

May 2015



AERO CREW NEWS

Your Source for Pilot Hiring Information and more...



Contract Talks

Per Diem

Trouble in Canada

A Crew Member's Guide to
Dealing with Inadmissibility
in Canada

May Grid Updates

Spirit Airlines Added
Alaska Airlines Added
Envoy Updated
SkyWest Updated

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Exclusive Hiring Briefings

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ATTENTION CREW MEMBERS: IF YOU HAVE A CRIMINAL CHARGE OR CONVICTION, YOU MAY HAVE A PROBLEM!

If you have been arrested, charged, or convicted of a criminal offense, you may be barred from entry into Canada. The inability to enter Canada on grounds of criminality is referred to as “admissibility”.

Canada prohibits all non-Canadian visitors and crew members with criminal convictions from entering Canada, even if just transiting through on the way to another destination. This includes almost all convictions (whether misdemeanor or felony) such as DUI/DWI, domestic violence, reckless driving, drug possession and petty theft, regardless of how long ago they occurred.

For most commercial flights operating in North America a charge, such as a DUI/DWI or Reckless Driving, may lead to adverse scheduling, unpaid leave, or worse, termination.

Each month we help dozens of pilots and their crew members obtain entry relief in the form of a waiver or temporary resident permit (TRP) or “pardon” (criminal rehabilitation).

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- Breaking & Entering
- Causing Disturbance
- Domestic Violence
- Drug Possession
- DUI / DWI
- DWAI
- Hit & Run
- Petty Theft
- Probation Violation
- Public Intoxication
- Reckless Driving
- Theft
- Wet Reckless

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May 2015

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Airlines in the Grid

Updated



Legacy

Alaska Airlines
American Airlines
Delta Air Lines
US Airways
United Airlines



Major

Frontier Airlines
JetBlue Airways
Southwest Airlines
Spirit Airlines



Cargo

FedEx Express

Regional

Air Wisconsin
Cape Air
Compass Airlines
CommutAir
Endeavor Air
Envoy
ExpressJet Airlines
GoJet Airlines
Horizon Air
Island Air
Mesa Airlines
Republic Airways
Skywest Airlines
Silver Airlines
Trans States Airlines
PSA Airlines
Piedmont Airlines



Coming Soon...

Legacy

Hawaiian Airlines

Major

Allegiant Air
Sun Country Airlines
Virgin America

International

Emirates
IBEX Airlines
Qatar Airways

Cargo

Kalitta Air
United Parcel Service

Regional

Corvus Airways
Great Lakes Airlines
Peninsula Airways
Seaborne 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 Craig.Pieper@AeroCrewSolutions.com



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Upcoming Job Fairs

Chicago Pilot Job Fair

Date: Friday, May 8, 2015

Tickets available: March 30, 2015 @ Noon

Hotel: The Westin O'Hare

www.AeroCrewSolutions.com

Dallas / Fort Worth Pilot Job Fair

Date: Friday, July 17, 2015

Tickets available: June 1, 2015 @ Noon

Hotel: DFW Sheraton Airport Hotel

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Letters to the Editor

Craig,

I noticed the grid breakdown for the general information, work rules, and a bar graph for the pay. Thoroughly put together! Is it at all possible to also show a 'yearly' breakdown of retirements? It would be nice to have an idea the projected retirements according to year.

Thanks.

JSB
Somewhere, NJ

JSB,

Thank you for the compliment. It has been a lot of hard work to put all that information together and try and keep it up to date. We did have a graph that did break down the yearly retirements by airline. It was featured in the November, 2014 issue of *The Regional Grid*. I reattached the chart below for easy reference.

Thank you,
Craig D. Pieper
Editor in Chief

Forecasted Baby Boomer Retirements

Year	Alaska	American	Delta	United	US Air	UPS	Fed Ex	Total
2015	36	112	169	382	173	28	144	1,044
2016	47	135	225	371	206	40	149	1,173
2017	46	190	286	431	234	50	186	1,423
2018	43	300	415	413	262	60	184	1,677
2019	49	418	513	424	274	72	150	1,900
2020	55	535	602	427	261	94	180	2,154
2021	57	580	789	509	250	93	208	2,486
2022	56	647	851	470	223	96	211	2,554
2023	50	704	809	552	299	85	223	2,722
2024	60	717	805	491	239	134	229	2,675
2025	57	713	713	600	229	139	218	2,669
2026	52	705	610	652	-	174	242	2,435
2027	77	595	514	632	-	157	208	2,183
2028	55	512	-	736	-	184	198	1,685
2029	76	474	-	675	-	174	-	1,399
Total	816	7,337	7,301	7,765	2,650	1,580	2,730	30,179
# of Active Pilots	1,472	8,400	11,723	12,505	4,430	2,516	4,288	45,334

We gladly accept and encourage letters to the editor. These letters will be reviewed and published at the sole discretion of the Editor. Please limit your letters to the Editor to a maximum of 200 words. You can email your letters to Craig.Pieper@AeroCrewSolutions.com. Please include a city and state. All questions emailed may or may not be published. Aero Crew News assumes no liability for the information contained in letters to us that are published.



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First Class Careers

“The most successful candidates who are being hired are those who are confident, professional and can demonstrate that they know how to safely operate the aircraft.”

By virtually any measure, SkyWest Airlines is a leader within the regional airline industry. Their nearly 3,500 professional pilots operate more than 1,700 daily flights to 193 cities across the United States, Mexico, Canada and the Caribbean. This summer they will also launch service to three cities in Alaska. Flight crews have the option to work in 14 different domiciles, ensuring maximum flexibility for commuters. They currently have 160 dual-class regional aircraft in a fleet that totals more than 330 planes – that’s more than Alaska Airlines, JetBlue Airways, Frontier Airlines, Spirit Airlines and virtually every other regional carrier. Specifically, they operate 163 CRJ200s, 98 CRJ700s, 36 CRJ900s, 25 E175s and about a dozen EMB 120 turboprops. There are more than two dozen additional E175s that will be delivered in 2015 and SkyWest has the potential to receive up to 300 more aircraft that have been ordered in the next 10 years.

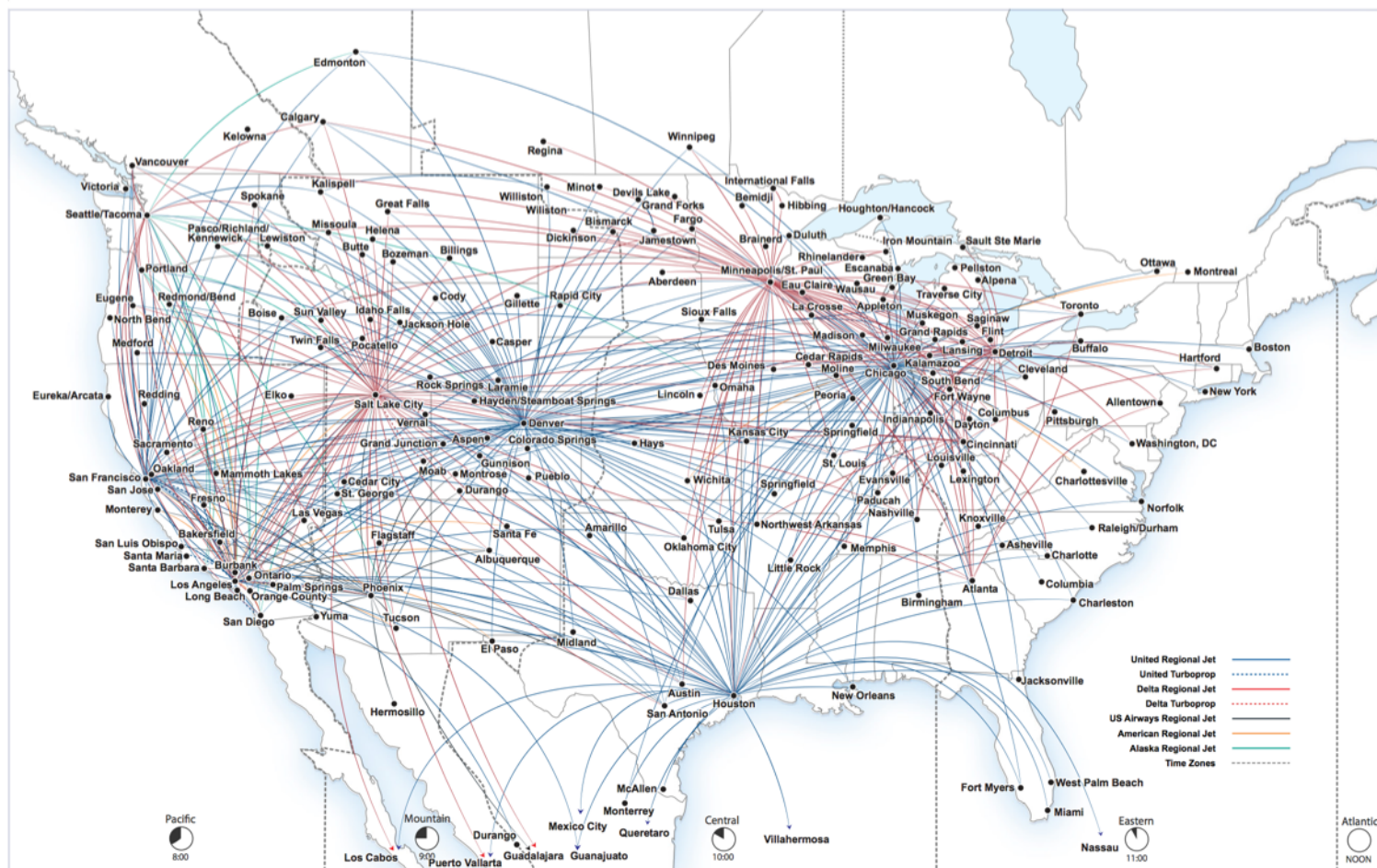
Given its current status, it may be hard to believe that SkyWest started with just a few six-seat airplanes in the small town of St. George, Utah. The new airline had one goal when flights were launched: provide reliable service to passengers who needed to get to Salt Lake City. Thanks to a lot of hard work from countless employees during the last 43 years, and a little bit of luck, SkyWest has consistently grown in size and importance in the aviation industry. Even during downturns within the industry, SkyWest has remained successful.

The secret to SkyWest’s unmatched operational and financial success is their well-known focus on taking care of their people. The more than 10,300 aviation professionals, including nearly 3,500 pilots who call SkyWest home, enjoy industry-leading pay and benefits, such as:

- Profit sharing
- 401(k) plans with a company match
- Travel privileges with multiple major carriers
- Medical, dental and vision plans
- Employee stock purchase plan
- And much more

And right now is a great time to join this impressive company. SkyWest is hiring up to 100 new pilots each month. Those new crewmembers are needed to help support the continued focus within the industry on large, regional jet operations. The growth also means that there are a lot of opportunities with an average upgrade time of less than four years.

According to Tracy Gallo, VP of Flight Operations at SkyWest Airlines, the most successful candidates who are being hired are those who are confident, professional and can demonstrate that they know how to safely operate the aircraft.



(Updated monthly, may not reflect recent service updates)

SkyWest Airlines Route Map | April 2015

What can new pilots expect when they apply to work at SkyWest?

Tracy: From the minute someone fills out the application for a first officer position at www.SkyWest.com we're working to provide them with individual attention. That starts with the application review. After looking through their qualifications, our recruiting team will reach out to make arrangements for an interview or follow up if something was missing from the application. If possible, we may schedule an interview at one of our recruiting events that are held across the United States, or we may fly them to Salt Lake City or Denver to meet with our recruiting team.

During that process, we really want to get to know the applicant, ensure they meet our qualifications, and test their knowledge about safely operating an aircraft in a 121 environment.

What kinds of subjects are normally covered during an interview?

Tracy: After a written exam, we will spend some time going through CRM questions, Jeppesen knowledge, aircraft systems, FARs and some general HR questions. We then will focus on a more technical evaluation. This will go through 121 rules and approach procedures, en route chart knowledge and symbology, jet aerodynamics and high-speed flight characteristics and similar topics. We may also have the pilot go through a simulator evaluation.

How long does a typical interview last?

Tracy: It will vary but generally lasts a few hours. When we fly someone in to meet with an interviewer, it will typically last most of the day.

When will a new pilot find out that they have secured a position at SkyWest?

Tracy: We try to notify pilots as quickly as possible. Most are contacted within a week of the interview and some are awarded a position on the spot.

Are you doing anything to help applicants get their ATP if they don't have it yet?

Tracy: Yes. If a pilot applies at SkyWest and still needs their ATP written, we will send them to an ATP-CTP course to ensure they meet that new FAA requirement.

Are you offering any incentives for new pilots to join SkyWest?

Tracy: We are currently offering a \$7,500 bonus to any new pilot who comes to SkyWest with an RJ type rating. The bonus will be paid out once they complete their IOE.

How quickly does a new pilot get into class after passing the interview?

Tracy: There is at least one new hire class starting every month and try to get everyone into class as quickly as possible. In a few cases, we've had pilots complete their interview on a Thursday or Friday and start class the next Monday. On average though, pilots will be in class in less than 30 days.

The SkyWest recruiting team attends career fairs and hosts interview events on a weekly basis. All of the upcoming times and locations are posted at [@www.skywest.com](http://www.skywest.com).



As a leading air service provider offering global access to millions of people each month, SkyWest partners with the world's largest network carriers including United Airlines, Delta Air Lines, US Airways, American Airlines and Alaska Airlines. With a fleet of 338 aircraft, SkyWest's more than 10,100 aviation professionals operate more than 1,700 flights each day to 193 destinations throughout North America. SkyWest is known for its industry-leading workforce, exceptional leadership team, and continued solid operational and economic performance. The airline is headquartered in St. George, Utah.

Hubs	Chicago O'Hare, Denver, Houston, Los Angeles, Minneapolis/St. Paul, Phoenix, Portland, Salt Lake City, San Francisco and Seattle
Crew domiciles	Chicago O'Hare, Colorado Springs, Denver, Fresno, Houston, Los Angeles, Minneapolis/St. Paul, Palm Springs, Phoenix, Portland, Salt Lake City, San Francisco, San Luis Obispo, Seattle and Tucson
Maintenance bases	Boise, Chicago O'Hare, Colorado Springs, Fresno, Fort Wayne, Milwaukee, Nashville, Palm Springs, Salt Lake City, South Bend and Tucson
Line stations	Denver, Houston, Los Angeles, Minneapolis/St. Paul, Phoenix, Portland, San Francisco and Seattle
Cities currently served	Total: 193 (41 states, Washington D.C., 6 Canadian Provinces, 10 Mexican Cities and the Bahamas) United: 152 Delta: 124 US Airways: 20 American: 19 Alaska: 14 Shared: 100
Stations operated	SkyWest: 52
Employees	10,101 total 9,385 FTEs
Average number of daily scheduled departures	United: 933 Delta: 572 American: 111 US Airways: 96 Alaska: 43 Total: 1,754 DEN: 134 IAH: 55 LAX: 129 MSP: 81 ORD: 131 PDX: 18 PHX: 63 SEA: 38 SFO: 114 SLC: 143
Passengers carried in 2013	27.4 million passengers
Total revenue passenger miles flown in 2013	15 billion revenue passenger miles* *A Revenue Passenger Mile is equal to one fare-paying passenger flown one mile.
Total aircraft in operating fleet	338 (all numbers include deliveries and retirements this calendar month)
Embraer aircraft	7 Embraer 120 turboprops 29 Embraer 175 aircraft
Bombardier aircraft	168 CRJ200 aircraft 98 CRJ700 aircraft 36 CRJ900 aircraft



Written By: Scott Stahl

Per Diem

With airlines there are many, often confusing, aspects of payment relating to how pilots are compensated under their contracts. Hourly pay is pretty straight forward, in that a pilot gets paid usually from the time the door is closed or the brake is dropped, until the door is opened or the brake is set at the end of a leg. Add the legs together, and you have the pilot's hourly pay for that day of work.

Per Diem is an additional pay that is usually negotiated into a contract for the purpose of offsetting the cost associated with traveling (for instance, additional cost associated with purchasing meals on the road). This amount will be a set negotiated rate covered in the contract, and is a common compensation associated with businesses or occupations that spend a lot of time travelling (such as with truck drivers). It is important to understand per diem because it can greatly affect the actual compensation a pilot receives under any given labor contract.

The per diem will usually start at trip show time on your first leg on your way out of base (the same time your hourly pay begins), but unlike your hourly pay, it does not stop until the end of the debrief in domicile, at the end of the trip. This why a pairing will usually include both a block credit time (the theoretical value of the trip if everything runs 100% as

scheduled) as well as a "Time Away From Base" value, which is how the per diem is calculated. While a 4-day trip might carry a block value of 20 hours, the time away from base might be closer to 85 hours. What this means is that over the course of the 4 days, the schedule is expecting 85 hours to elapse between the moments you block out of base at the beginning of a trip, and block back in at the end. The per diem will calculate hourly during these times.

It is important to understand this because the per diem value in a contract might not seem like a significant source of money, but can actually add up to hundreds of additional dollars of pay over the course of a month. Also, it is important to understand because there are situations where the per diem is tax-exempt compensation.

To look at an example, we will assume that Airline A and Airline B have identical trips available for each pilot. Both trips are worth 20 hours of line credit and 85 hours of per diem value. We will assume that the hourly compensation on both Airline A and B is the same, so there is no difference in trip value from a base pay perspective. However, we will also assume that Airline A pays per diem at a rate of \$1.60 an hour, and Airline B pays per diem at a rate of \$1.85 an hour. While a dollar value under \$2 an hour seems very insignificant,



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remember that this money accrues 24 hours a day, 7 days a week until the end of the debrief back in base.

In the case of our example trip, over the course of 85 hours away from base, Airline A will pay an additional \$136 in per diem over and above the flight credit value of the 4-day trip. At \$1.85 an hour, airline B will pay \$157.25 over the course of the same trip, which is an additional per diem value of \$21.25, even though both trips were completely identical. Effectively, that can almost equal (or even exceed in some cases) 1 hour of actual credit, even though the trips were identical.

Now, assume that Airline A and Airline B's monthly schedules are identical, and each pilot ends up with 4 four-day trips that all equal 20 hours of credit value and 85 hours of per diem value. In this example month, Airline A will pay a total of \$544 per diem in the month, while Airline B will pay a total of \$629 in per diem value. That is a total difference in per diem value of \$85 between Airline A and Airline B for that month, or several hours worth of credit. Keep in mind also, that Airline A and B both had completely identical trips for the entire month, so there were no additional requirements of the pilot in order to earn that extra money. This amount over the full 12 months (assuming an identical schedule each month) would be worth an additional \$1000 to the pilot at Airline B over the course of the year, much of which might be tax-free.

Since per diem is designed to offset the cost of living on the road, in many cases the IRS considers it to be tax exempt, as it is considered a cost offset, and not additional compensation, for things like meals, drinks, miscellaneous fees and expenses associated with traveling, etc.

As a general rule of thumb, once a trip touches an out of base rest period (an overnight or some other form of rest that does not occur in domicile) the per diem value becomes tax exempt. However, if the trip ends back in domicile before touching a rest period (as in the case of a quick turn, or a day trip) the per diem is considered taxable by the IRS and is considered additional income for tax purposes. Obviously, the latest IRS guidance should be consulted for the most current rules relating to per diem.

However, while per diem is a form of compensation for airline pilots that usually goes relatively un-noticed, it can have a fairly profound impact on monthly income based on the way it is paid. While a \$.15 per hour difference in per diem might not seem like a lot, it could potentially add up to an additional several hundred to several thousand dollars per year depending on the trips and schedules a pilot flies, and is not as insignificant in the grand scheme of payment as it might initially seem. @



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spirit™

LESS MONEY. MORE GO.

Friends Flying Friends

Written By: Maggie Espin-Christina
Senior Manager, Internal Communications



Gosh, flying sure has gotten expensive. But Spirit is a breath of fresh air. As the Ultra Low Cost Airline of the Americas, Spirit is all about **Less Money. More Go.** But hey, “low cost” doesn’t mean cheap. Low cost means giving customers a choice in how they spend their money. Spirit calls this “Frill Control™”: you never pay for extras you don’t want. This freedom is a boon to value-centric customers who are paying for their own tickets (no expense accounts here, thank you very much). It’s an awesome unbundled approach that Spirit has become known for – it’s why they’re **Home of the Bare Fare™!**

This method of doing business is working. Spirit’s young, fuel-efficient Fit Fleet™ is growing at a crazy rate. They’re currently stacked with 71 Airbus A320 family aircraft, and by the end of the year they plan to have at least 80 aircraft, comprising of A319, A320 and A321s. Spirit flies to 57 fantastic destinations throughout the US, Latin America and the Caribbean, serving over 150 non-stop markets.

Founded in 1980 in Macomb County, Michigan, Spirit started as a charter and tour operation (they were very exclusive back then). In 1992, the name was changed to Spirit Airlines and service was added from Detroit to Atlantic City. By the spring of 1999, Spirit had relocated its corporate office to Miramar, Florida (a smart choice for the Vitamin

D addicts). Spirit announced its transition to an ultra-low cost carrier in 2007, and in 2011, Spirit’s common stock began trading on NASDAQ under the ticker symbol SAVE (GET IT?).

In early 2013, they rechristened their corporate offices, “The Spirit Support Center,” showing a renewed attitude of service and commitment to the customer-facing Team Members. ‘Twas the beginning of a new era of re-energizing and empowering their lean, diverse team.

Next came some soul-searching to identify the needs of their operations. A cross-departmental team was assembled to plan the evolution of infrastructure, identify future automation opportunities, and develop process-driven solutions to support the rapid 20-30% annual growth. Departments that once alienated each other like teens in a high school lunchroom were united to solve issues together. Every piece of the airline was evaluated and adjusted to support an operation at least five times the present size in just a few years.

Internal and external improvements became noticeable and measurable quickly.

What about their culture?

Spirit culture is fun, friendly, and relaxed – occasionally even irreverent (in a completely HR-friendly way). Guided by the Spirit Way, this growing airline creates commitment and encourages innovation.

The Spirit Way is a simple philosophy, defining how Spirit should work, grow, and serve their customers and itself. It strives to position Spirit as the airline of choice for customers, and the employer of choice for potential and current Team Members.

Mid-year 2014 gave birth to bright new branding. Spirit’s key benefit (saving you money) is front and center. The **Less Money. More Go.** tagline and vibrant yellow color showed customers that they are doing things differently. Spirit keeps fares low, allowing travelers to go more places, more often – and have more money to spend when they get where they’re going.

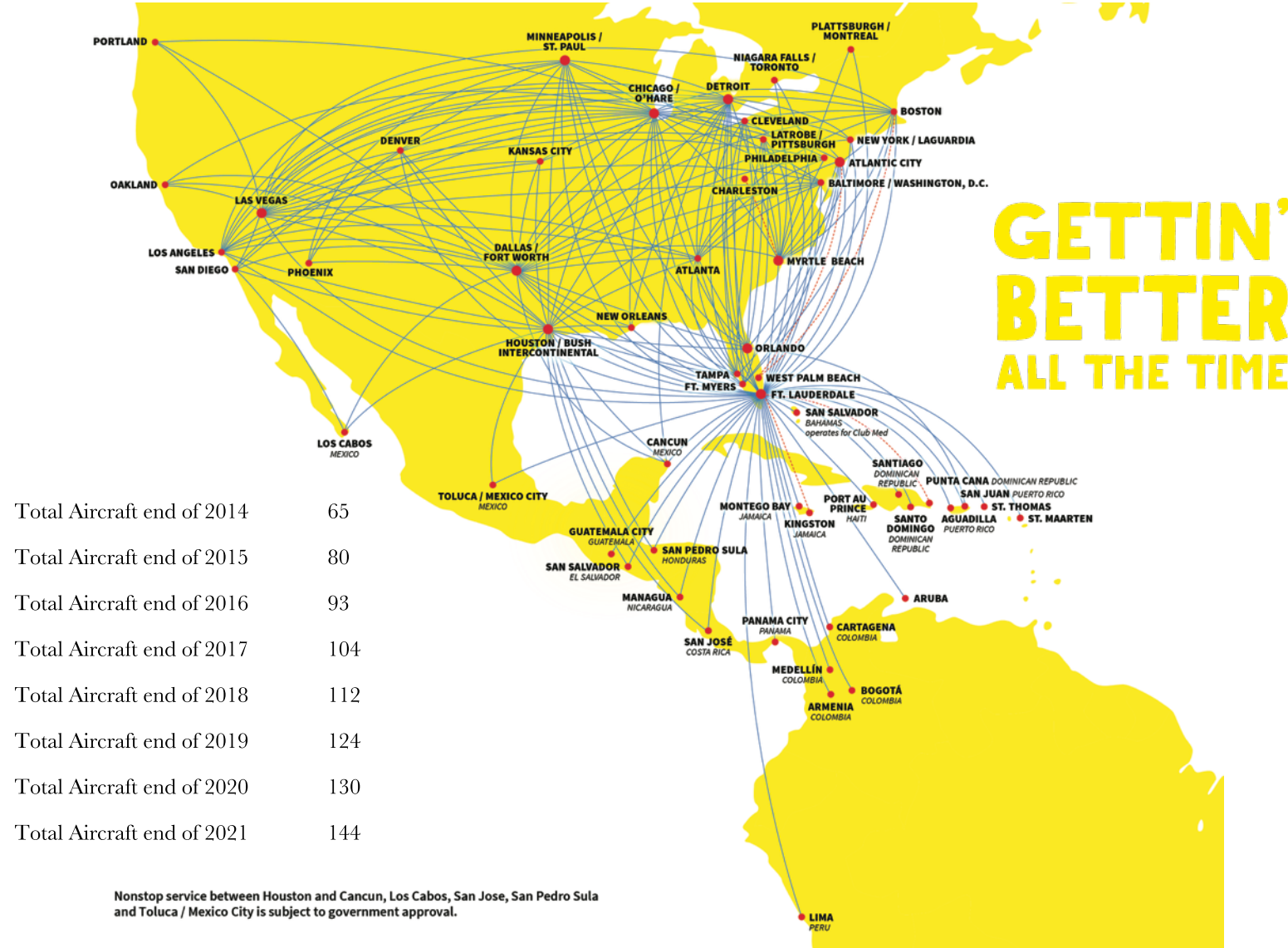
Throughout 2014, Spirit kept their marketing edgy, finding fun and innovative ways to be provocative with purpose. They developed a branded curriculum, easier to use website, and a fresh educational campaign designed to help Team Members explain and build brand love for their unique business model. It’s a model that allows millions of customers to fly who might not have been able to otherwise:

grandmas visiting grandkids; young, long-distance loves; the small business owners.

As the internal conversation about launching the next years’ programs continued, Spirit started producing tangible results. In 2014, Spirit was named a finalist among the “Good to Great” companies to work for--- a title that they are dead set on clinching in the near future.

By the beginning of 2014, the internal action items were clearly identified and the year was branded **The Year of the Customer.** Definite steps were adopted for customer education, in-person communications, and a key focus was placed on Team Members and their development. Senior leaders championed and rallied their workforce through change and commitment towards innovative solutions. The momentum and progress was, and continues to be, palpable.

In 2015, Spirit unveiled their five-year strategy, along with a set of initiatives that promise to deliver their stated growth plans, for real. Their approach to transparency, communications, recognition, and discipline will keep their Team Members and Business Partners informed, engaged, and innovating. It was clear that Spirit was truly **Gettin’ Better All The Time** and this simple phrase became the core theme as they entered 2015.





Spirit will continue to exercise strong fiscal discipline – carefully allocating resources to support future growth – with a keen eye on safe, efficient and reliable operations. They value accountability and push their Teams through a goal setting and performance review process. Spirit is not shy about spending when it produces improvements in operational reliability and metrics. They are not cheap, just very value-conscious.

Spirit invested millions of dollars to convert their Support Center to a trendy, open-floor plan and equipped it with new furniture, fixtures and natural lighting to make for a pleasant and comfortable work environment. This renovation project is helping to reinforce that departments collaborate together more efficiently than ever before.

Safety and Operational Reliability

Spirit is 138% focused on safety, reliability, customer education, and the development of their 8,000+ Team Members and Business Partners. (Why 138%? Because we do more than give 100%, and 110% is so last season.) Innovation is highly valued; thinking completely outside of the box is embraced, even if it leads to gonzo ideas and impromptu happy hours. Just consider their advertising. Consider it! Things that other airlines wouldn't do, Spirit snuggles tenderly. Someone once said about the working teams, "we are like a bunch of misfits that somehow, magically, really fit." They appear to be building a great airline together.

Earlier this year, Spirit was named the 2015 **Value Airline of the Year** by Air Transport World. Spirit was also recognized as the **Most Fuel Efficient Airline** by the International Council on Clean Transportation, a title they accept with great pride. And, hot off the press, Spirit was named **Business of Year** by the South Florida Business Journal in recognition of exceptional performance in the business community. Nice.

And what does this mean to our Pilots?

Spirit is the fastest growing and most successful Ultra Low Cost airline in the U.S. They are profitable, rocking the map and connecting the dots to more places. Their pilots are encouraged to **Fly It Like You Own It** – a philosophy deeply imbedded not only in the manuals, but also in everyday line flying. They fly to some really exciting destinations, in and

out of some very challenging theaters. The Captains have authority and they are expected to use it wisely, after considering others' input.

Their fleet growth will position Spirit to more than double in size by 2021 – and that is just with the aircraft orders in the books as of today. Spirit cares about its Team Members and the love is showing (in a completely HR-friendly way). What they're doing works. Spirit is writing history.

With a rich culture, an innovative (read: sometimes crazy) mindset, and a unique and profitable future ahead of them, Spirit is looking for great people. They want excellent aviators who are not just pilots, but active participants in problem solving, customer engagement, team leadership; understanding how and when to leverage their authority with a high degree of responsibility while making it light hearted when appropriate. **Fly It Like You Own It** explains it best. Pilots' input is always welcomed, and countless changes have been incorporated into the procedures and manuals as a direct result of it. Operational ownership is deeply encouraged.

Training is innovative and concentrates on creating a whole aviator. Every New Hire is trained and qualified with a PIC Type Rating. The demands of the operation require sound judgment, great leadership and CRM, and excellent situational awareness. Extensive co-operation with training providers and manufacturers has provided Spirit with Flight Training Devices and Full Flight Simulators that represent the fleet accurately to the closest detail. This yields a tremendous advantage to the pilots learning the Airbus with its advanced software-based systems.

Spirit will continue to invest wisely in technology, processes, and people. They will continue to value safety, operational reliability, customer education, and the development of their Team Members. Moreover, they will nourish a culture which has sprouted renewed pride and forged a spirited sense of commitment and innovation. No doubt about it-- Spirit is well-positioned for long-term success making it a great (really great) place to work and grow with.

And, they're *gettin' better all the time.*

Learn more at www.Spirit.com



Exclusive interview with Jyri Strandman DO & VP, Flight Operations



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

Jyri: “We use multiple channels such as career fairs, people that stop by our Support Center, other pilot recommendations, and we get a lot of friend of friend referrals. We prefer multiple-type ratings and a broader background of experience. We are always looking for a well-rounded individual. We want thoughtful but thorough professionals who like people and understand what leadership looks like from a pilot’s perspective; pilots who are comfortable taking care of business as owners.”

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

J: “Be yourself. We are looking for a wholesome individual and this is something that I reiterate at career fairs. Being a pilot is a ticket to the show; it is the price of entry. We are looking for people that really take part in building a company. A lot of our growth is still so explosive and exponential that we get to fix problems together. I am not merely looking for pilots but I’m looking for really good people who just happen to be aviators.”

C: “What is your online test used for?”

J: “It is used identify some of those key personality traits that I mentioned earlier.”

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

J: “I could care less, but let me put it this way ... I am looking for good people and, in my book, good people will be able to comfortably articulate whether they get settled in the day before, or if they rush in five minutes before the start of the event. It may be nice to come in early to meet others and network. Don’t get lost here; the competition is against oneself, not the other interviewees – we have plenty of spots for all that meet our needs!”

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

J: “They show up in the morning before 0800. We do quick introductions and everyone gets to tell their story. Then we take them through a short presentation. This is for those that do not have all the bits and pieces of our company and so they understand who we are. Then there may or may not be a test, but there is an opportunity to mingle with the other pilots as we start to pull pilots out for their individual interviews. The personal interview is normally done with two or three other people; normally a chief pilot, check airman or director of training and someone from HR. We will all go to lunch together; after lunch we go through the rest of the applicants in the pool that day. At the end of the day we will check if anyone has any questions, then we will dismiss the whole gang. They will find out within a week how it went. More importantly though, each applicant should really use the time to decide and find out if we are the right fit for them. If you are not

sure, please do not join us – there is nothing worse than a miserable pilot; conversely, nothing better than a bunch of aviators who like to work together!”

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

J: “A lot or a few questions aimed at getting to know you.”

J: “Do you remember the last time you took an oral exam?”

C: “Yes I do.”

J: “Just like an oral examination, you can offer the required answer to the check airman. In an interview setting one has to understand that we have a goal of getting to know them. We have a finite time period in which we really need to learn the good, the bad and the ugly; don’t hold back! The interview is about getting to know you; we have to get to know you in order to offer a lifetime job! The pilot part is already a known entity to us, since by the time people come to us they have enough flight time they know how to fly an airplane. That’s not an issue. We have an excellent training program that will teach them the rest. We want to get to meet the person. To me, if I have to ask a lot of questions and I have to pry it out of a person, it almost suggests that you may have something to hide or you are not comfortable as a person. If you are a good guy or gal you just sit down and start telling the stories and experiences; that’s how I prefer an interview to go. We ask a lot of ‘Tell Me About A Time’, and if someone is comfortable in their skin, it normally takes us one or two questions and we start getting an idea who you are. Those two questions will take us on a half an hour conversation. I think it’s really important for the applicant to understand that if we don’t get to know them, if they don’t allow us to get to know them, they are possibly not going to be successful. We are making a lifetime investment in the pilots that we are hiring and we need to know who they are. We are all human. Let’s tell the stories and not try to be super-humans (although secretly we all believe we are, right?)”

C: “What are some of the biggest mistakes that applicants make during the interview process?”

J: “Not be open. We can deal with the ugly if we know it. We can deal with the meat and potatoes type of a pilot who doesn’t really bring any pizzazz but is a good pilot. What we cannot do is hire someone we don’t know. If you don’t let us get to know you, we can’t make a hiring decision. So the biggest mistake would be a lack of openness. Oh yeah, and don’t forget to have fun!”

C: “You mentioned a written test early, what can you tell me about the written test?”

J: “We keep changing it enough so that nobody knows.”

C: “What is the deciding factor whether you give the test or not?”

J: “Depends on what side of the bed we got up on that morning and did we find matching socks or not.”

C: “Thank you Jyri for taking the time to talk with us and share some insight for our readers, and thank you to Maggie and the rest of your team for helping put this article together.”



GLOBAL CROSSING IMMIGRATION

A Crew Member's Guide to Dealing with Inadmissibility in Canada

Written By: Marc Laforce, RCIC

In a routine background check at Pearson International, a stern immigration officer looks at his passport and directs him to “secondary”. Captain Brook Miles is subsequently denied entry because of two offenses back in the “college days” some 30 years ago that he had “totally forgotten about”.

Jackie Dillard, a flight attendant with over 20 years in the service was declared “inadmissible” at Montreal Trudeau Airport by the Canada Border Service Agency (CBSA) following a cursory check by an officer on the NCIC (National Crime Information Centre). Her issue? A DUI conviction in 2010.

In both cases, the airline had no idea about their criminal disposition. Both Captain Miles and Ms. Dillard were hired before background checks were routine and before mandatory FAA reporting requirements. Both knew that Canada had “very strict” laws governing admissibility, but neither realized that their set of circumstances would apply to them.

Mr. Miles was under the impression that Canada automatically “forgave you” after ten years since completing probation (which is only true if a person has one non-serious conviction in his adult lifetime). Ms. Dillard thought Canada only barred felons as opposed to misdemeanor offenders. Both felt confident in their beliefs because, until now, they had entered Canada “dozens” if not “hundreds” of times without incident in the past. Unfortunately they were gravely mistaken. Despite her seniority, the flight attendant was suspended without pay until she found a way to “resolve this matter”. The captain was put on reserve, with the upsetting scheduling ramifications on what used to be a predictable schedule.

Each year, hundreds of crew members like Miles and Dillard, from trainees to veteran officers, get denied entry into Canada from a provision in the Immigration Refugee & Protection Act (IRPA) which states that:

“A foreign national is inadmissible on grounds of criminality for having been convicted outside Canada of an offence that, if committed in Canada, would constitute an indictable offence under an Act of Parliament....”

- Immigration and Refugee Protection Act (IRPA) (S.C. 2001, c. 27) § A36(2)(b)

The effect of this statute is that misdemeanor and felony convictions can potentially bar you from entering Canada. Contrary to what most travelers believe, the swapping of a passport doesn't automatically lead to a background check unless the traveler was previously flagged by immigration. A primary officer, however, will routinely and randomly refer travelers for further inspection at “secondary” where background checks are performed.

In a revised security arrangement negotiated between President Obama and Prime Minister Harper, criminal checks will become even more routine to a point where a background report will be conducted automatically prior to check-in at the boarding pass stage! You can say that technology has caught up with the business of background checks and admissibility.

The good news is that the Immigration Refugee and Protection Act allows for a special waiver that overrides inadmissibility for a period of time - called a “Temporary Resident Permit” (TRP). A TRP may be awarded on a one-time basis or multiple entries spanning a year or two. US citizens and visa-exempt nationals, including green card holders, may apply for a TRP directly at the border.

However, while there's some leniency for crew members, the margin for error is very low when requesting a TRP at the airport. If you wish to apply at the border – you better know what you're doing in terms of paperwork to present.

If five years have elapsed since completing a sentence, which includes the latter of full payment of a fine, restitution, reinstated driving privileges, probation, etc., we recommend submitting an application for “criminal rehabilitation” at the relevant Canadian consulate or Embassy as soon as possible. While the process for obtaining a “rehab” is long (about 18 months at the time of writing), the effect of an approved application is that it effectively cures ones inadmissibility – permanently. In this vein, and to the extent possible, an

Continued on page 29...

Mainline Airlines

The following pages contain over 30 different contractual comparisons for 7 separate mainline airlines. Almost all the data was collect from each individual airlines contract. Our goal is to provide you with the most current and up to date data so that as a pilot you can choose the right airline for you. Every pilot looks for something different out of the airline they work for. Whether it's living in base, maximizing your pay, our chasing that quick upgrade, we will have the most current and up to date information. To do this, we are working with the airlines to make sure this data is up to date and correct. Good luck and fly safe!



Highlighted blocks indicate best in class.

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

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Pilots hired 2014	Union	EFBs	Base
Legacy Airlines												
American Airlines		No	MALV 72-84 or 88*	Single Occupancy, Paid for by company	2.25 Dom** \$2.75 Int.**		12,830	9,987		APA	iPad	
Alaska Airlines			6.D.1.d	7.A.5			1,472	816		ALPA		
Delta Air Lines	See Additional Compensation Details	No	\$3,888.29 / Month	Single Occupancy, Paid for by company	\$2.20 Dom., \$2.70 Int.	7 Years	12,484	8,292	961	ALPA	Surface	ATL, CV LAX, M SEA
			3.D.4.	5.E.1	5.B		Feb/2015	Feb/2015	Feb/2015			

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 cancelled, 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

IOE: Initial Operating Experience, refers the 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.

UTU: United Transportation Union

YOS: Years of Service with the company.

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Pilots hired 2014	Union	EFBs	Bases	Notes
Legacy Airlines													
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	No	MALV 72-84 or 88*	Single Occupancy, Paid for by company	2.25 Dom** \$2.75 Int.**		12,830	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				***					Contract 2015, as ammended
Alaska Airlines (Alaska)	B737	No	85 Hours plus per diem	Single Occupancy, Paid for by company	\$2.15		1,472	816		ALPA		SEA, ANC, LAX, PDX	
			11.D.5.b	5.A.1	5.A.1								Contract 2013, as ammended
Delta Air Lines (Delta)	B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90	No	\$3,888.29 / Month	Single Occupancy, Paid for by company	\$2.20 Dom., \$2.70 Int.	7 Years	12,484	8,292	961	ALPA	Surface	ATL, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B		Feb/2015	Feb/2015	Feb/2015				Contract 2014, as ammended
Hawaiian Airlines										ALPA			
United Airlines (United)	A350, B747, B777, B787, B767, B757, B737, A320, A319	No	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	\$2.35 Dom* \$2.70 Int.*		12,505	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								Contrat 2012 as ammended
Major Airlines													
Allegiant Air										IBT			
Frontier Airlines (Frontier)			MMG	No	\$1.90	Jan/2006	836		155	FAPA		DEN, ORD, MDW	
						Feb/2015	Feb/2015	Feb/2015	Feb/2015				
JetBlue Airways (JetBlue)	A321, A320, A319, E190	\$5,000*	\$2,500 per month	Single Occupancy, Paid for by company	\$2.00	June/2012	3000	840	400	ALPA	Yes	JFK, BOS, FLL, MCO, LGB	*After completing first year, *Pilot data approximate
			Add A, Pg24	Add A, Pg24	11	Feb/2015	Feb/2015	Feb/2015	Feb/2015				Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	None	89, 87 or 85 MMG*	Single Occupancy, Paid for by company	\$2.15 Dom. \$2.65 Int.	May/2006	7951	3,702	350	SWAPA	iPad	ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX	*MMG 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**	Feb/2015				Contract 2014, as ammended
Spirit Airlines (Spirit Wings)	A319, A320, A321	None	\$1,750*/mo	Single Occupancy, Paid for by company	\$2.20	2.5 Years				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								Contract 2010, as ammended
Sun Country Airlines													
Virgin America (Redwood)										None			
Cargo Airlines													
FedEx Express (FedEx)	B777, B767, B757, MD11, DC10, A300	None	\$2,000 / mo until activation date*	Single Occupancy, Paid for by company	\$1.95 Dom. \$2.75 Int.		4288	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								Contract 2006 as ammended
Kalitta Air													
United Parcel Service (UPS)							1580	1,580		IPA			
Total Pilots							56,946	37,270	1,866				
	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2012-2029	Pilots hired 2014	Union	EFBs	Bases	Notes

	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	10	Yes	FAA 117 w/ exceptions	488	5:10	5:10 x days	2:1		Yes	50%	Initial paid for by company	None	
	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 amended
Alaska Airlines	??/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 reimbursment 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 amended
Delta Air Lines	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 amended
Hawaiian Airlines													
United Airlines	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 discretion 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													
Frontier Airlines	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	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 negotiations
Southwest Airlines	Max 15 Days on Per Month*	Yes	FAA 117	407	5**		.74:1	1:3	100%	100%	\$30 / pay period max \$500	None	*Depeding 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 2014, as amended
Spirit Airlines	13/12	Yes	14:00 11:30*	222	4 or 4.5**			01:04.2	100% or 50%***	100%	Pilot pays for initial uniform, replacements per schedule thereafter	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 amended
Sun Country Airlines													
Virgin America													
	Min Days off (Line/Reserve)	Cancellation pay	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													
FedEx Express	14.96 or 18.75*	Yes		466	Yes		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, \$150 / year		*Days off based on TAFB, 4 wk or 5 wk bid period.
	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 amended
Kallitta Air													
United Parcel Service													
	Min Days off (Line/Reserve)	Cancellation pay	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

Virgin America

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 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.

Behind On Your Logbook?
Anticipating An Interview?
Need a quick transition to an electronic logbook?

We Transfer your Logbook data into an Excel file

- CIVILIAN AND MILITARY LOGBOOKS
- UPLOAD PICS OF YOUR LOGBOOK, TRIP SHEETS AND/OR POCKET LOGBOOKS
- EXPORT DATA TO COMPATIBLE ELECTRONIC LOGBOOK PROGRAMS
- 200 OR 20,000 HOURS NO PROBLEM

THREE LEVELS OF SERVICE

ONE BUSINESS DAY

TWO BUSINESS DAYS

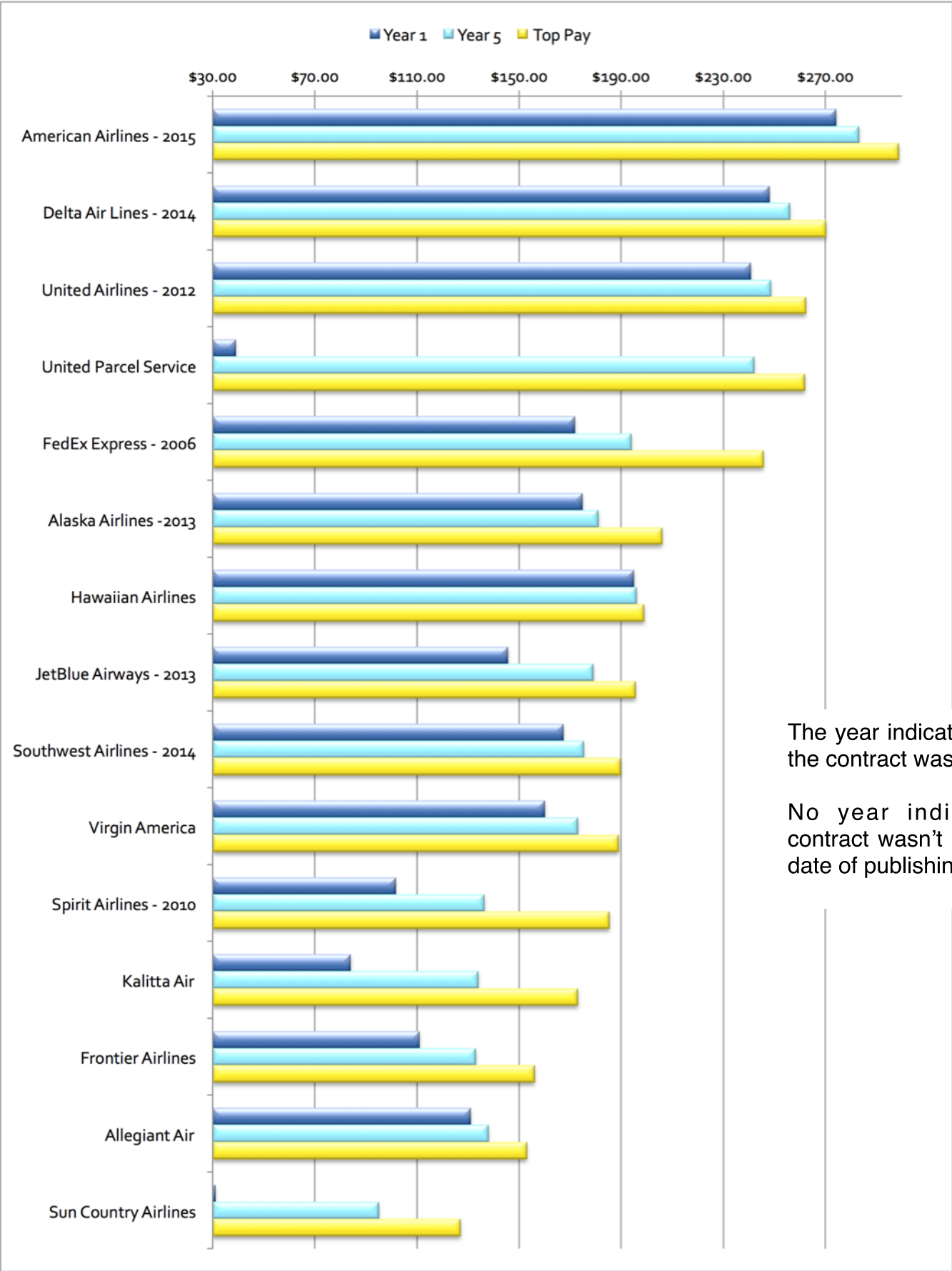
5-7 BUSINESS DAYS



Logbookwiz

Captain Hourly Pay Comparison

First year, Fifth year and top out pay comparison based on highest paid aircraft, in order of highest paid at top.

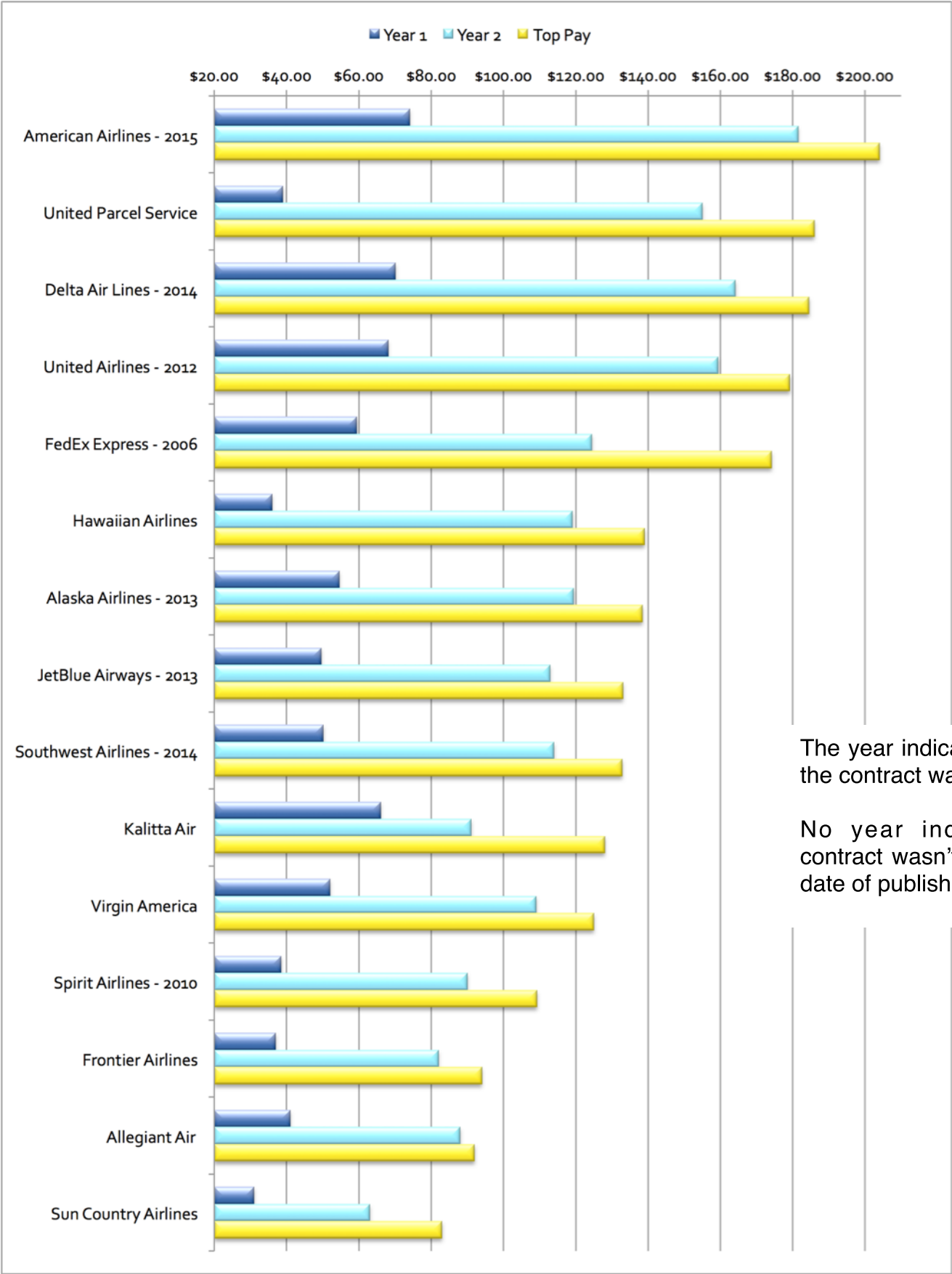


The year indicates the year the contract was signed.

No year indicates the contract wasn't available at date of publishing

First Officer Hourly Pay Comparison

First year, Second year and top out pay comparison based on highest paid aircraft, in order of highest paid at top.



The year indicates the year the contract was signed.

No year indicates the contract wasn't available at date of publishing

Regional Airlines

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



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

Highlighted blocks indicate best in class.

SkyWest Airlines (Skywest)	CRJ-200, CRJ-700, CRJ-900, EMB-175, EMB 120	No	60 Hours	Paid for by company; dual occupancy	\$1.80/hr	Jul/07	3,360			United, AA, USAir, Alaska, Delta	None	Yes
	-	-	3008.19.A	3015.6.A.1	3009.1.A	Oct/14				-	-	-
Republic Airways (Republic or Shuttle)	EMB-145, EMB 140, Q-400, EMB-170, EMB 175, EMB-190	\$7,500	\$1,600 first mo. then MMG	Paid for by company; single occupancy	\$1.65/hr	Jan/08	2,470	500	380	United, AA, USAir, Delta	IBT	No
	-	Online			4.B.1	Oct/14	Feb/15	Feb/15	Feb/15	-	-	-
Envoy formerly American Eagle (Envoy)	CRJ-700*, EMB-145, EMB 175	\$5,000, \$10,000**	64 hr MMG + 16 hrs per diem per day***	Paid for by company; dual occupancy	\$1.85/hr + \$0.05 increase each year	Oct/07	2,350			AA	ALPA	No
	-	Online		4.B	5.B.1	Oct/14	Feb/15			-	-	-

Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot attrition 2014	Pilots hired 2014	Do Business For:	Union	EFBs
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Sample only; refer to adjacent pages for actual information

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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.

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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 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.

THE GRID

General Information

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot attrition 2014	Pilots hired 2014	Do Business For:	Union	EFBs	Bases	Notes
ExpressJet (LX/JT) (Accey)	EMB-145XR EMB-145 EMB-135	\$7,500 w/ ERJ type*, \$1,000 Referral	#300 / week & \$1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	\$1.80/hr	Jan/07	2,515	526	201	United, AA*	ALPA	Coming soon	EWR, IAH, ORD, MCI***, CLE, DEN***, DFW**	Pilot data from company published attrition data, *Additional bonus for NH typed in CRJ or ERJ, \$3,500 at end of training, remaining after first year **AA flying out of DFW starting 3/2015, ***DEN & MCI closing
		Online	Feb/15	Feb/15	4.C.2	Feb/15	Apr/15	Apr/15	Apr/15					Contract 2004 as amended, Currently in negotiations,
	CRJ-200 CRJ-700 CRJ-900	\$7,500 w/ CRJ type*, \$1,000 Referral	\$300 / week	Paid for by company; single occupancy	\$1.65/hr	Dec/06	1,624	271	105	Delta, AA	ALPA	Coming soon	ATL, DFW, DTW	Pilot data from company published attrition data, *Additional bonus for NH typed in CRJ or ERJ, \$3,500 at end of training, remaining after first year
ExpressJet (LASA) (Accey)		Online	3.C.1		5.A.1	Dec/14	Feb/15	Feb/15	Feb/15					Contract 2007 as amended, Currently in negotiations;
	Total						4,139							
	CRJ-200 CRJ-700 CRJ-900 EMB-175 EMB-120	\$7,500 w/ RJ type rating	65 Hours	Paid for by company; dual occupancy	\$1.80/hr	Jul/07	3,360			United, AA, USAir, Alaska, Delta	None	Yes	COS, DEN, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SBP, SEA, SFO, SLC, TUS	*Updated via section 3027.6.A
SkyWest Airlines (Skywest)			3008.19.A	3015.6.A.1	3009.1.A	Oct/14								Contract 2013 as amended
	EMB-145 DH-8-Q400 EMB-170 EMB-175 EMB-190	\$7,500	\$1,600 first mo, then MMG	Paid for by company; single occupancy	\$1.65/hr	Jan/08	2,470	500	380	United, AA, USAir, Delta	IBT	No	ORD, PHL, PIT, SDF, DEN, GSO, DCA, IND, LGA, MCI, CMH, JFK, MIA	\$20,000 signing contract, prorated for the first 2 years, *\$5,000 bonus required to be paid back if you leave the within the first year.
		Online			4.B.1	Oct/14	Feb/15	Feb/15	Feb/15					Contract 2003 as amended, Currently in negotiations
Republic Airways (Republic or Shuttle)														
	CRJ-700*, EMB-145, EMB-175*	\$5,000 \$10,000**	64 hr MMG + 16 hrs per diem per day***	Paid for by company; dual occupancy until oral	\$1.85/hr + \$0.05 increase every 3 yrs	Oct/07	2,330			AA	ALPA	Yes****	DFW, ORD, JFK/LGA*****	*CRJ-700 gone by Dec/16, EMB-175 deliveries start Nov/15; **Bonus with 2 year contract, \$10,000 with pipeline program; ***Until IOE complete; ****Pilot provides iPad and gear; *****JFK/LGA closed by end of 2015
		Online	4.A	4.B	5.B.1	Oct/14	Apr/15							Contract 2003 as amended, Currently in negotiations
500 - 2,000 Pilots														
Endeavor Air (Flagship)	CRJ-200 CRJ900	\$20,000*	MMG, but no per diem	Single Occupancy paid by company	\$1.70/hr	Jun/07	1,648	425	28	Delta	ALPA		JFK, DTW, MSP, LGA	Pay based on DOS+2 years, 1% increases every year, *\$20,000 per year for four years.
		Online	3.D.1, 5.D.4		5.D.1	Oct/14	Oct/14	Oct/14	Oct/14					Contract 2013 as amended
	CRJ-200 CRJ-700 CRJ-900	No - \$1000 Referral*	MMG & Per Diem	Paid for by company; single occupancy	\$1.75/hr	Feb/14	960	210	620	US Airways	ALPA		CLT, DAY, TYS	*\$1000 referral bonus for employees if they refer a successful applicant
PSA Airways (Bluestreak)					5.A.1	Nov/14	Feb/15	Feb/15	Feb/15					Contract 2013 as amended
	CRJ-200 CRJ-700 CRJ-900 EMB-175	None	76 Hours during training	Paid for by company; single occupancy	\$1.43/hr	1.5 Years	855			United, AA,	ALPA	iPad*	PHX, CLT**, IAD, IAH	*Pilot must purchase iPad, **CLT closing in 2015
			5.A.2	5.B.1	5.A.2	Mar/15								Contract 2008 as amended
Mesa Airlines (Mesa)														
	CRJ-200	No Bonus, \$1000 or \$1250 ref.*	2.5 hours per day	Paid for by company; single occupancy	\$1.60/hr dom \$1.90/hr int	2.5 Years	793	122	147	US Air	ALPA		DCA, LGA, ORF, PHL	Pilot hiring and attrition from 10/2013 to 10/2014, *\$1250 referral bonus if applicant has CRJ type rating
			4.C	5.A.1	5.D.1	Feb/15	Feb/15	Feb/15	Feb/15					Contract 2003, Pilot data from 10/6/2014 seniority list.
Air Wisconsin (Wisconsin)	DH-8-Q400	None	16 credit hours per week & per diem	Paid for by company; double occupancy	\$1.80/hr	2007	620	105	120	Alaska	IBT		ANC, BOI, GEG, MFR, PDX, SEA	
			5.I.4	6.C	5.G.1	Feb/15	Feb/15	Feb/15	Feb/15					Contract 2012 as amended
Horizon Air (Horizon Air)														
	EMB-175	None	4 Hrs / Day + Per diem	No	\$1.65/hr**	1 Year	600	300	196	Delta, AA	ALPA	iPad	MSP, LAX, DTW, SEA***	\$12,000 training contract pro-rated 12 mos. **DOS + 24 Mos. \$1.70, ***DTW closing and SEA opening June 1, 2015
			3.H, 5.B	5.B.3	5.B.1	Mar/15	Mar/15	Mar/15	Mar/15					Contract 2014 as amended
Compass Airlines (Compass)														
	CRJ-700	\$8,000	\$23/hr @ 60 hr	Paid for by company; single occupancy	\$1.60/hr	12 - 18 Months	500	170	200	United, Delta	IBT		ORD, RDU, STL, DEN	
		Online	5.B.3	6.C	5.O	Feb/15	Feb/15	Feb/15	Feb/15					Contract 2007 as amended
	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot attrition 2014	Pilots hired 2014	Do Business For:	Union	EFBs	Bases	Notes

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot attrition 2014	Pilots hired 2014	Do Business For:	Union	EFBs	Bases	Notes
Under 500 Pilots														
Piedmont Airlines (Piedmont)	DH-8-100 DH-8-300 ERJ-145*	\$5,000	MMG + 1/2 per diem per day	Paid for by company; dual occupancy	\$1.70/hr	18 months	300		200	AA	ALPA		CHO, EWN, MDT, ROA, SBY	*ERJ-145 will be on property by Fall 2015
		LOA 16	5.D.4	5.A.3	5.D.1	Feb/15	Feb/15		Feb/15					Contract 2013 as amended
Tran States Airlines (Waterski)	ERJ-145		\$24.90 @ 60 hrs	None	\$1.70/hr	12 Months	450		177	United, AA	ALPA		IAD, STL, ORD	
			3.C.1	5.A.1	5.C.1	Feb/15	Feb/15		Feb/15					Contract 2011 as amended
Cape Air (Kap)	ATR-42 C402 BN2	None	40 Hours per week	Paid for by company; Single occupancy	\$37/overnight	1500 hours	158	74	70	Hyannis Air Service DBA Cape Air	IBT	No		
			3.K.A	6.E.5.A	6.G.1	Mar/15	Mar/15	Mar/15	Mar/15					Contract 2012 as amended
Silver Airways (Silverwings)	Saab 340B B1900D*	\$12,000**	MMG & Per Diem	Paid for by company; dual occupancy	\$1.75/hr	18 months	220	96	100	Self***	IBT		MCO, FLL & IAD; TPA, GNV, CLE & ATL****	*Gone after November; **\$6,000 after IOE, remaining after 1 year; ***11 Codeshares; ****Bases closing
					5.C	Feb/15	Feb/15	Feb/15	Feb/15					Contract 2011 as amended
CommutAir (CommutAir)	DH-8-100 DH-8-200	No	MMG	Paid for by company; dual occupancy	\$1.50/hr	12 Months	200		50	United	ALPA		EWR, IAD	
			3.G	5.A.8	5.B.3	Feb/15	Feb/15		Feb/15					Contract 2008 as amended
Great Lakes Airlines (Lakes Air)	B1900D EMB-120	No	None		\$1.50/hr	12 Months	100	36	50		UTU		DEN	15 Month, \$7,500 training contract required.
						Feb/15	Feb/15	Feb/15	Feb/15					Need contract
Peninsula Airways	Saab 340A, Saab 340B*				\$50/day	2012	120				None		ANC, BOS	*\$1,100/Mo. Base Salary
						Oct/14								Need contract
Seaborne Airlines	DH-8-300 S340				\$30/dom, \$50/int	Jan/13	90						SJU, STX	
						Oct/14								Need contract
Corvus Airways	B1900C B1900D* DH-8				\$40.00 per over night	Aug/07	86			Hageland, Frontier	None			*After 6 months pay goes to \$40 on B1900, first year pay adjusted for this.
						Oct/14								Need contract
Island Air	DH-8-100 DH-8-Q400		MMG*	Paid for by company; Single occupancy	None, On a RON, company will reimburse w/ receipt	Jul/08	50			Self	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	Oct/14								Contract 2009 as amended
Total Pilots							20,049	2,835	2,644					

	Min Days off (Line/Reserve)	Cancellation pay	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 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	100%	\$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 hrs; ****After completing first year
	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)	10 or 11*	Yes**	FAA Part 117	176	4:00	None	1:2***	None	100%	100%	\$100/6 mo****	None	*30 or 31 day bid period; **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	-	Contract 2013 as amended
Republic Airways (Republic or Shuttle)	12/11	None*	14	170	4**	None	None	None	75% Air; 50% Ground	100%	\$200***	\$0	*Can not go below MMG, **Reserves only, ***After completing first year,
	23.D.1	-	23.B.1	-	-	-	-	-	3.D	3.C	20.G	-	Contract 2003 as amended, Currently in negotiations
Envoy formerly American Eagle (Envoy)	11	Yes	14	616	3.9 Res 3.7 Line	None	None	None	50% 75% in 2017	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, Currently in negotiations
	Min Days off (Line/Reserve)	Cancellation pay	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

	Min Days off (Line/Reserve)	Cancellation pay	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	75%	100% unless red flag is up 150%	New hires pay 50%, all others get \$240 per year*	None	*Starts 1/1/2015
	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 Airways (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.A.1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2013 as amended
Mesa Airlines (Mesa)	10	No	FAA Part 117	205	2, 1 or 4*	None	None	None	50%	100% or 200%**	Company pays half of blazer and pants only	None	*Applies only in the absence of Line guarantee, refer to contract section for clarity, ***200% for junior manning and improper reassignments.
	12.B	3.G	12	-	12.E	-	-	-	6.A	3.H.1	5.E.2	-	Contract 2008 as amended
Air Wisconsin (Wisconsin)	12	100%	12, 14 or 13*	294	3	None	2:1	4:1	100%	150%	\$260 / yr**	\$50*	*Based on start time. **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	18.C.2	18.E	Contract 2003 as amended
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 discretion
	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 amended
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 & 30 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)	11/10*	No*	14	97	4**	None	None	None	50%	150%	\$25 / Month	None	*If company gets 98% completion factor, pilot gets greater of 100% of line value or actual, **Applies to reserves only per trip
	7.A.2.a	5.C	7.B.1	-	5.I.1	-	-	-	5.H	5.E	26.K.5.a	-	Contract 2007 as amended
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 referenced 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
Tran States Airlines (Waterski)	12 line holders 11 reserves	Yes*	14	246	4	None	None	None	100%	150%	\$25 / month	None	*Line holders only
	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	2:1	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
CommuteAir (CommuteAir)	12/11	Yes & No*	14.5**	192	3	None	None	None	50%	100% or 3 Hrs***	Company pays 50% every 2 yrs up to \$200	None	*There are exception to cancellation pay, see referenced contract section. **Aloud 1 hour more to dead head to base. ***Additionally incentive offered on a case by case basis
	3.E	12.B.1.a	-	-	3.D.2.a	-	-	-	8.A.2	3.F.1	5.D.3	-	Contract 2008 as amended
Great Lakes Airlines (Lakes Air)													
Peninsula Airways	5 on 2 off												
Seaborne Airlines	13												
Corvus Airways	10												
Island Air	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 2009 as amended

Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Over 2,000 Pilots												
ExpressJet (LXJT) (Accey)	EMB-145XR, EMB-145, EMB-135	\$43.76	75	\$39,384	\$96.68	75	\$87,012	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	4-6%*	2.5%-6%*	25%	*Based on YOS; **Prorated 7/12ths of a day per month.
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	3.B.1	HRxMMGx12	8.A.1	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	CRJ-200	\$43.16	75	\$38,844	\$99.31	75	\$89,379	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	1.2-6%*	None	30%	*20% to 75% of 6% to 8% of employee contribution, ***1.2 Days per month of employment.
	CRJ-700, CRJ-900	\$46.51		\$41,859	\$106.76		\$96,084					
	-	3.A	4.A	HRxMMGx12	3.A	4.A	HRxMMGx12	7.A.1	27.A.1	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	EMB-120	\$37.15	80	\$35,664	\$76.21	80	\$73,162	<6m = 30.8 Hrs >6 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	1.2-6%*	None	38%	*Based on YOS; 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.
	CRJ-200	\$45.77		\$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	\$49.43		\$44,487	\$115.20		\$103,680					
	-	3027.2	3008.5.A.3	HRxMMGx12	3027.1	3008.5.A.3	HRxMMGx12	3011.1**		-		Contract 2013 as amended
Republic Airways (Republic or Shuttle)	EMB-140	\$36.62	75	\$32,958	\$91.94	75	\$82,746	Years / YA*** 1 = 12 days 2 = 12.99 days 3 = 14.02 days 4 = 15 days 5 = 15.99 days 6 = 17.01 days 7 = 18 days 8 = 21 days 9 = 21.99 10 = 23.01	2.5% to 6%*	None	\$15 for pilot per pay period, \$25 for pilot and spouse, \$35 for family**	*Based on YOS, **Other dependents paid for in full by pilot until after first year. ***Yearly accrual rate is based on a month accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day.
	EMB-145, Q-400				\$103.30		\$92,970					
	EMB-170				\$108.47		\$97,623					
	EMB-175				\$108.47		\$97,623					
	EMB-190				\$119.32		\$107,388					
	-	3.A	3.I.1	HRxMMGx12	3.A	3.I.1	HRxMMGx12	8.A.1	14.F	14.F	14.B	Contract 2003 as amended, Currently in negotiations
Envoy formerly American Eagle (Envoy)	EMB-145, EMB-140	\$39.78	75	\$35,802	\$89.12	75	\$80,208	1 = 7 days 2 = 14 days 7 = 21 days +14 = 28 days	3.5% to 8.0%***	None	31% to 35%****	*CRJ-700 gone by Dec/16; **New-hires are capped at 12th year pay for CA and 4 years for FO;*** Based on YOS; ****increases 1% per year until reaching 35%
	CRJ-700*				\$93.90		\$84,510					
	EMB-175											
	-	LOA**	LOA	HRxMMGx12	LOA**	LOA	HRxMMGx12	8	28.B	28.B	28.A.3.b	Contract 2003 as amended, Currently in negotiations
500-2,000 Pilots												
Endeavor Air (Flagship)	CRJ-200	\$37.73	75	\$33,957	\$82.37	75	\$74,133	<1yr=<7 dys*** 1-2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	6% to 10%**	None	32% for medical (35% 1/1/15), 25% dental	*Pay based on DOS+2 years, 1% increases every year; **Based on YOS, Company will match 50% of pilot contribution, ***>1 year prorated
	CRJ-900	\$38.97		\$35,073	\$88.18		\$79,362					
	-	3.A.1	4.A	HRxMMGx12	3.A.1	4.A	HRxMMGx12	7.A.3.b	28.B	28.B	27.A.2	Contract 2013 as amended
PSA Airways (Bluestreak)	CRJ-200	\$40.96	75	\$36,864	\$96.43	75	\$86,787	< 1 = 7 days > 2 = 14 days > 7 = 21 days >14 = 28 days	1.5% to 3.5%*	None	27%	*50% Based on YOS
	CRJ-700	\$42.44		\$38,196	\$104.57		\$94,113					
	CRJ-900	\$42.44		\$38,196	\$105.62		\$95,058					
	-	3.A.1	4.A	HRxMMGx12	3.A.1	4.A	HRxMMGx12	7.A	28.C	28.C	27.B.4	Contract 2013 as amended
Mesa Airlines (Mesa)	CRJ-200	\$37.96	76	\$34,620	\$80.93	76	\$73,808	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 20 = 28 days	up to 2%*	None	Based on rates set by company and insurance provider	*Pilots shall receive as the Company matching contribution the greater of the amount contributed to any other Company employees or two percent
	CRJ-700, CRJ-900, EMB-175				\$93.76		\$85,509					
	-											
	-	3.A	4.A.1	HRxMMGx12	3.A	4.A.1	HRxMMGx12	7.A	24.B	-	24.A	Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200*	\$48.51	75	\$43,659	\$106.08	75	\$95,472	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days	up to 5%**	None	25%	*1.5% Pay Raise every year on October 1st., 3.A.2, **Pilot must contribute 9% to get 5% match
	-	3.A.1	4.A	HRxMMGx12	3.A.1	4.A	HRxMMGx12	7.B.2	28.B	28.B	27.D.2.a	Contract 2003 as amended
Horizon Air (Horizon Air)	Q-400	\$47.98	80.5	\$42,486	\$115.69	80.5	\$102,443	< 5 = 14 days > 5 = 28 days	6%	None	Company Discretion	*MMG based on 35 day bid period
	-	App. A.D	5.B.1	HRxMMGx12	App. A.B	5.B.1	HRxMMGx12	13.B	27.C	27.C	27.A	Contract 2012 as amended
Compass Airlines (Compass)	E-170, E-175	\$47.53	75	\$42,777	\$115.46	75	\$103,914	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	4, 6 or 8%*	None	29% Employee, 34% Family	*50% matching, based on YOS; **Contract based on months of service converted to years for comparison, first year is prorated;
	-	3.D	4.A.1	HRxMMGx12	3.D	4.A.1	HRxMMGx12	7.A.2**	28.B.2	-	27.B.2	Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700	\$37.70	74	\$33,478	\$96.97	74	\$86,109	> 1 = 7 days > 2 = 14 days > 7 = 21 days > 15 = 28 days	1%	No	\$85 single, \$314 family per month**	Reserve MMG is 70, Line holder MMG is 74, *Company match 100%, **2007 rates
	-	?	5.B.2	HRxMMGx12	?	5.B.1	HRxMMGx12	13.A.1	27.D.1	27.D	27.B.1	Contract 2007 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Under 500 Pilots												
Piedmont Airlines (Piedmont)	Q-100, Q-300	\$39.64	75	\$35,676	\$88.43	75	\$79,587	> 1 = 5 days*** < 1 = 5 days 2-7 = 10 days 7-13 = 15 days +14 = 20 days	up to 12%**	1%	Set amount** 2016 Max 17%	*50% match based on YOS, **See chart at referenced contract section; ***First year is prorated.
Tran States Airlines (Waterski)	-	3.B	3.C.1	HRxMMGx12	3.A	3.C.1	HRxMMGx12	7.A.4	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
	ERJ-145	\$43.68	75	\$39,312	\$101.43	75	\$91,287	< 1 = 7 days** 2 - 5 = 14 days 6 - 13 = 21 days +14 = 28 days	up to 6%**	None	38% Employee, 50% Family	*50% matching based on YOS, **First year is prorated.
Cape Air (Kap)	-	3	3.C.1	HRxMMGx12	3	3.C.1	HRxMMGx12	7.A.1	28.D	-	27.C.2	Contract 2011 as amended
	ATR-42, C402, BN2	\$12.72	40	\$26,458	\$30.02	40	\$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
Silver Airways (Silverwings)	-		Per week*	HRxMMGx52		Per week*	HRxMMGx52	8.A.1	5.G.1	-	5.A & B	Need contract
	Saab 340b	\$36.79	75	\$33,111	\$78.30	75	\$70,470	< 1 = 7 days** 2-6 = 14 days 7-10 = 21 days +11 = 28 days	4%**	None	40% for employee, 75% for family	*25% matching, **First year prorated
	B1900D	\$28.47	75	\$25,623	\$62.46	75	\$56,214					
CommutAir (CommutAir)	-	3.L	3.G	HRxMMGx12	3.L	3.G	HRxMMGx12	11.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
	Q-200, Q-300	\$37.00	75	\$33,300	\$75.64	75	\$68,076	< 1 = 7 days* 2-5 = 14 days +6 = 21 days	None	None	40.5%	*First year is prorated
Great Lakes Airlines (Lakes Air)	-	LOA 8.V	3.D.1.a	HRxMMGx12	LOA 8.V	3.D.1.a	HRxMMGx12	7.A.1	28.C	28	27.D	Contract 2008 as amended
	B1900D, EMB-120	\$21.00	75	\$18,900	\$48.00	75	\$43,200		up to 4%	None		
Peninsula Airways	-			HRxMMGx12			HRxMMGx12			-		Need contract
	Saab 340A, Saab 340B*											
Seaborne Airlines	-											Need contract
	DHC-6-300	\$44.00	75	\$39,600	\$93.00	75	\$83,700		Yes*			*Based on profitability
	S340	\$40.00		\$36,000	\$69.00		\$62,100					
Corvus Airways	-			HRxMMGx12			HRxMMGx12					Need contract
	B1900C, B1900D*		60	\$14,400		60	\$0		None	None		
	DH-8			\$0			\$0					
Island Air	-			HRxMMGx12			HRxMMGx12					Need contract
	Q-100	\$38.57	80	\$37,027	\$79.83	80	\$76,637	< 1 = 15 days +3 = 19 days +5 = 23 days	up to 5%**	up to 10%**	0% for employee, full cost for family, after 3rd year then 0% for all	*See chart on page LOA 2.3.
	ATR-72	\$40.50		\$38,880	\$100.98		\$96,941					
	Q-400			\$0	\$100.98		\$82,400					
	-	3.A	4.A.2	HRxMMGx12	3.A	4.A.2	HRxMMGx12	5.A	LOA 2	LOA 2	14.A	Contract 2009 as amended

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 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.

TROUBLE IN CANADA

...continued from page 16

experienced immigration practitioner will advise to submit an application for criminal rehabilitation *prior* to heading to the border as this will at least demonstrate good faith effort in trying to resolve the issue.

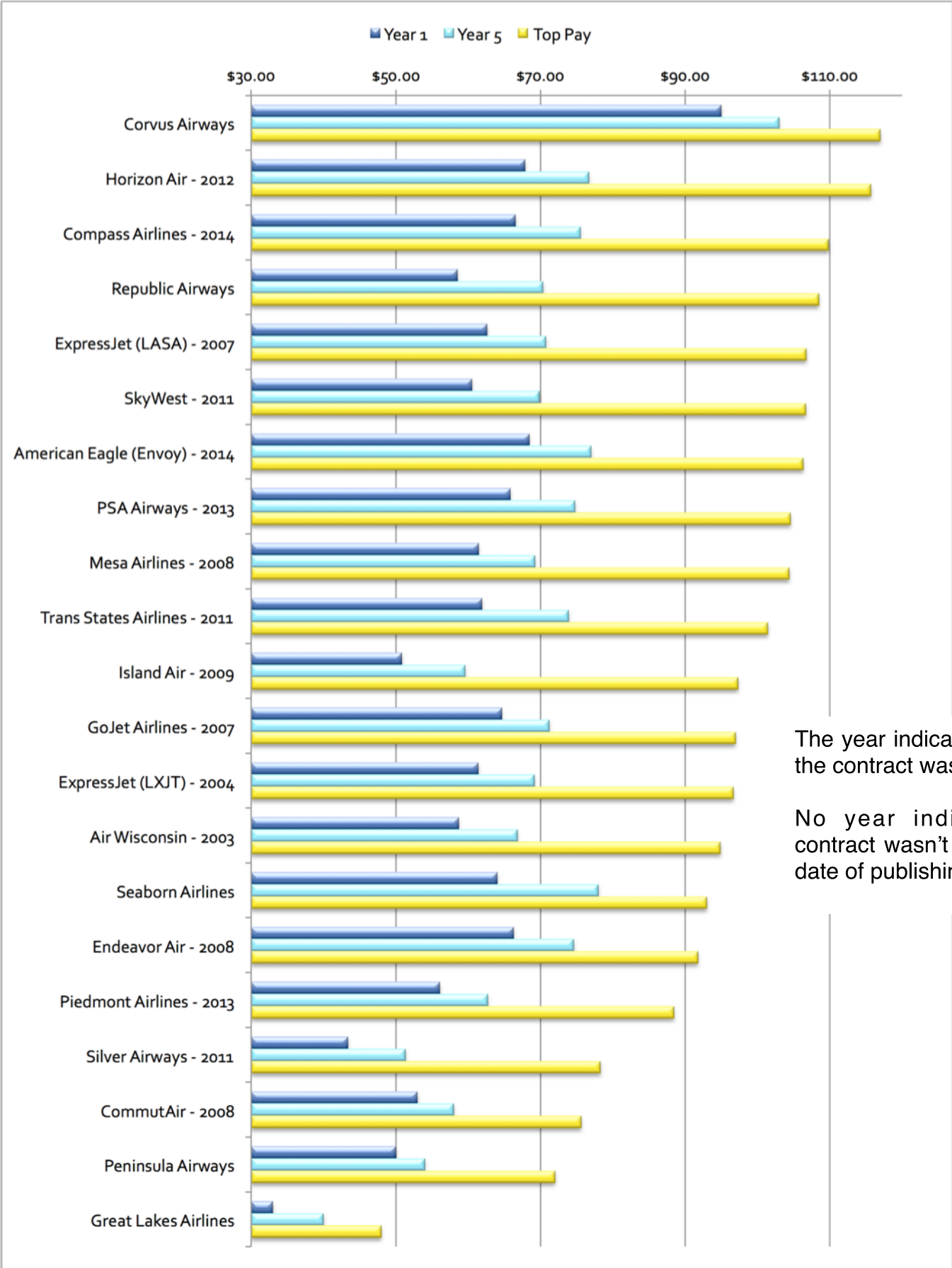
Other strategies to securing your entry into Canada may include the obtaining of a deferred adjudication, set-aside, a "withheld", "expungement" and other forms of a deferred disposition that may not count as a formal conviction for the purposes of entry into Canada. States that have a form of deferred adjudication which may or may not apply to your set of circumstances, include Arizona, California, Idaho, Kansas, Kentucky, Louisiana, Maine, Massachusetts, Missouri,

Montana, North Carolina, North Dakota, Oklahoma, Oregon, Rhone Island, South Dakota, Tennessee, and in exceptional cases, the state of Washington. If you have a deferred disposition or an expunged record, remember that the arrest record will still come to show on the NCIC and the onus is on you to prove that your disposition in the US is equivalent to the disposition in Canada. In these circumstances, it is therefore extremely helpful to engage a practitioner who is familiar with both the US and Canadian criminal vernacular.

About the Author. Mr. Laforce is a Regulated Canadian Immigration Consultant with Global Crossing Immigration (GCI). GCI specializes in admissibility to/from Canada and the US. Mr. Laforce works with countless crew members spanning the airline industry obtain temporary waivers (TRPs) so they may continue to serve their airline without being barred from Canada. GCI offices are located in Montreal, Canada and Dallas, Texas. Mr. Laforce may be reached at marc@globalrcic.com. @

Captain Hourly Pay Comparison

First year, Fifth year and top out pay comparison based on highest paid aircraft, in order of highest paid at top.

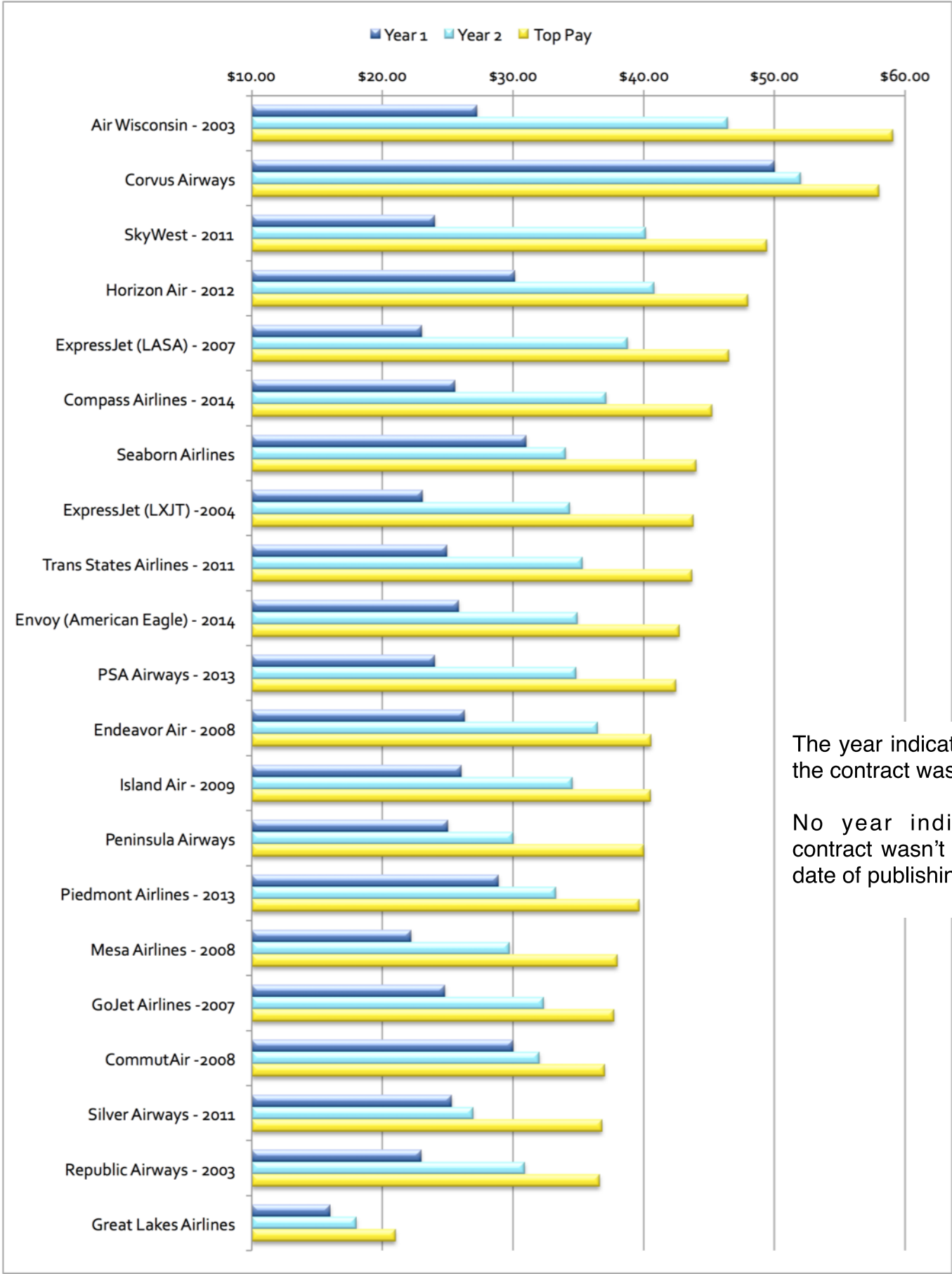


The year indicates the year the contract was signed.

No year indicates the contract wasn't available at date of publishing

First Officer Hourly Pay Comparison

First year, Second year and top out pay comparison based on highest paid aircraft, in order of highest paid at top.



The year indicates the year the contract was signed.

No year indicates the contract wasn't available at date of publishing



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