | | up to 4%** | None | 50% | *Pay is per duty hour and minimum pay per week is 40 hours; **25% matching |
| | - | | Per week* | HRxMMGx52 | | HRxMMGx52 | 8.A.1 | | 5.G.1 | - | 5.A & B | Need contract |
| **Silver Airways (Silverwings)** | Saab 340b | $39.03 | 75 | $35,127 | $83.07 | $74,763 | < 1 = 7 days** 2-6 = 14 days 7-10 = 21 days +11 = 28 days | 4 H/M 160 Max | 4%* | None | 40% for employee, 75% for family | *25% matching, **First year prorated |
| | - | 3.L | 3.G | HRxMMGx12 | 3.L | HRxMMGx12 | 11.A.1 | 13.A.1 | 24.F | 24.F | 24.B.1 | Contract 2011 as amended |
| **Ameriflight, LLC (AMFlight)** | All | Salary | 160 Units of Pay | $31,000 | Salary | $89,650 | 1.16 Days per month | | 5% | None | $198 per month | |
| | | | | | | | | | | | | |
| **CommutAir (CommutAir)** | Q-200, Q-300, ERJ-145 | $45.62 | 75 | $41,058 | $106.36 | $95,724 | 1 = 7 days 1-5 =14 days 5-11 = 21 days 11+ = 28 days | 2.5 H/M | up to 6%** | None | 30.0% | *FO max out at 6 years, CA max out at 20 years ERJ. **50% based on YOS |
| | - | 3.M | 3.D.1* | HRxMMGx12 | 3.M | HRxMMGx12 | 7.A.1 | 14.A.2 | 28.D.1 | 28 | 27.C | Contract 2015 as amended |
| **Great Lakes Airlines (Lakes Air)** | B1900D, EMB-120 | $42.40 | 75 | $38,160 | $57.51 | $51,759 | 0-3 = 7 Days 4-5 = 14 Days +6 = 21 Days | .94* or 1.56 H/M | Equal to other employees | None | Equal to other employees | *From zero to 3 years, **$3500 in yearly cash incentives for EMB 120 FO, $5000 for BE 1900 PIC and $7500 for EMB 120 PIC |
| | - | 3.A | 3.C.1 | HRxMMGx12 | 3.A | HRxMMGx12 | 5.A | 6.B.1 | 20.B | - | 20.A | Contract 2014 as amended |
| **Peninsula Airways (Penisula)** | Saab 340A, Saab 340B* | | | | | | | | | | | |
| | - | | | | | | | | | | | Need contract |
| **Seaborne Airlines (Seaborne)** | DHC-6-300 | $44.00 | 75 | $39,600 | $93.00 | $83,700 | | | Yes* | | | *Based on profitability |
| | S340 | $40.00 | | $36,000 | $69.00 | $62,100 | | | | | | |
| | - | | | HRxMMGx12 | | HRxMMGx12 | | | | | | Need contract |
| **Ravn Alaska (Corvus Airlines & Hageland Aviation Services)** | B1900, DH-8 | $64.00 | 60 | $37,440 | $117.00 | $84,240 | 2.9 Hours Per Week | 2 Days Per Year | 2% | None | $450-$500 / Mo. $750-$800 / Mo. | |
| | - | | | HRxMMGx12 | | HRxMMGx12 | | | | | | Need contract |
| **Island Air (Moku)** | Q-400 | $61.88 | 80 | $59,405 | $123.60 | $118,656 | < 1 = 15 days +3 = 19 days +5 = 23 days | 7.6 H/M 480 Max 720 Max* | 1-3 = 1% 3-6 = 5% 6-8 = 3% 8-10 = 2% 10-12 = 1% 12+ = 0% | 1-3 = 1% 3-4 = 3% 4-5 = 4% 5-6 = 5% 6-8 = 7% 8-10 = 8% 10-12 = 9% 12+ = 10% | 0% for employee, full cost for family, after 3rd year then 0% for all | *After 5 YOS. |
| | ATR-72 | $61.88 | | $59,405 | $123.60 | $118,656 | | | | | | |
| | - | 3.A | 4.A.2 | HRxMMGx12 | 3.A | HRxMMGx12 | 5.A | 12.A.1 | LOA 2 | LOA 2 | 14.A | Contract 2016 as amended |
| | Aircraft Types | FO Top Out Pay (Hourly) | MMG | Base Pay | Top CA pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |

Disclaimer: Gray blocks contain contract sections or date acquired. Data with contract sections may be abbreviated and/or inaccurate, please consult the most current contract section for specific contractual language. Data that does not have a contract section reference number, was obtained on-line in some form and may be inaccurate. While trying to provide the most up to date information not all sources can be verified at this time. If you notice a discrepancy and/or have a correction please email Craig.Pieper@AeroCrewSolutions.com.

**ABQ** **Albuquerque, NM**
Ameriflight, LLC

**ACK** **Nantucket, MA**
Cape Air

**ALB** **Albany, NY**
Cape Air

**ANC** **Anchorage, AK**
Horizon Air
Peninsula Airways
Corvus Airlines

**ATL** **Atlanta, GA**
ExpressJet Airlines
Endeavor Air

**AUG** **Augusta, ME**
Cape Air

**BFI** **Seattle, WA**
Ameriflight, LLC

**BIL** **Billings, MT**
Cape Air

**BOI** **Boise, ID**
Horizon Air

**BOS** **Boston, MA**
Peninsula Airways
Cape Air

**BQN** **Aguadilla, PR**
Ameriflight, LLC

**BUF** **Buffalo, NY**
Ameriflight, LLC

**BUR** **Burbank, CA**
Ameriflight, LLC

**CGI** **Cape Girardeau, MO**
Cape Air

**CLE** **Cleveland, OH**
ExpressJet Airlines

**CLT** **Charlotte, NC**
PSA Airlines

**CMH** **Columbus, OH**
Republic Airways



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**CVG Cincinnati, OH**
Ameriflight, LLC
PSA Airlines

**DAY Dayton, OH**
PSA Airlines

**DCA Washington, DC**
Republic Airways
Air Wisconsin
PSA Airlines

**DEN Denver, CO**
Skywest Airlines
GoJet Airlines
Great Lakes Airlines

**DFW Dallas, TX**
ExpressJet Airlines
Envoy
Ameriflight, LLC
Mesa Airlines

**DTW Detroit, MI**
ExpressJet Airlines
Endeavor Air
Compass Airlines

**EIS Tortola, BVI**
Cape Air

**EWB New Bedford, MA**
Cape Air

**EWR Newark, NJ**
ExpressJet Airlines
Republic Airways
Ameriflight, LLC
CommutAir

**FAT Fresno, CA**
Skywest Airlines

**FLL Fort Lauderdale, FL**
Silver Airways

**GDV Glendive, MT**
Cape Air

**GEG Spokane, WA**
Horizon Air

**GGW Glasgow, MT**
Cape Air

**GUM Guam**
Cape Air

**HNL Honolulu, HI**
Island Air

**HPN White Plains, NY**
Cape Air

**HVR Havre, MT**
Cape Air

**HYA Hyannis, MA**
Cape Air

**IAD Washington, DC**
Mesa Airlines
Trans States Airlines
Silver Airways
CommutAir
Air Wisconsin

**IAH Houston, TX**
ExpressJet Airlines
Skywest Airlines
Mesa Airlines

**IND Indianapolis, IN**
Republic Airways

**IRK Kirksville, MO**
Cape Air

**JFK New York City, NY**
Endeavor Air

**LAN Lansing, MI**
Ameriflight, LLC

**LAX Los Angeles, CA**
Skywest Airlines
Compass Airlines

**LEB Lebanon, NH**
Cape Air

**LGA New York City, NY**
ExpressJet Airlines
Republic Airways
Endeavor Air

**MAZ Mayaguez, PR**
Cape Air

**MCI Kansas City, MO**
Republic Airways

**MCO Orlando, FL**
Silver Airways

**MDT Harrisburg, PA**
Piedmont Airlines

**MFR Medford, OR**
Horizon Air

**MHT Manchester, NH**
Ameriflight, LLC

**MIA Miami, FL**
Republic Airways
Ameriflight, LLC

**MSP Minneapolis, MN**
Skywest Airlines
Endeavor Air
Compass Airlines

**MSS Massena, NY**
Cape Air

**MVY Martha's Vineyard, MA**
Cape Air

**MWA Marion, IL**
Cape Air

**OGS Ogdebsburg, NY**
Cape Air

**OLF Wolf Point, MT**
Cape Air

**OMA Omaha, NE**
Ameriflight, LLC

**ONT Ontario, CA**
Ameriflight, LLC

**ORD Chicago, IL**
ExpressJet Airlines
Skywest Airlines
Republic Airways
Envoy
GoJet Airlines
Trans States Airlines
Air Wisconsin

**ORF Norfolk, VA**
Air Wisconsin

**OWB Owensboro, KY**
Cape Air

**PDX Portland, OR**
Skywest Airlines
Horizon Air
Ameriflight, LLC

**PHL Philadelphia, PA**
Republic Airways
Air Wisconsin
Piedmont Airlines

**PHX Phoenix, AZ**
Skywest Airlines
Mesa Airlines
Ameriflight, LLC
Great Lakes Airlines

**PIT Pittsburgh, PA**
Republic Airways

**PSP Palm Springs, CA**
Skywest Airlines

**PVC Provincetown, MA**
Cape Air

**PVD Providence, RI**
Cape Air

**RDU Raleigh-Durham, NC**
GoJet Airlines

**RKD Rockland, ME**
Cape Air

**ROA Roanoke, VA**
Piedmont Airlines

**RUT Rutland, VT**
Cape Air

**SAT San Antonio, TX**
Ameriflight, LLC

**SBY Salisbury, MD**
Piedmont Airlines

**SDF Louisville, KY**
Ameriflight, LLC

**SDY Sidney, MT**
Cape Air

**SEA Seattle, WA**
Skywest Airlines
Horizon Air
Compass Airlines

**SFO San Francisco, CA**
Skywest Airlines
Ameriflight, LLC

**SJU San Juan, PR**
Ameriflight, LLC
Seaborne Airways
Cape Air

**SLC Salt Lake City, UT**
Skywest Airlines
Ameriflight, LLC

**SLK Saranac Lake, NY**
Cape Air

**STL St. Louis, MO**
GoJet Airlines
Trans States Airlines

**STT St. Thomas, USVI**
Cape Air

**STX St. Croix, USVI**
Seaborne Airways
Cape Air

**TBN Fort Leonard Wood, MO**
Cape Air

**TPA Tampa, FL**
Silver Airways

**TUS Tucson, AZ**
Skywest Airlines

**TYS Knoxville, TN**
PSA Airlines

**UIN Quincy, IL**
Cape Air

# Mainline Flight Attendants

## General Information

| | Aircraft Types | 2 Digit Code | Pay During Training | Hotel during new hire training | Per Diem | Number of FA's | Union | Average Reserve Time | Most Junior Base | Most Senior Base | Bases | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| American Airlines (American) | B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190 | AA | None | Company Provided; Double Occupancy | | | APFA | | | | BOS, CLT, DCA, DFW, LAX, LGA, MIA, ORD, PHL, PHX, RDU, SFO, STL | |
| | | | | | | | | | | | | Contract 2014, As Amended |
| Allegiant Air (Allegiant) | B757, MD-80, A319, A3220 | G4 | No hourly wage, $24/day perdiem | DoubleTree or Holiday Inn Express | $24/day ($1/hour) | 1,000 | TWU* | | N/A** | N/A | BLI, FLL, HNL, IWA, **LAS,** OAK, PGD, PIE, SFB | *(currently in contract negotiations) **F/A candidates are allowed to give preference of base during interview process. We do out best to accommodate those requests, but cannot always place candidates at their first preference |
| | | | | | | May/2016 | | | | | | |
| Total Flight Attendants | | | | | | 1,000 | | | | | | |

| | Aircraft Types | 2 Digit Code | Pay During Training | Hotel during new hire training | Per Diem | Number of FA's | Union | Average Reserve Time | Most Junior Base | Most Senior Base | Bases | Notes |

## Contractual Work Rules

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Min Day Credit | Min Trip Credit | Incentive Pay | Downtown Hotel | Deadhead Pay | Open time pay | Uniform Reimbursement | Job Shares Available | Jetway Trades | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| American Airlines (American) | 10 | Partial | 15 Dom 18 Int | 5 | 10-15 | | | 100% | 100% | No | | | |
| | | | | | | | | | | | | | |
| Allegiant Air (Allegiant) | 11* | Scheduled or better - greater of the two values. | | 0 | 0 | Each FA crew will receive 8% commission based on gross sales. An augmented crew will receive 10%. | | $20/hour for scheduled DH time | Value of Trip | Initially uniforms are provided by the Company. Upon completion of the first year, crews will receive an annual allowance | | | *Minimum of 11 days off per month, except in peak periods when they can "buy down" to 8 days off (3 peak months identified by the Company). |
| | | | | | | | | | | | | | |

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Min Day Credit | Min Trip Credit | Incentive Pay | Downtown Hotel | Deadhead Pay | Open time pay | Uniform Reimbursement | Job Shares Available | Jetway Trades | Notes |

## Additional Compensation Details

| | Aircraft Types | FA Starting Pay | MMG | Base Pay | FA Top Out Pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| American Airlines (American) | | | 70 | | | | | | None | Yes* | Varies | *Based on age |
| | | | | | | | | | | | | |
| Allegiant Air (Allegiant) | | | | | | | | | | | | |
| | | | | | | | | | | | | |

| | Aircraft Types | FA Starting Pay | MMG | Base Pay | FA Top Out Pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |

# Regional Flight Attendants

## General Information

| | Aircraft Types | 2 Digit Code | Sign on Bonus | Pay During Training | Hotel during new hire training | Per Diem | Do Business For | Number of Flight Attendants | Union | Average Reserve Time | Most Junior Base | Most Senior Base | Bases | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ExpressJet (LXJT) (Accey) | EMB-145XR EMB-145 EMB-135 | EV | None | None | Dual Occupancy Paid for by company* | $1.70 | United American | | IAM | | | | EWR, **IAH**, ORD, CLE, DFW** | *If FA lives 25 miles or more away from traning center, **AA flying out of DFW |
| | | | | | | 7.D | | | | | | | | |
| ExpressJet (LASA) (Accey) | CRJ-200 CRJ-700 CRJ-900 | EV | None | None | Dual Occupancy Paid for by company | $1.60 | Delta American | | AFA | | | | **ATL**, DFW, DTW | |
| | | | | 5.E | | 6.C | | | | | | | | |
| | | | | | | | Total | | | | | | | |
| PSA Airlines (Bluestreak) | CRJ-200 CRJ-700 CRJ-900 | OH | None | Yes | Yes | 1.80 / hour effective 11-1-16 | AA | 900 | AFA | 8- 12 months | CVG | CLT-DAY | CLT, CVG, DAY, TYS | |
| | | | | | | | | | | | | | | |
| Total Flight Attendants | | | | | | | | 900 | | | | | | |

## Contractual Work Rules

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Min Day Credit | Min Trip Credit | Incentive Pay | Downtown Hotel | Deadhead Pay | Open Time Pay | Uniform Reimbursement | Job Shares Available | Jetway Trades | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ExpressJet (LXJT) (Accey) | 12/10 or 11 | Yes | 13.5 | 1:04 | | Holiday Pay $5.00 per hour | Yes | 50% | 100% or 150%* | Initial paid by FA 75 Points Per Year** | Yes | Yes | *At the discretion of the company. **Dress 19 pts, Skirt 13 Pts, Blouse 8 Pts etc.., |
| | 5.A.4 | 4.N | 7.B.7 | 4.S | | 4.Q | 7.A.2 | LOA | 4.V | 14 | | | |
| ExpressJet (LASA) (Accey) | 10 | Yes | 14 | 3:45 or 1:2* 1:1** | | Holiday Pay 150% | No | 100% | 100% | Initial paid by FA $200 Per Year | | | * 1:2 up to 12 hours of duty, **1:1 after 12 hours of duty |
| | 7.D.2 | 7.R.2 | 9.B.3 | 5.C.1 | | 5.O | 6.A | 5.D.1 | 5.L | 18 | | | |
| PSA Airlines (Bluestreak) | 10 | Yes for cancellations | $14 | N/A | N/A | 150% Thanksgiving and Christmas | Yes In some cities | yes | above guaranee | Initial new hire - NO / $250 annual uniform allowance | N/A | | |
| | | | | | | | | | | | | | |

## Additional Compensation Details

| | Aircraft Types | FA Starting Pay | MMG | Base Pay | FA Top Out Pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ExpressJet (LXJT (Accey) | EMB-145XR, EMB-145, EMB-135 | $19.00 | 80 | $18,240 | $38.00 | $36,480 | 1-4 Yrs 7 Days<br>5-9 Yrs 14 Days<br>10-17 Yrs 21 Days<br>18-24 Yrs 28 Days<br>25-29 Yrs 35 Days<br>30+ Yrs 37 Days | 5 Hours Per Month | >5 Yrs 4%<br>5-10 Yrs 5%<br>10+ Yrs 6% | >5 Yrs 1.5%<br>5-10 Yrs 1.75%<br>10-15 Yrs 2%<br>15-20 Yrs 2.5%<br>20-25 Yrs 3%<br>25+ Yrs 3.5% | | |
| | - | | 4.A | HRxMMGx12 | 4.A | HRxMMGx12 | 8.B.2 | 9.A | 22.E | 22.E | | |
| ExpressJet (LASA) (Accey) | CRJ-200 CRJ-700 CRJ-900 | $18.38 | 75 | $16,542 | $37.31 | $33,579 | 1-6 Yrs 14 Days<br>7-15 Yrs 21 Days<br>16-19 Yrs 28 Days<br>20+ Yrs 35 Days | 3.75 Hours Per Month | 1 Yr 20% of 6%<br>2 Yr 30% of 6%<br>3 Yr 40% of 6%<br>4 Yr 50% of 6%<br>7 Yr 75% of 6%<br>8 Yr 75% of 8% | None | 0% | |
| | - | 5.A | 5.B | HRxMMGx12 | 5.A | HRxMMGx12 | 12.A.2 | 13.A.1 | 24.B | 24 | 23 | |
| PSA Airlines (Bluestreak) | CRJs | $17.89 | 72 | $15,457 | $31.03 | $26,810 | +1 yr - 1 wk<br>+2 yrs - 2 wks<br>+7 years - 3 wks<br>+14 years - 4 wks | 3.0 / Month | +6 Months - up to 2%<br>+5 years - up to 3%<br>+15 years- up to 3.5% | N/A | | |
| | - | | | HRxMMGx12 | | HRxMMGx12 | | | | | | |

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