

SEPTEMBER 2023



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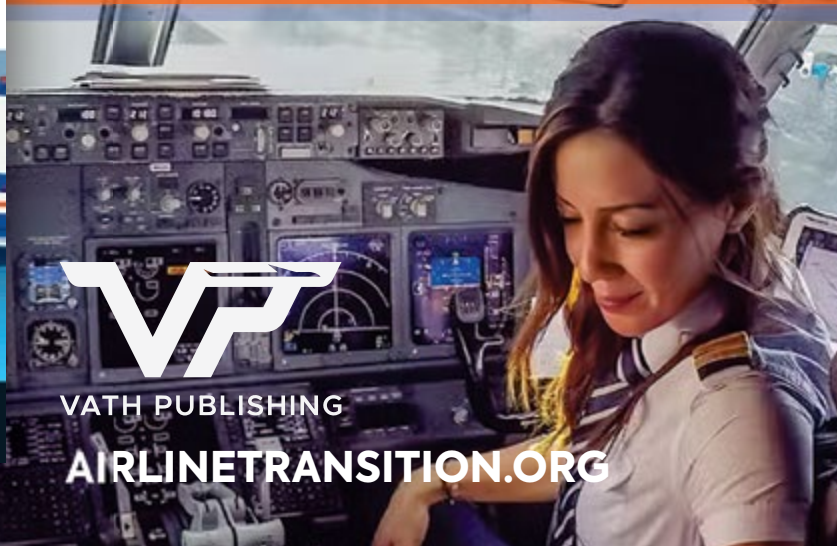
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SEPTEMBER 2023

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the grid



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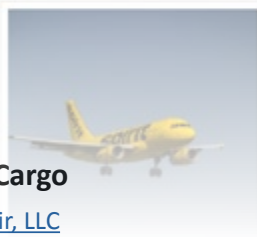
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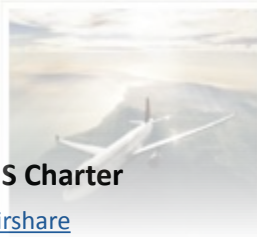
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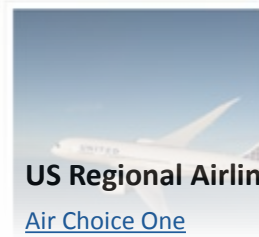
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The Grid (contract comparisons, pay charts, company details, etc.) has moved online. Click on the airlines above to go directly to that airline's information, or go to www.AeroCrewNews.com/go/thegrid. A sample comparison of two contracts begins on page [50](#).



Dear readers,

As the summer travel season tapers off and the September low passenger travel season kicks in, I'm reminded of pre-COVID days when airlines used to experience large peaks and valleys of passenger travel between the high summertime season and the low season that coincided with the beginning of the school year. Some airlines report that the peaks and valleys we knew in pre-COVID days are a thing of the past, at least for now. We'll be monitoring.

This month, we feature NetJets Association of Shared Aircraft Pilots as their pilots demand a fair and equal contract from management. Read their full article [here](#). We also compare their current contract to Delta Air Lines pilots' latest contract. You can view the comparison [here](#).

As always, we not only encourage your feedback, but we enjoy receiving your feedback, whatever the theme. Please email us at info@aerocrewnews.com.



Fly Safe,

Craig D. Pieper

Craig D. Pieper

About the Publisher



Craig Pieper is the Publisher and Founder of Aero Crew News. Craig obtained his Bachelors of Science in Aeronautical Science, along with a minor in Aviation Weather, from Embry-Riddle Aeronautical University in 2001. Craig is also a First Officer for a major airline with a type rating in the Boeing 737 & Embraer 145 and has logged over 8,000 hours of flying time since his introductory flight on November 14th, 1992.

August 2023



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What you may have missed in August

Feature – LifeLine Pilots fly those in need of medical attention away from home.

Business Vector – The pilot shortage hits hard at the corporate sector.

Fitness – Go for challenging routines but be wary of fitness challenges.

Food Bites – Victor took us to Huntsville’s Greenbrier for more than just awesome catfish.

Grey Matter – Part 2 of the five-part series on safety continued in August.

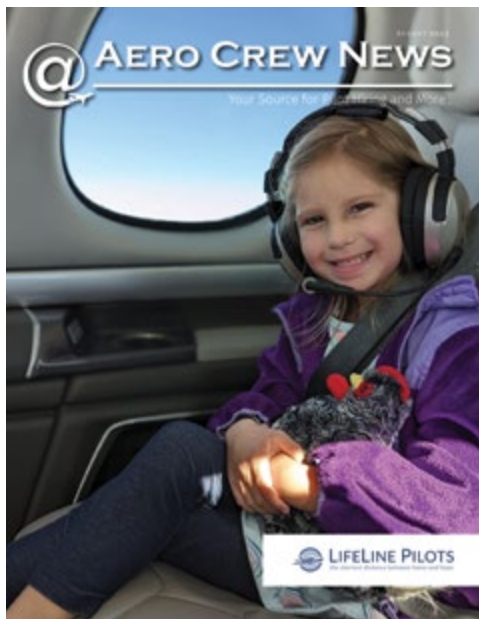
Love Flying – Montenegro, on the Adriatic coast, is small but terrifically beautiful.

Perspectives – Helped us balance our short-term sacrifices with our long-term goals.

The Grid – Compared American, United and Delta contracts.

[YOU CAN ALSO VIEW IT AS A FLIP MAGAZINE RIGHT HERE!](#)

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airBaltic Reports Historically Highest Profit in H1

airBaltic finished the first half of the year with a net income of EUR 14.6 million, representing an improvement of EUR 105.7 million, compared to the same period in 2022. [Read More](#)



airBaltic Announces Top July Destinations from Riga

The Latvian national airline airBaltic has announced that its top destinations from Riga in July were London, Nice and Zurich. [Read More](#)



airBaltic Top Ancillary Products in H1

The Latvian national airline airBaltic announces that during the first half of 2023 the airline's most popular ancillary products were checked baggage, advanced seat reservation, and heavy hand baggage. [Read More](#)



Alaska Air Group reports second quarter 2023 results

Alaska Air Group (NYSE: ALK) reported financial results for the second quarter ending June 30, 2023, and provided outlook for the third quarter ending September 30, 2023. [Read More](#)



Alaska Airlines sends rescue flights & wildfire relief to help people on Maui

Alaska is closely monitoring the devastating impacts from the Maui wildfires and continues to operate eight daily departures from the island. [Read More](#)

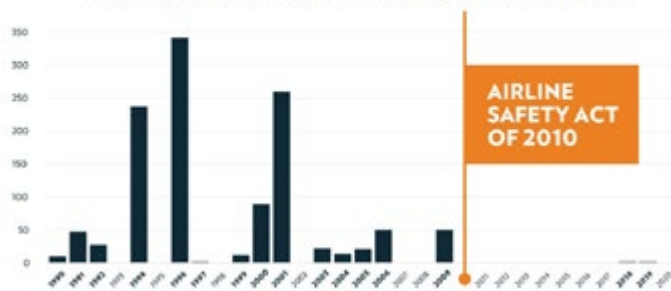


FedEx Pilots Reject Tentative Agreement

FedEx pilots rejected a tentative agreement with the company by a vote of 57 percent to 43 percent. [Read More](#)



SINCE 2010, THE US HAS SEEN A
99.8% REDUCTION IN AIRLINE FATALITIES



ALPA Commemorates Passage of Historic Pilot Qualification and Training Legislation as Congress Considers Changes to Weaken Landmark Aviation Safety Law

As Congress continues its deliberations of legislation to reauthorize the Federal Aviation Administration, the Air Line Pilots Association, Int'l (ALPA) issued the following statement. [Read More](#)



ATI Fails Yet Again to Fill Vacancies for Captain Upgrades

For the second consecutive month, Air Transport International (ATI) has been unable to fill the captain vacancies left by staggering pilot resignations. [Read More](#)



American Airlines Education Foundation awards nearly \$1 million in scholarship funds

As students prepare to return to the classroom this fall, the American Airlines Education Foundation is helping ease the cost of higher education by providing nearly \$1 million in scholarship funds to 340 students who are dependents of the airline's team members. [Read More](#)



American Airlines participates in first-of-its kind research on contrail avoidance

American Airlines announced today the findings of a first-of-its-kind study on contrail avoidance, with results verified by satellite imagery, aimed at reducing aviation's environmental impact. [Read More](#)



Maui wildfires: How American is helping

Since wildfires struck Maui, Hawaii, last week, the American Airlines team has been working to ensure the airline's operation is supporting evacuation and relief efforts. . [Read More](#)



More for 2024: American Airlines adds new routes and destinations to see the world next summer

Summer may be winding down, but it's time to get a head start on planning next year's summer vacation. American Airlines is excited to announce four new routes and bring back another route as part of the airline's largest trans-Atlantic expansion since 2019. [Read More](#)



Cancer research takes off with American Airlines Stand Up To Cancer fundraising campaign

American Airlines, in collaboration with Stand Up To Cancer (SU2C), is launching its annual campaign to raise funds for innovative and life-saving cancer research and inviting customers to be a part of the efforts.

[Read More](#)



American Airlines customers donate more than \$1 million to American Red Cross in support of Maui wildfires

American Airlines continues to support evacuation and relief efforts following the devastating wildfires on Maui, Hawaii, earlier this month. [Read More](#)



Bombardier Significantly Increases Profitability in Second Quarter 2023 as Year-Over-Year Revenue Growth Continues

Second quarter 2023 revenues rise to \$1.7 billion, up 8% year-over-year, reflecting 29 deliveries and 19% year-over-year aftermarket revenue increase to \$428 million..

[Read More](#)



Curtains up: JFK's 2nd Delta Sky Club steps into the spotlight

Delta Sky Club will take another bite at the Big Apple with the opening of its second lounge at its New York-JFK hub, located at Terminal 4 near Gate A7. [Read More](#)



Delta will contribute \$250,000 to the American Red Cross in support of Hawaii wildfires disaster response and relief efforts

Delta will contribute \$250,000 to the American Red Cross to aid in the disaster response and relief efforts in Maui and other areas of Hawaii coping with the destruction. [Read More](#)



Embraer Offers Scholarships for its Master of Science in Aeronautical Engineering Program in Brazil

Embraer opened the registration for the 32nd class of its Master of Science in aeronautical engineering program, a professional specialization for career acceleration of engineers who desire to deepen their knowledge in the aerospace sector in Brazil. [Read More](#)



Embraer E190-E2 and E195-E2 awarded type certification by Civil Aviation Authority of Malaysia

Embraer's E-Jets E2 family of commercial jets, the E190-E2 and E195-E2, has received Type Certification from the Civil Aviation Authority of Malaysia (CAAM). [Read More](#)



Embraer offers 50 technological qualification scholarships for women

Embraer opened the registration for its career acceleration program in technology in Brazil, which will be exclusively dedicated to women this year. [Read More](#)



Frontier Airlines Reports Second Quarter 2023 Financial Results

Frontier Group Holdings, Inc. (Nasdaq: ULCC), parent company of Frontier Airlines, Inc., today reported financial results for the second quarter of 2023 and issued guidance for the third quarter and full year 2023. [Read More](#)



HA Flight Attendants Mobilize to Help a Colleague, Donate 500 Pounds of Supplies for Maui Keiki

It started with a callout on a private Facebook group page, titled HAL Flight Attendant Mamas, where, on a typical day, “FA mamas and mamas-to-be” swap tips and answer questions about all things related to childcare. [Read More](#)



Hawaiian Airlines’ Mālama Maui Effort Marks Next Phase of Support for the Maui Community

As the unprecedented passenger and cargo airlift continues after the devastating wildfires on Maui, Hawaiian Airlines has embarked on a set of new initiatives to assist the community and address immediate needs. [Read More](#)



Opening Our Aircraft Bellies to Ship Over 200 Kennels for West Maui Pets

Hawaiian Airlines continues to open the bellies of its aircraft to assist organizations embarking on heroic relief efforts – including Maui Humane Society, which has worked around the clock to save the lives of animals and pets injured, lost or displaced during the West Maui wildfires. [Read More](#)



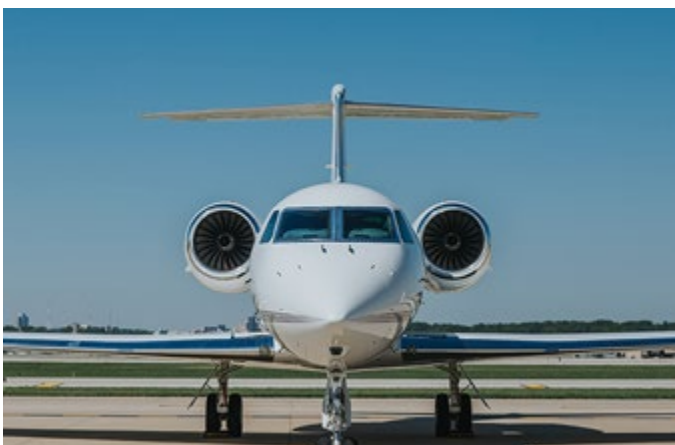
JetBlue and Air Serbia Announce New Codeshare Agreement

JetBlue [NASDAQ:JBLU] and Air Serbia today announced a new partnership making Air Serbia-operated flights available on JetBlue.com with a new codeshare agreement. [Read More](#)



JetBlue Launches Gateway Rotor Transition Program (RTP) For US Military-Trained Helicopter Pilots to Become JetBlue Pilots

American Airlines continues to support evacuation and relief efforts following the devastating wildfires on Maui, Hawaii, earlier this month. [Read More](#)



Jet Linx Announces New Chief Executive Officer Brent Wouters As Jamie Walker Becomes Chairman of the Board

Jet Linx, the only locally-focused private jet management and Jet Card company in the world, announced that Jamie Walker will become Chairman and Brent Wouters will be joining as Chief Executive Officer. [Read More](#)



Journey Aviation Adds Two Additional Gulfstreams to its Charter Fleet Including a G550 and GIVSP Now Available for Travel Worldwide

Journey Aviation – a worldwide private jet charter operator and aircraft management company – continues to grow its charter fleet with its latest addition of two Gulfstreams including G550 and GIVSP models. [Read More](#)



United's Sustainable Flight Fund Grows to Nearly \$200 Million and Adds Strategic Partners

The United Airlines Ventures Sustainable Flight Fund – a way for companies and consumers to come together and increase the supply of sustainable aviation fuel (SAF) through the support of start-ups - has increased its investment power to nearly \$200 million and added eight new corporate partners, five months after its initial launch. [Read More](#)



United Becomes First U.S. Airline to Add Braille to Aircraft Cabin Interiors

First Braille-equipped aircraft now flying and the airline expects to outfit entire mainline fleet by 2026. [Read More](#)



Ready For Kickoff: United Adds 127 Nonstop Flights for 2023 College Football Season

Airline adds flights to more than 15 destinations including Columbus, Ohio; Fayetteville, Arkansas and South Bend, Indiana for some of the biggest games of the season [Read More](#)



United to Resume Beijing Flying; Reintroduces Daily Service to Shanghai

United announces it will resume daily flying between San Francisco and Beijing this November and will increase flying to Shanghai with daily flights from San Francisco, starting October 1, 2023. [Read More](#)



United Pledges \$1.25 Million in Support of Aviation and STEM Projects Across The Country This Back-to-School Season

As millions of students get ready to head back to school, United Airlines is stepping in to help families and educators with the rising costs of supplies and classroom necessities. [Read More](#)



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Why I'm Becoming a Flight Instructor

I have overcome my resistance and reluctance

WRITTEN BY: JOHN MCDERMOTT

When I began flight training as a teenager, I was adamant that I did not want to be a flight instructor ... ever. Maybe I'd get the license for extra training and extra proficiency, but I definitely did not want to teach other people how to fly.

After all, my private-pilot training had taken far longer than expected. The FAA requires 40 hours of flight time to become a private pilot, and many Americans who become pilots get the licenses somewhere between 70-90 hours. Mine took double that owed to a number of factors, such as

schedule restraints that had me flying only twice a week; winter weather limitations in the midwest; and changing instructors multiple times for reasons out of my control. It was tough for me to grasp the fundamentals of flying, and to their credit, my instructors had to show me immense patience while I worked through fundamental flight characteristics over a long period that I thought made me unsuited to the training environment.

Rather, I took to the detail, intricacies, and flow of IFR training. I thoroughly enjoyed, and still do, learning how to file IFR flight plans, accept clearances, and fly instrument approaches. After a drawn-out private-pilot training, I loved IFR flying. I loved my instructor, I loved the plane I was flying, and I loved being able to fly long cross countries in another part of the national airspace system.

So, during commercial training, when I was naturally asked how I would build my hours towards ATP minimums, my answer was, logically, that I wanted to fly Part 135, flying for someone such as the essential air service carriers that can hire first officers at relatively low time to fly propeller aircraft into big airports. Though everyone seemed to tell me that instructing would get me hours quicker than flying for many Part 135 airlines, there was no question in my mind that instructing was simply not in my path.

Though I often had an eloquent answer for why I didn't want to instruct, ultimately the biggest reason I didn't want to was because I didn't quite believe in myself. I didn't trust

myself to be a good enough pilot to be as impressive to my students as my instructors had been to me. I didn't trust myself to impart proper flying techniques to my students, and I didn't trust myself to teach them what I had to, not only to pass checkrides, but to be safe, proficient, and skilled pilots. The task of instructing the next generation of professional pilots just felt too daunting for someone like me to take on.

Over time, I became acutely aware that, as previously mentioned, instructing could prove to be one of the fastest paths to get the hours I need to get to the airlines. But that alone didn't sway me from my path; I would need a bit more convincing than that if I wanted any hope of becoming an instructor.

In retrospect, the turning point that truly opened me up to becoming an instructor came from the instructor preparing me for my commercial single-engine checkride. On the way back to our home airport after practicing maneuvers, she told me that she had purposefully gone out of her way to instruct as a challenge. Instead of letting teaching be a daunting, dangerous task, she wanted to use the job to improve her own knowledge and skills so she could attain the amount of knowledge and reach the level of skill and precision I'd admired in all my instructors.

Cautiously, I began testing this theory with other instructors at my school. Indeed, many said that they had learned more in their first 100 hours of teaching than they had during their initial training. And, thinking back, this

is a theme I'd heard from previous instructors at my first flight school as well: that there is a notable trend where instructors will be more knowledgeable about flying, and often better pilots, because they had taken time to fine tune their knowledge and skills in order to better train their students.

Suddenly, my mind was changed. Now, not only am I open to instructing, but the idea excites me. I say this not because I want to use it as a method of improving my own skills – though that will be a nice added benefit – but instead because I didn't feel it was the same daunting task I once thought it to be.

An instructor's responsibility is still high; that's not any less lost on me now as it was before. Rather, what isn't lost on me is that instructors don't go into teaching as perfect pilots with complete knowledge superior to mine. Teaching feels more accessible to me, and I feel that I am not only qualified to become an instructor but am also capable of becoming one.

Again, what changed wasn't my perception of the steep task of instructing or the challenges it will bring. Rather, I'm more ready to accept that I don't need to be completely perfect in order to do it. I still have all of my CFI training ahead of me, so I'll have plenty of time to learn and grow as I prepare for my checkrides. I've also accepted that I will have to grow while I'm an instructor. Instead of feeling like I need to go into instructing with the experience of a 30-year industry veteran, I am more ready to trust the training I have

received and the training I will have received. Plus, I am ready to trust my overall experience to guide me through my instructing journey.

Being a flight instructor will certainly be challenging work. With long days, weather delays, maintenance cancellations, and more, guiding a brand-new student to become a competent, proficient pilot is a high order. But it's an order that I'm up to and excited for. I won't be perfect in every second or on every flight, but even the DPEs who have been captains at major airlines and charter operators remind me that even they, with tens of thousands of hours, are still learning on every flight.

So, instead of my nerves and trepidation getting the better of me, I am ready to take the next step in my career. I want to instruct, not to accumulate many hours fast, but because I've learned that I love to teach, I love to learn, and I love to fly general aviation. So, I challenge my flight-instructor training to bring it on, for I'm ready to learn, I'm ready to grow, and I'm ready to take the next step towards being the best pilot, best teacher, and best mentor I can be.



About the Author



John McDermott's passion for aviation began in a Michigan bookstore when he found a story about a chance encounter between enemy pilots during World War II. Soon, after watching countless hours of fighter jets and traffic from his home near O'Hare International Airport, he was hooked forever. [Read More...](#)



Eating Well Doesn't Mean Eating Less

WRITTEN BY: ERIC RAY | ERICRAY4470@GMAIL.COM

Well, it's September and Labor Day marks the unofficial end of summer. Schools are back in swing, the travel season has wound down and that means the holidays are coming next. Have you made changes to your diet or are you planning to? In previous articles I have addressed the need to not only workout (increase your fitness) but to also change your diet to meet your goals or adjust for health requirements.

This month, I want to talk about having a balanced approach to dieting / nutritional needs. I was recently stopped by a young lady in a grocery store as she wanted to know how my wife and I managed to be skinny with all of the bread in our shopping cart. I was initially caught off guard, because no one has stopped me while I'm shopping to ask me about my diet. Anyway, as I looked down, I realized that my cart was in fact filled with different types of bread; hot dog buns, hamburger buns, sandwich-thin bread, white bread and a loaf of French bread. Now, you may be asking the same thing. There's no way to consume all those carbs and still maintain a healthy weight.

It's all about the choices and types of food you eat. Whether you're on the road (pilot life) or out running errands, you have a choice in what you eat. What I had to explain to this young woman was that the bread was keto and contained lower calories and higher amounts of fiber. As an example, I eat around four slices of French bread for breakfast maybe three times per week. I use high fiber, low calorie bread and more egg whites than whole eggs (one whole egg to five whites). This lower-calorie option is high in protein and keeps me satiated longer than regular French toast.

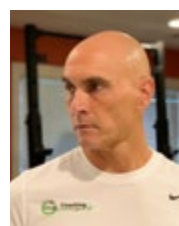
I use various options to make better choices, opting for more protein-based meals even when I'm on the go. Even at the airport, any sandwich or meal I get, I look for the healthier options (chicken or turkey, without cheese and lots of veggies). Years ago, when we talked

about dieting, we were confined to the diet-food section of the grocery store. Those choices were limited at best, and you could often find yourself overindulging later in the day.

If you make better choices, you're more likely to stick with a lifelong plan versus starving and giving up in the short term. My theory is that if you can modify a recipe to be healthier and it's close to 80% like the original, you're getting somewhere. When it comes to food, healthier options that allow you to have a higher volume of food at lower calories will help you stay fuller longer. I even opt for the sugar-free dressing or sauces when I can.

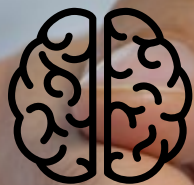
Making better choices doesn't mean you have to deprive yourself by starving to meet your goals or needs. You'll find it easier to stay focused when you feel fuller longer!

As always, if you are interested in any specific fitness-related topic, reach out to me at Ericray4470@gmail.com. Tune in next month for a new article on challenges!



About the Author

Eric Ray is a certified personal trainer and nutrition coach. He is the co-creator of the Hii360 Coaching Method and current president of Hii360 Coaching. [Read More...](#)



GREY MATTER

Searching for Safety in the Airline Industry

Data Mining the Operation, Part 3

WRITTEN BY: RICHARD SWINDELL

Picking up where we left off last month in our review of voluntary safety reporting programs, we are continuing this month with Flight Operations Quality Assurance (FOQA), colloquially referred to as “Foe-Qwah” found in FAA AC120-90.

Last month’s article described ASAP as a voluntary program, meaning there is no requirement for an individual to participate. However, in order for ASAP to be a safety reporting conduit to begin with, the employee group (usually represented by a union) signs a letter of agreement with their airline and the FAA, authorizing the program at the carrier before it is made available and data is collected. Similarly, FOQA is also a voluntary program in that it is also an optional, three-party agreement made between the FAA, the airline, and employee groups (through their unions) to collect and utilize digitally supplied data for safety analysis. Much like ASAP, a three-party FOQA agreement provides rules for the recording and appropriate use of data, including

key provisions stipulating that collected data is confidential and is not used for targeting an individual or crew.

This is especially important with FOQA data because it is a digital data-collection program, where information is more or less streamed live to the company (or at least collected and downloaded into a database for review) in order to look for operational threats and trends across the entire system. Because dozens of data parameters from environmental conditions to aircraft speed, altitude, and configuration are flowing automatically to company servers, benefits as well as the potential for abuse exists. Therefore, and in accordance with standard industry agreements, should any data collected require investigation (e.g., an unstabilized approach), FOQA Gatekeepers (union-designated representatives of the program) are the only individuals authorized to conduct confidential interviews with the respective crew. Otherwise, the collected data itself remains “de-identified” – meaning crew names, flight numbers, flight dates, etc. are removed from the data to avoid any potential for abuse and bias. Only designated gatekeepers may access crew information and make contact for further operational details, if necessary, in order to clarify data points for a given flight.

FOQA analysis helps to improve flight safety and increase overall operational efficiency by monitoring for exceedances and data mining for negative trends. Exceedances are digitally pre-programmed operational triggers (e.g., aircraft limitations or established operational

parameters) that occur during a flight. For example, the maximum speed below 10,000 feet is 250 KIAS; if exceeded, the flight data is coded as such. If a trend across the operation begins to emerge with this exceedance, analysts working with union gatekeepers may start looking at where and why this is occurring and develop solutions for avoidance and improvement. Examples of other exceedances include high rates of descent, over-banking in a circle-to-land, not having the aircraft correctly configured at the appropriate time, high rates of speed on landing and touching down outside the touchdown zone, excessive fuel burn or brake usage, or issues with engine health such as running hot or excessive vibration. There are literally dozens of factors recorded by FOQA programs throughout the industry and subsequently analyzed by safety personnel to improve organizational safety, effectiveness, and efficiency.

The last in our voluntary safety-reporting-programs list is the Line Operations Safety Audit (LOSA) that we will cover in next month’s article on data mining for safer operations.



About the Author



Richard Swindell left active-duty military service and transitioned to the airline industry where he flies and works as a line check airman for a major airline. [Read More...](#)



Interpreting the 2023 Compensation Survey Results - The Data vs. The Expectation

WRITTEN BY CHRISTOPHER M. BROYHILL, PH.D., CAM

As a professional compensation geek, I live for the release of new data. The current year's survey data is usually released in a two-week period from late July to early August, and as that period approaches every year, I become increasingly eager to see it. Part of that eagerness is about updating the database for the AirComp Calculator and the compensation studies I am retained to perform. I want to make sure my clients and customers have the latest

data. But the scientific side of me is also eager to see if the trends I've been noticing throughout the year are manifested in the new data. Well, the 2023 data for both the NBAA and Gallagher Compensation Surveys are out and now that I've come up for air from the database-update process and have had a chance to examine the data, it's time to report.

First, let me take this opportunity to deal with a misperception about the timeliness of survey data. A frequently heard complaint I've encountered goes something like this: "The damn survey data is like three months old by the time it even comes out! What's up with that? What good is it?" In the case of the NBAA and Gallagher surveys, the data is typically current as of 1 March of the applicable year, collected in the period March to June of that year, analyzed in July and then released in the time period mentioned above. So, yes, the data is usually (at least) three months old by the time it's published. This delay isn't just about the need for time to both collect and analyze the data, there is federal law to be obeyed. Compensation surveys have to follow "Safe-Harbor" guidelines established by the U.S. Department of Justice and the Federal Trade Commission. One of these guidelines is that compensation data, even aggregate compensation data like that in these surveys, must be at least three months old when released. The rationale for the delay is to avoid real-time exchanges of compensation information that could lead to price fixing. The bottom line is that the delay between collection and release exists for a reason, not to annoy the users of the data. But this delay also necessitates aging the data

into the present when it is used to support compensation decisions, a process that isn't as straightforward as it might seem.

Now ... onto the data itself. The good news for 2023 is that the dataset was quite robust. Much more so than it has been in previous years. In 2022, 382 organizations participated in the NBAA Compensation Survey with 3,092 incumbents (personnel in positions). In 2023, while the number of incumbents only increased by a few hundred (3,442 total), the number of organizations increased significantly to 455, an increase of nearly 20%. Having more organizations participate makes a huge difference in the dataset because additional organizations submit numbers that represent their unique compensation philosophies. The Gallagher Survey's dataset expanded to an even greater degree, from 102 organizations with 5,367 incumbents in 2022 to 131 organizations with 8,572 incumbents in 2023. If you're doing a little math as you read this, you might be picking up on the fact while the NBAA and Gallagher Surveys both sample the same population, to a large degree, they attract different participants. In general, the NBAA Survey attracts smaller departments, with an average of 7.6 personnel per department in 2023. The Gallagher Survey attracts larger departments, with an average of 65.4 personnel per department this year. Together, the two surveys paint a comprehensive picture of the compensation environment in our industry.

Business aviation compensation across 14 positions rose an average of 6.5% from 2022 to 2023, up from 4.9% the previous year. But the statistics most people in our industry are curious about involve the change in pilot compensation, especially in light of all the anecdotal stories we've been hearing. From 2022 to 2023, pilot compensation across three positions, senior captain, captain, and first officer, grew an average of 11%. Senior captains increased 9.5%, captains increased 11%, and first officers increased 12%. According to the combined results of both surveys, the average pilot total cash compensation in all of business aviation is about \$180,000, with senior captains making about \$230,000, captains making about \$190,000 and first officers making about \$120,000. Keep in mind that this is across all companies, aircraft classes and types of operations.

In my last newsletter I addressed the compensation levels of pilots flying the newest, largest jets, like the Global 7500 and Gulfstream G600. It's only fair that I close with some values there, especially since I mentioned that anecdotal stories about those pilots making \$300,000 or more were becoming commonplace. Well, you must work with the data to get there, but the 50th percentile total cash compensation for a captain flying one of these premium jets rose to \$265,000 in 2023, about \$12,000 more than it was in 2022. But more interestingly, if you look at the 75th percentile total cash comp, that rose to \$307,000 from \$273,000 the previous year – an increase of over

\$34,000. The takeaway here is that those organizations that are targeting the 75th percentile with their compensation strategy are making serious increases to retain their personnel, while those targeting the midrange choose not to and risk losing personnel. It seems like these lower paying organizations might have gotten what they didn't pay for. There is another statistic reported by one of the surveys. In the last year, nearly 50% of organizations experienced pilot turnover. The primary destinations for departing pilots were the commercial airlines or a job in another corporate flight department. This just proves what I've been harping on since I began doing this work years ago. If you want to keep your people, you need to pay them competitively, because if you don't, someone else will.



About the Author

Dr. Chris Broyhill is an industry veteran with over 40 years in aviation. He graduated from the United States Air Force Academy in 1982, served with distinction for over 20 years in the Air Force and flew multiple aircraft. [Read More...](#)



Dumb Things Smart People Do with Their Money

How can the study of behavioral finance increase your investment returns?

WRITTEN BY, CHARLIE MATTINGLY, MBA, CFP® | LEADING EDGE FINANCIAL PLANNING

Believe it or not, having a basic understanding of how our brains are wired can have a significant impact on your investment returns. Behavioral finance is an area of study focused on how psychological influences can affect market outcomes. Behavioral finance can affect market outcomes in the short term because investors make decisions based on their emotions.

We are all subject to irrational decision making. In fact, this phenomenon exists in the airplane as well as in the world of investing. There, it is called aviation psychology and applied human factors.

One of the most common examples of our behavioral biases working against us is our fight or flight response. How many times have you seen your investments decline in value and you felt the strong urge to a) make changes or b) pull all your money out of your investments to prevent further decline and/or loss? On the other hand, when an investment is experiencing high growth, our natural inclination is to purchase more of that investment or search out the investment with the highest recent returns.

I recently heard a friend say that he was going to stop investing in his 401k for a while because he was tired of watching his money disappear. I completely understand! The saying we've all heard during emergencies is, "Don't just sit there, do something!" In the world of investing, sometimes it might be the complete opposite, "Don't just do something, sit there!" That is especially challenging for type-A pilots who are used to and sometimes required to "make it happen!"

Investors often lose one fifth of their funds' returns:

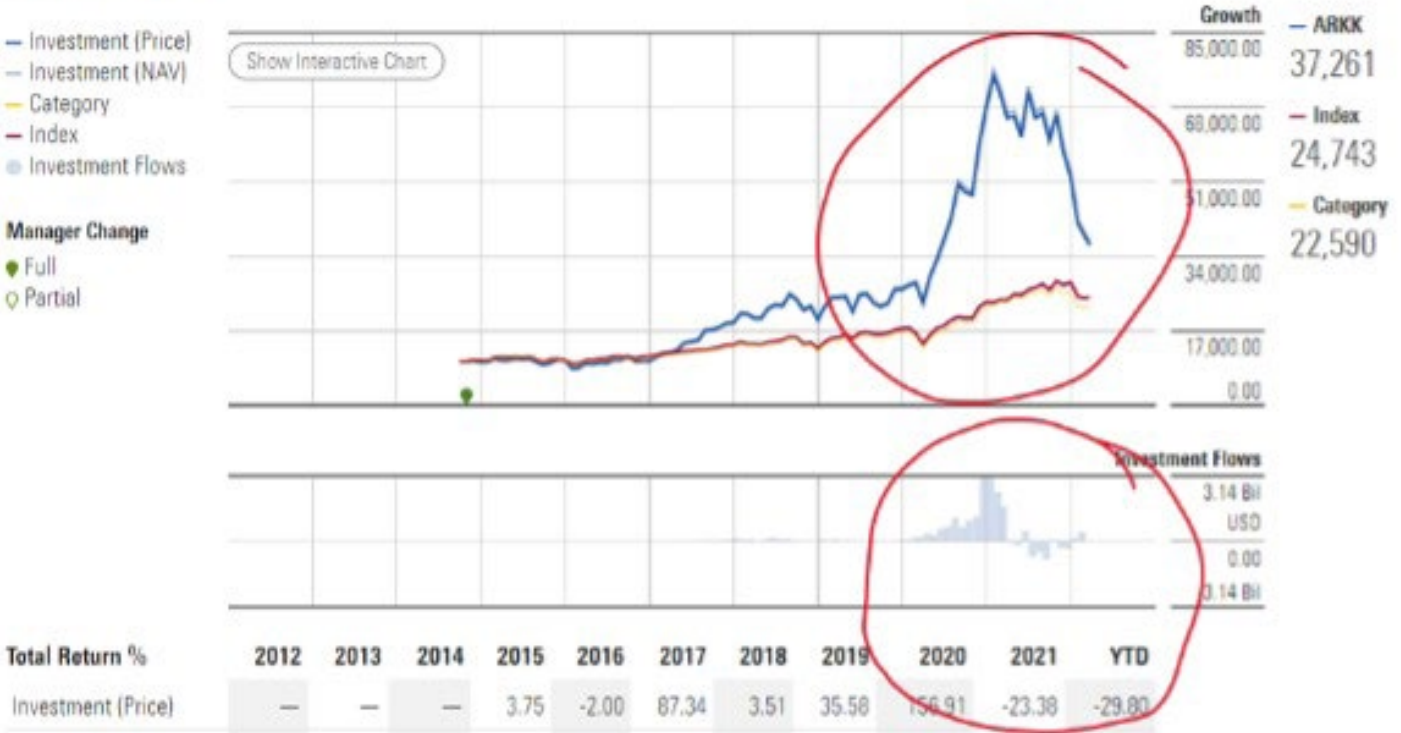
Morningstar investor-research firm recently published an article titled, ["Bad Timing Cost Investors One Fifth of Their Funds' Returns."](#) The study shows that due to our tendency to jump in and out of high or low performing investments we miss the opportunity to capture the returns of the very investments we own. In fact, the more complicated or ["active"](#) the investments, the lower the return the investor received, versus the fund (ETF/Mutual Fund) itself. One of the reasons for this is that investors tend to react emotionally to higher volatility investments.

Morningstar publishes an annual study called [Mind the Gap: A Report on investor returns in the U.S.](#) The emotional "gap" refers to decision making based on extreme emotions or emotional strains such as anxiety, anger, fear, or excitement. Oftentimes, emotions we confuse with rational thought are key reasons we do not make the most profitable choices with our investments.

[From Morningstar:](#)

In this year's study, we found the average dollar invested in funds earned a 6% annual return over the 10 years ended Dec. 31, 2022, while the average fund gained about 7.7% per year over that same span, for a gap of about 1.7% annually. What this means is that investors missed out on about one fifth of their fund investments' average net returns, a significant shortfall.

Growth of 10,000



In 2020, I was repeatedly told how we should be investing in ARK Innovation ETF (ARKK) as it soared to 153% return while our boring old portfolios were just beginning to crack into low double digits. The problem is once you see the high-flying performance, it's often too late. Intuitively, I've always known that this was like a nasty game of musical chairs. The last person to the party is going to get burned. As it turns out, most investors of ARKK in 2020 were the last person to the party. Take a look at the chart below and notice when the majority of investors poured their money into ARKK in 2020.

Courtesy of Morningstar.com

The circle on the bottom pane represents investment flows. This graphic clearly demonstrates that soon after investors piled their hard-earned money into ARKK in late 2020 at the highest prices, they were rewarded with subsequent annual returns of minus 23.4% and minus 67% for the years 2021 and 2022 respectively. Once your investments have declined by approximately 90% in two years, it takes 17 years to recover back to even if you average 15% returns per year.

We discussed this phenomenon in more detail on The Pilot Money Guys' [Podcast-Flight #30: Chasing Hot Stocks – Investing in the Rear View Mirror.](#)

Common behavioral biases to be aware of

I've already discussed our fight or flight tendencies and their impact on our investment decisions. Here are a few other common biases that can lead to lower investment returns:

Loss Aversion:

Robert R. Johnson, professor of finance at Creighton University's Heider College of Business, argues that loss aversion can cost us money. "The biggest financial mistake people make is taking too little risk, not too much risk," he says. Loss aversion helps explain why: Losses hurt more than gains are savored.

Overconfidence bias:

If you ask pilots if they are below average, average or above average, what would be the result? All pilots will be above average!

The problem with the overconfidence bias is that it can make an investor overestimate their abilities and knowledge, which can lead to rash or poor decisions. For example, overconfidence in investing skills can lead someone to believe they can accurately time the market (even though markets are notoriously unpredictable). Unfortunately guys, the verdict is in – because of our overconfidence, the ladies are better investors than you (and me too)!

"The tendency of women to outperform is not only seen in retail investors," writes [Dr. Daniel Crosby in his book, The Laws of Wealth](#). "Female hedge-fund managers have consistently and soundly thumped their male colleagues as well."

It gets better, "... As it turns out, the mere proximity of a woman increased the dudes' investment performance. Men in general, they reported, earned almost 1% less than women per year in their stock-picking endeavors, while single men underperformed their single women friends by 1.44% per annum!" [According to a study called "Boys Will Be Boys"](#) completed in 2001 by Barber and Odean, references the differences in investment performance by gender.

Recency bias:

[From CNBC article:](#) Recency bias is the tendency to put too much emphasis on recent events, such as a stock-market rout, the meteoric rise of bitcoin or a meme stock such as GameStop, for example.

In my experience, this is the most prevalent of all our biases. I believe it is also the reason why so many people chase after the recent, high-fund or stock performers. The recency bias

makes diversification very challenging and unattractive. For example, why not just invest in the S&P 500 and call it a day? We get this question all the time and I understand why. (By the way, there are worse ways to invest.) However, if we expand our research when making the “S&P 500 Investment” decision we may see that Vanguard’s VFINX realized a cumulative return of -9.84% from January 2000 to January 2010. I remember this well as it was the exact time, I became an investor. I was too late for the glory days of the nineties when people ran retirement plans assuming an annualized 20% rate of return —conservatively! I started investing in VFINX (Vanguard S&P 500 Index Mutual Fund) in 2000 and by 2005, I couldn’t stand the losses anymore of this “terrible” S&P 500 investment. I promptly jumped out of the S&P 500 and into the energy and healthcare sectors!

What can we do to combat the negative impacts of our behavioral biases?

The mutual-fund company, The Vanguard Group, attempts to put a value on the services of an investment adviser in their study called [“Advisor’s Alpha.”](#) Although this study is very subjective, they conclude that behavior coaching “...is the greatest potential value (an advisor) can add.”

I would argue that even if you have a trusted advisor on your side, there are still many opportunities to let our emotions overrule sound decision making. So, since we all are wired for behavioral biases, what can we do about it?

The first line of defense is awareness. Without awareness, it’s like getting pummeled in a battle that you’re not even aware you’re fighting. Our behavior is very predictable in the markets if we’re not taking steps to prevent emotional investment decisions.

Being intentional about your investing game plan can prevent emotional investment decisions. We encourage all investors to write down their investing plan and refer to the plan when times of market stress make us want to run for the hills.

Finally, taking the time to develop a financial plan can prevent losing out on investment returns that are readily available to patient and disciplined investors. A financial plan helps you to realize your goals, why you are investing, and what circumstances you can and cannot control.

To me it’s akin to flying in simulators. Once you’ve practiced the emergencies, referenced the checklist and discussed lessons learned, you will be much more prepared when the actual event occurs!

Sources:

- Morningstar Article: [“Bad Timing Cost Investors One Fifth of Their Funds’ Returns”](#) by Jeffery Ptak August 2, 2023.
- Vanguard Advisor’s Alpha: <https://advisors.vanguard.com/advisors-alpha#overview>
- The Pilot Money Guys Podcast-[Flight #30: Chasing Hot Stocks – Investing in the Rear View Mirror](#).
- Morningstar.com: Mind the Gap: [A report on investor returns in the U.S.](#)

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About the Author

Charlie Mattingly earned his Bachelor of Science degree in Mechanical Engineering from the University of Tennessee. He then entered the United States Air Force where he served for ten years as an officer and F-16 fighter pilot. [Read More...](#)



Coffin Corner and Mach Tuck

WRITTEN BY: SERGIO SOVERO

While piston airplanes are not subject to coffin corner, subsonic jets must be aware of Mach tuck and associated aerodynamic implications. At a jet's operating ceiling, its Maximum Mach Number (MMO) is often extremely close to its stall speed, which is referred to as "coffin corner." In this region of flight, it is very difficult to keep an airplane in stable flight. Exceeding MMO can result in structural damage, while operating below the stall speed will lead to a potential stall.

As altitude increases, the air becomes less dense. This also equates to an increase in true airspeed. However, the true airspeed to reach MMO decreases. Think of MMO as a barrier to prevent you from reaching the critical Mach number (M_{crit}), the speed at which the airflow becomes supersonic.

As you climb in altitude, air temperature decreases. That's why jet aircraft have a moveable "barber pole" needle to show MMO, that automatically decreases with temperature.

Ensure to always operate within the aircraft envelope, below any limiting speeds, such as MMO. As you approach the aircraft's maximum ceiling, you'll find that MMO and stall speed meet. Because of such a small margin, the aircraft becomes more sensitive to input. Turbulence, for example, can make matters worse, inducing sudden changes into either of the margins.

That stated, maximum operating altitudes are established for a good reason by aircraft manufacturers. Pilots must refer and comply with the aircraft AFM or POH, as well as account for the variables such as weight, to determine the aircraft's specific ceiling for current environmental conditions.

Air traffic controllers may query an aircraft to operate at a higher-than-planned altitude. Often, those requests are due to traffic, separation or metering. Controllers are unaware of the different aircraft types' performance capabilities and rely on pilots to relay such information. Do not feel pressured to accept an altitude that exceeds your aircraft's capabilities. A simple "unable" will prevent you from the unnecessary risks of coffin corner, even if it involves deviating laterally. As always, expand your team, utilize your resources and do not feel rushed into a decision with which you are not comfortable.



About the Author

Sergio Sovero was born and raised in Lima, Peru, and is currently a captain for Delta Air Lines. [Read More...](#)



SKYLAW

JUST MARRIED

Marriage-Based Immigration Part 2: Proving Your Relationship

WRITTEN BY: KILLA MARTI

Now that the summer break is over, we resume our series on marriage-based immigration. In our last article we discussed the importance of the very first thing that must be done: entering into a legally valid marriage. Today we discuss the next important step which is proving your relationship. In order to petition a spouse for green-card benefits, the couple bears the burden of showing that the marriage was entered into in good faith, for the purpose of building a life and a future together and not for the purposes of evading immigration law. What does this look like in real life? The answer is as varied as the different marriages that exist.

The United States Citizenship and Immigration Services (USCIS) is not looking for a specific, cookie-cutter marriage (though a couple living in a house with a picket fence, two kids, and a golden retriever might have an easier time) but there are guidelines that tend to show the validity of a marriage. For example:

- Cohabitation
- Commingling of funds
- Joint filing of taxes
- Children born of the marriage
- Joint ownership of property
- Proof of courtship and wedding
- Knowledge of the relationship by relatives and friends from both parties
- Naming each other as beneficiaries for life, medical and other insurance purposes
- And any other reasonable evidence the couple can produce

If USCIS is satisfied with the evidence presented, they will approve the Petition for Alien Relative. In rare instances, USCIS might require an interview in order to approve the petition or they might issue a request for

evidence to bolster the evidence already provided. A good attorney can help you avoid these delays. While an attorney is not required to file and succeed with this process, the expertise of an experienced attorney can make this important process a lot smoother. A good attorney will learn a couple's courtship story, their wedding process, and the specifics of how they have set up their marriage/ family life in order to give guidance on what would be the best type of supportive evidence for their case. They may also make recommendations of actions the couple could take to make the petition stronger.

Stay tuned for next month's subject: Consular Processing vs. Adjustment of Status — can your spouse get their green card from within the U.S.?



About the Author

Killa Marti is an award-winning attorney and founder of Marti Law Firm, LLC, a client-centered immigration practice. [Read More...](#)



No-Li Brewhouse Is Great, No Lie

Combining brews, foods and riverside ambiance

WRITTEN BY: VICTOR SOLER

This month I found myself blessed with an overnight that granted me ample time to explore around the crew hotel in Spokane, Washington. After a quick web search, my compass pointed me to No-Li Brewhouse. A pleasant walk along the river from the hotel, I discovered a hospitable local Brewhouse nestled beside the tranquil Spokane River. No-Li, a family-owned and operated gem since 2012, left quite an impression.



The warm ambiance greeted me, and the staff made me feel at home instantly. The expansive space accommodates indoor games like skee ball and cornhole to expand the experience. There's ample room for all, both indoors and at a serene patio by the river, that beckon for friendly conversations over sudsy delights.

During your visit, be sure to tip your hat to Victoria at the bar. She epitomizes top-tier customer service. Not only does she bear a splendid name, but she's also your guide through the menu and beer galaxy, ensuring you find precisely what your palate desires. I divulged my interest in savoring a flight of the top 6 brews. In front of me appeared an artful array of malts, hops, yeast, and the brewmaster's secret enchantments. This

ensemble included Cascade Fog, Wrecking Ball, Born & Raised, Red White & Hazy, Jet Juiced, and Corner Coast. At my bidding, she added Porch Glow Amber, aligning with the request of my palate at that moment.

As I embarked on this liquid-gold journey, a gentleman stopped to offer counsel on the optimal sequence to experience the beers. (It was later revealed that he is the owner.) I had intended to describe each brew's character, but the menu paints a vivid portrait to which I could not do justice. Allow me, however, to spotlight the top 3, in no particular order. First, the Wrecking Ball — an exceptional stout, sending my thoughts into a realm of potential food pairings and marinades with its notes of chocolate and coffee. Then, the



Corner Coast, a stark contrast to the stout, a refreshingly simple golden brew with citrus that renovated my soul in the heat of the day. Finally, the Porch Glow Amber, the very equilibrium my expedition craved, was well balanced all around and the perfect culinary transition into my meal.

While I could talk about No-Li beer for ages, I must reserve a moment to highlight the fantastic meal Victoria suggested that the chef created. She steered me toward a local favorite, the Philly Cheesesteak, crafted from locally sourced, thinly sliced ribeye. Skillfully sautéed with onions, mushrooms, and jalapeños, topped with velvety white American cheese, it sent my taste buds into a virtual rave. From her strong recommendation, I had the garlic-parmesan fries, a revelation of crisp perfection. And just when I thought it couldn't get better, the fry sauce graced my palate, elevating the entire experience to stratospheric levels.

Essentially, my rendezvous with No-Li Brewhouse in Spokane, Washington, was more than a mere culinary exploration; it was an encounter with craftsmanship, community, and culinary artistry. The fusion of top-notch brews, guided by the insightful Victoria, and the unforgettable feast she recommended, showcased a commitment to excellence that resonates far beyond the glasses and plates. Next time you are in Spokane, you really should swing by No-Li Brewhouse, to enjoy great brew, fabulous food and its riverside charm.

I am looking forward to discovering more hidden gems in Spokane in the future. Anyone have any recommendations (for Spokane or elsewhere)?

nolibrewhouse.com

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About the Author

Victor Soler is a retired Army UH-60 helicopter pilot with a Bachelor's of Science degree in Occupational Safety and Health. Currently, Victor is a 767/757 first officer.

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NJASAP



ABOUT



NetJets owners and customers pay a premium for the very best, and, each and every day, NJASAP members strive to deliver it.

An independent pilot labor advocate, the NetJets Association of Shared Aircraft Pilots (NJASAP) represents the professional interests of the 3,100-plus crewmembers who fly in the service of NetJets Aviation, Inc., a Berkshire Hathaway subsidiary. NJASAP is privileged to represent a highly skilled and knowledgeable pilot force that is consistently recognized for outstanding skill, experience and commitment to their craft. The group consistently receives high owner satisfaction ratings, which the Union attributes to its members' unfailing professionalism, consistency in the performance of their duties and compliance with company and federal regulations.



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THE PILOT SHORTAGE IS REAL

For more than a decade, NJASAP has watched the rapidly tightening supply of qualified pilots reshape flight deck staffing requirements. In response, carriers across the industry have sought an advantage, resulting in record growth in pilot compensation. NetJets remained competitive for pilot talent in this turbulent market by agreeing to adjust pilot compensation above contract rates in 2018 and 2020. Dramatic changes in the market since that time, however, now require the global leader in fractional air transportation to adjust pilot compensation to remain competitive for pilots.



- **American Airlines**
41.5% in pay raises by 2027 + other improvements
- **United Airlines**
Pilot pay would increase up to 40% across the four-year deal
- **Delta Airlines**
34% increase in average pilot pay rates over four years plus significant improvements to scheduling, benefits and job protection language
- **Hawaiian Airlines**
32% increase in average pilot pay rates over four years
- **Spirit Airlines**
30% increase in pilot pay scales over three years + other benefits
- **Alaska Airlines**
23% increase in pay scales in two years + scheduling improvements
- **JetBlue**
21.5% increase in pilot pay rates in an 18-month contract extension

The industry-wide pursuit of qualified pilots that led to these unprecedented pay improvements at regional carriers has now spilled over to mainline carriers: In many cases, their regional partners are offering entry-level pilot pay rates

[cont'd on the next page]



When pilots have their choice of carriers, why choose one that refuses to compete?

[cont'd from the previous page]

that exceed their own. Undeniably, the pilot labor crisis is forcing all carriers in the commercial airline industry to offer dramatically improved pilot compensation, work rules and benefits to recruit and to secure qualified personnel in this increasingly tight market. Since October 2022, all five mainline carriers that have concluded negotiations with their pilot groups have produced contracts that feature large pay increases and other significant improvements.

NetJets, however, has opted not to compete for the best and brightest talent in the marketplace: Career earnings for a professional NetJets pilot are no longer competitive - far from it, in fact. Pilot compensation at NetJets not only trails that of the legacy carriers, but also low-cost carriers like JetBlue, ultra low-cost carriers like Spirit and regional airlines such as SkyWest. What was once a career destination for professional aviators is slowly transitioning into a stepping

stone - a place to build time, not a career. Indeed, talented aviators will not stay at NetJets where they will make 60% of what their peers will earn at a low-cost carrier across a 30-year career.



NetJets has buried its head in the sand to the realities of the sustained pilot labor crisis, seemingly concluding attracting and retaining talented aviators is inconsequential to delivering the product for which owners and customers pay a premium. The history of our industry would suggest otherwise.



In the world's most demanding flying environment ...

EXPERIENCE MATTERS



“

Certainly, the training regimen appropriate for a pilot with 7,000 hours of experience is quite different than that of a pilot who is preparing to fly a jet for the first time.

A pilot career at NetJets is very different in comparison to one at a Part 121 carrier because of the unique nature of the NetJets operation, which is arguably the world's most dynamic flying environment. Consider this: NetJets offers service to 5,000 airports – many of which are uncontrolled fields in remote locations with unique risks – across 200-plus countries and territories. Based on this statistic, NetJets pilots will fly to 20 times as many locations as their airline peers.

This is just one of numerous distinctions that underscore why the global leader in fractional aviation requires top pilot talent – a resource that is in very short supply.

Rather than aggressively compete for the talent the operation demands, NetJets executives opted to reduce pilot hiring minimums, and in doing so, we have watched new hire experience decrease by 77% since 2018.

Adding insult to injury, NetJets has yet to modify its training footprint to meet a new aviator's specific instructional needs. To that very point, in preparation for performing international, extended overwater and mountain airport operations, proficiency need only be demonstrated in a flight simulator or via single in-theater flight before being released to provide service in these challenging environments.



Every pilot encounters the unexpected, and in those moments when every second and decision count, we rely on our training and experience. NetJets is obliged to provide a training product that ensures its pilots are fully prepared for those moments.



As the pilot shortage tightens its grip on the marketplace, NetJets’ competitive position continues to diminish based on executives’ refusal to acknowledge and to take proactive steps to attract and to retain pilot talent.

Absent appropriate competitive adjustments, NetJets has little hope of evading the repercussions of losing talented, experienced pilots to Part 121 carriers who are offering dramatically enhanced packages of compensation and working conditions.

How do we know this? Because we asked our members ...



25% More than 25% of the pilot group expect to exit NetJets within three years - and the demographic breakdown suggests those with one foot out the door are simply here to build time in anticipation of moving on to a competitive Part 121 carrier.

30% Approximately one in three pilots plan to exit NetJets within one year if the Fractional does not agree to competitive improvements by the year’s end.

50% More than half of our members are not satisfied with being a pilot for NetJets.

72% The percentage of new hire pilots who do not view NetJets as a career destination carrier.

75% Three out of four pilots would not recommend NetJets as a career destination carrier.



This data was collected during survey efforts conducted by NJASAP’s professional survey partner in June and July 2023.

NETJETS
ASSOCIATION
OF SHARED
AIRCRAFT PILOTS

A private jet is parked on a runway at night. The aircraft is white with red and blue stripes along the fuselage and tail. The runway is wet, reflecting the lights from the airport and the city in the background. The sky is dark blue with some clouds. The text 'NJASAP' is prominently displayed in the center of the image, enclosed in a white square frame with orange corners.

NJASAP



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The Grid



Airline Contract Comparison

Netjets vs Delta Air Lines

Product Name	Netjets	Delta Air Lines
Product Image		

01 Date Issued



		
Last Updated	29 August, 2023	06 May, 2023
Last Update	Pay Details (Pilots)	General Pilot Information, Pay Details (Pilots), Pilot Pay Rates, Expenses (Pilots), Work Rules (Pilots), Paid Time Off (Pilots), Retirement (Pilots), Pay Charts (Pilots)
Last Update Notes	Override Information Updated	Updated Features Contract 2023 Passed FA data added Junior captain hire date updated.

You can generate any airline contract comparison that you like. Just select the airlines and click compare. Visit AeroCrewNews.com/acn-grid

02 General Airline / Company Information



ATC Call Sign	EXECJET	Delta
Aircraft	<p>CE-560XL (55) CE-680 (37) CE-680AS (161) CE-700 (47) CL-350S (74) CL-650S (37) EMB-505S (96) GL6000S (48) GL7500 (5)</p>	<p>A220-100 (31, 14 on order) A220-300 (50 on order) A319-100 (57) A320-200 (62) A321-200 (100, 27 on order) A321neo (100 on order) A330-200 (11) A330-300 (31) A330-900 (5, 32 on order) A350-900 (13, 16 on order) B717-200 (88) B737-10 (Order for 100 with option for 30 more) B737-700 (10) B737-800 (77) B737-900ER (130) B757-200 (111) B757-300 (16) B767-300 (16) B767-300ER (56) B767-400ER (21) B777-200ER (8) B777-200LR (10)</p>
IATA Code	1I	DL
ICAO Code	EJA	DAL
Headquarters	Columbus, Ohio	Atlanta, Georgia
Maintenance Bases		Hartsfield-Jackson International Airport (ATL)

03 General Pilot Information



Pilot Union	NetJets Association of Shared Aircraft Pilots (NJASAP)	ALPA
Current Contract Year (P)	3	TA 2023
Number of Pilots	3150	16,046
Number of pilots as of	23 August, 2023	01 February, 2023
Junior Captain Hire Date (Mo/Yr)	10/21	757/767 NYC Aug 2022
JCHD as of:	29 August, 2023	20 January, 2023
Junior Captain Bases		NYC
Junior First Officer Bases		NYC
Currently Hiring Pilots	Yes	Yes
Pilot Hiring Website (P)	NetJets Pilot Jobs Page	Pilot Hiring Website
EFBs	iPad	iPad
Contract, TA or AIP (P)		Delta CBA 2023
General Pilot Info Notes	<p>Standard schedules: 7 days on/7 days off</p> <p>CC52—52 days over 4 months (base-duty days: 13)</p> <p>CC60—60 days over 4 months (base-duty days: 15)</p> <p>CC72—72 days over 4 months (base-duty days: 18)</p> <p>CC76—76 days over 4 months (base-duty days: 19)</p>	EFB: iPad Pro 10.5-inch

04 Pilot Retirements by Year




Retirement 2023		807
Retirement 2024		800
Retirement 2025		720
Retirement 2026		614
Retirement 2027		521
Retirement 2028		511
Retirement 2029		514
Retirement 2030		544
Retirement 2031		476
Retirement 2032		414
Retirement 2033		346
Pilot Retirement Notes	Pilots are not mandatory required to retire at 65, therefore these numbers do not exist and this makes estimating upgrade time nearly impossible.	None



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05 Pay Details (Pilots)



		
MMG Line Holder (P)	Salary	72 hours
MMG Reserve (P)	Salary	72 hours
Pay During New Hire Training (P)	Salary	\$3,888.29 per month 2.5 hours pay per day at year 1 pay rate, plus 8 hours per diem per day
Training Pay		Qualification Training - 3:15 per day Continued Qualification - 4:15 per day (5:00 Jan 1 2024) Maintaining Recency - 4:15 per day (5:00 Jan 1 2024) Reestablishment of Recency - 4:15 per day (5:00 Jan 1 2024) Operating Experience - rate of aircraft flown
New Hire Bonuses (P)	None	None
Profit Sharing (P)	No	2019 16.2% 2022 5% Language to allow retiring pilots in December to PS the following year 10% to 2.5B, 20% above 2.5B
Other Bonuses (P)		2023 CBA signing bonus: comprised of 4% 2020 earnings, 4% 2021 earnings, 14% 2022 earnings, 18% of 2023 earnings until DOS
Deadhead Pay (P)	No	100% for a flight deadhead, Surface deadhead is \$38.38* per hour

05 Pay Details (Pilots)

		
Deadhead Pay (P)	No	100% for a flight deadhead, Surface deadhead is \$38.38* per hour
Open Time Pay (P)	2.5 hourly rate	100% "white slip"
Premium Open Time Pay or Overtime (P)	<p>Based on hourly rate (which is calculated by dividing annual wages by 2,184 then multiplying by 1.5 and paid in minimum 1/4 hour increments).</p> <p>On first day of tour; all duty prior 0800 and all duty over 9 hours.</p> <p>After first day: all duty exceeding 12 hours.</p> <p>8 Day Tour Override: 3% override on annual salary; when awarded 8 day tour or 52 Day schedule on large cabin aircraft</p> <p>12.1 Tour-Based Flight Pay: \$118 for each flight hour above 12.1 in a single tour.</p> <p>Night flight pay: \$50 per hour override between 2300-0559</p>	200% Green slips as approved by company. A pilot is only allowed one green slip until all of the pilots in that base and category are given one green slip.
FO International Override	None	\$4.50
CA International Override	None	\$6.50
Redeye Override	\$50.00 hourly rate, in addition to any other overrides	None
Ocean Crossing Override	None	CA: \$8.00, FO \$6.00 (Narrow body aircraft only)
Line Check Airman Override	<p>7/7: \$16,000.00 annual</p> <p>7/2 Schedule: \$19,520 annual</p> <p>7/6 Schedule: \$20,800 annual</p>	30% more of the highest paying aircraft in the company fleet. 2023 = \$125.62 per hour.
Holiday Pay (P)	150% of crew members daily rate New Year's Day; Martin Luther King Day; Presidents' Day; Good Friday; Easter Sunday; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; and Christmas Day.	5:15 hours credit for the following days worked: New Year's Eve, New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Christmas Eve, and Christmas Day
Pay Details Notes (P)	<p>Additional Overrides:</p> <p>Eight Day Tour Override: 3% of base wage rate</p> <p>12.1+ Hour Tour Override: \$118 for all flight hours excess of 12.1</p>	*Surface DH is 25% of second year FO A220-100 pay (2023 = \$38.38, 2024 = \$40.27, 2025 = \$41.88, 2026 = \$43.55)

06 Pilot Pay Rates



Currency (P)	US dollars	US dollars
FO 1st Year Pay (P)		\$108.34
A220-100 FO 2nd Year Pay		\$153.40
A220-100 FO Top Pay		\$211.83
A220-100 CA Top Pay		\$310.15
A220-300 FO 2nd Year Pay		\$159.95
A220-300 FO Top Pay		\$220.88
A220-300 CA Top Pay		\$323.39
A319 FO 2nd Year Pay		\$165.91
A319 FO Top Pay		\$228.90
A319 CA Top Pay		\$335.13
A320 FO 2nd Year Pay		\$165.91
A320 FO Top Pay		\$228.90
A320 CA Top Pay		\$335.13

06 Pilot Pay Rates



A321 FO 2nd Year Pay	\$166.60
A321 FO Top Pay	\$230.10
A321 CA Top Pay	\$336.89
A321N FO 2nd Year Pay	\$171.44
A321N FO Top Pay	\$238.71
A321N CA Top Pay	\$349.50
A330-200/300 FO 2nd Year Pay	\$206.65
A330-200/300 FO Top Pay	\$285.22
A330-200/300 CA Top Pay	\$417.54
A330-900 FO 2nd Year Pay	\$206.65
A330-900 FO Top Pay	\$285.22
A330-900 CA Top Pay	\$417.54
A350 FO 2nd Year Pay	\$206.65
A350 FO Top Pay	\$285.22
A350 CA Top Pay	\$417.54
B717 FO 2nd Year Pay	\$149.21
B717 FO Top Pay	\$205.96
B717 CA Top Pay	\$301.57

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06 Pilot Pay Rates



B737-700 FO 2nd Year Pay	\$165.91
B737-700 FO Top Pay	\$228.90
B737-700 CA Top Pay	\$335.13
B737-800 FO 2nd Year Pay	\$165.91
B737-800 FO Top Pay	\$228.90
B737-800 CA Top Pay	\$335.13
B737-900 FO 2nd Year Pay	\$166.60
B737-900 FO Top Pay	\$230.10
B737-900 CA Top Pay	\$336.89
B757-200 FO 2nd Year Pay	\$171.44
B757-200 FO Top Pay	\$238.71
B757-200 CA Top Pay	\$349.50
B757-300 FO 2nd Year Pay	\$171.44
B757-300 FO Top Pay	\$238.71
B757-300 CA Top Pay	\$349.50
B767-200/300 FO 2nd Year Pay	\$171.44
B767-200/300 FO Top Pay	\$238.71
B767-200/300 CA Top Pay	\$349.50



06 Pilot Pay Rates



B767-300ER FO 2nd Year Pay		\$171.44
B767-300ER FO Top Pay		\$238.71
B767-300ER CA Top Pay		\$349.50
B767-400 FO 2nd Year Pay		\$206.65
B767-400 FO Top Pay		\$285.22
B767-400 CA Top Pay		\$417.54
B777 FO 2nd Year Pay		\$206.65
B777 FO Top Pay		\$285.22
B777 CA Top Pay		\$417.54
FO Pay 1st Year	\$73,612	
FO Top Pay	\$131,572	
CA Pay 1st Year	\$123,544	
CA Top Pay	\$217,342	
Next Pay Raise (P)	01 December, 2023	01 January, 2024
Next Pay Raise Notes (P)	Pay raises till 12/21/2022 with company option to extend to 12/21/2025	1/1/2023: 18% 1/1/2024: 5% 1/1/2025: 4% 1/1/2026: 4% One time me too clause with AAL and UAL 1% higher pay rates

07 Expenses (Pilots)



		
Per Diem (P)	\$2.09 per hour domestically \$2.70 per hour internationally	\$2.85 Domestic \$3.35 International Language added to keep up with government M/IE rates
New Hire Hotel (P)	Paid for by the company, Single Occupancy	Paid for by the company, Single Occupancy
New Hire Hotel Notes (P)	Except when the crew members home is local in nature to the training facility.	None
Downtown Hotel (P)	No	Yes
Downtown Hotel Notes (P)	None	12 hours or longer
Hotel Points (P)	Yes	Sometimes, depends on the hotel
Airline Mileage Accrual for Dead Heads (P)	Yes	No
Uniform Reimbursements (P)	Yes	Company to provide new hires a full uniform prior to OE
Headset Reimbursements (P)	No	None
Health Care Costs Medical (P)	\$0 paid starting day 1	22% employee cost
Health Care Costs Dental (P)	\$0 paid starting day 1	20% employee cost
Health Care Costs Vision (P)	\$0 paid starting day 1	20% employee cost

08 Work Rules (Pilots)



Minimum Days off per Bid Period - Line Holder (P)	15 days	12, 13 or 14 Depends on number of days in bid period and ALV
Minimum Days off per Bid Period - Reserve (P)		12, 13 or 14 Depends on number of days in bid period and ALV
Pay Protection (P)	Yes	100%
Maximum Scheduled Duty Day (P)	14 Hours	FAA 117 minus 30 minutes
Minimum Day Credit (P)	None	5:15
Minimum Trip Credit (P)	None	5:15 multiplied by number of days
Duty Rig (P)	None	1:2 or 1:1.75 between 2200-0559
Trip Rig (P)	None	1:3.5
Work Rules Notes (P)	None	Sit pay: over 2 hours 1:2 Extended duty period pay: beyond 10 hours 1 hour credit, for every hour thereafter another 1 hour credit.

09 Paid Time Off (Pilots)





Vacation Accrual (P)	<p>1-4 years of completed service = 2 weeks 5-9 years of completed service = 3 weeks 10+ years of completed service = 4 weeks</p>	<p>1 - 4 years = 14 days 5 - 10 years = 21 days 11- 15 years = 28 days 16+ years = 35 days 48 hours off prior to primary vacation if requested</p>
Vacation Pay (P)	Per week	<p>2023-2024 Vacation Year: 4:00 2024-2025 Vacation Year: 4:15 2025-2026 Vacation Year and each thereafter: 4:35</p>
Sick Time Accrual (P)	<p>PTO is accrued at 1 PTO day per calendar month Maximum 24 PTO days in PTO bank, unused PTO days roll over into a long term bank. Maximum 51 PTO days in long term bank.</p>	<p>1 year = 50 hours 2 years = 75 hours 3 years = 100 hours 4 years = 125 hours 5 years = 145 hours 6 years = 170 hours 7 years = 195 hours 8 years = 220 hours 9-19 years = 240 hours 20+ years = 270 hours</p>
Short Term Disability (P)	<p>60% of base salary May use PTO days in conjunction</p>	<p>Yes, The semi-monthly temporary disability benefit is equal to one-half of 50% of the "D and S" Plan participant's Final Average Earnings.</p>
Long Term Disability (P)	<p>60% of base salary with a maximum of \$5,000 per month</p>	<p>Yes, until retirement age. The monthly long-term disability benefit is equal to 50% of the "D and S" Plan participant's Final Average Earnings</p>
Parental/Maternity Leave (P)	No	<p>Maternity Leave, 10 weeks postpartum for all pilots Paid Parental Leave, 14 consecutive day period paid at the greater of: trips missed, or value of 2 vacation weeks. Applies to birth, surrogacy, guardianship, fostering or adoption</p>

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10 Retirement (Pilots)



		
401(K) Matching (P)	<p>Company will match up to 20% of pilots base salary with the following match percentages:</p> <ul style="list-style-type: none"> 2019: 56% match 2020: 57% match 2021: 58% match 2022: 59% match 2023: 60% match <p>Company option to extend the contract:</p> <ul style="list-style-type: none"> 2024: 61% match 2025: 62% match 2026: 63% match 	None
401(K) Direct Contribution (P)	None	<p>16%</p> <p>1/1/2024 17%</p> <p>1/1/2026 18%</p>
401(k) Fully vested (P)	5 years	Immediately
Pension Plan (P)	None	None



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