

November 2016



# AERO CREW NEWS

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**Contract Talks**  
**Preferential Bidding Systems**

**Travel is my Religion™**  
**Should Women Travel Solo?**

**The Hidden Dangers of  
Personal Electronic Devices**

**Safety Matters**

**Aviator Bulletins**

**TA Approved by DAL-MEC,  
Several Programs for Future  
Airline Pilots and bonus pay!**

**Fitness Corner**  
**Essential Supplements**

**Exclusive Hiring Briefing**



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# November 2016

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## Airlines in the Grid

### Updated



<b>Legacy</b> Alaska Airlines <b>FA</b> American Airlines Delta Air Lines Hawaiian Airlines US Airways United Airlines Virgin America	FedEx Express Kalitta Air UPS
<b>Major</b> <b>FA</b> Allegiant Air Frontier Airlines JetBlue Airways Southwest Airlines Spirit Airlines Sun Country Airlines	<b>Regional</b> Air Wisconsin Cape Air Compass Airlines Corvus Airways CommutAir Endeavor Air Envoy <b>FA</b> ExpressJet Airlines GoJet Airlines Great Lakes Airlines Horizon Air Island Air Mesa Airlines Republic Airways Seaborne Airlines Skywest Airlines Silver Airways Trans States Airlines <b>FA</b> PSA Airlines Piedmont Airlines
<b>International</b> Qatar Airways	
<b>Cargo</b> ABX Air Ameriflight Atlas Air	



### Coming Soon...

<b>Major</b> Eastern Air Lines Miami Air	<b>Canadian</b> Air Canada Air Transat Bearskin Calm Air Can Jet Canadian North First Air Jazz Aviation Kelowna Flightcraft Morningstar Air Express Sunwing Wasaya WestJet
<b>Cargo</b> Air Inuit Air Transport, Int. Evergreen World Airways	
<b>Regional</b> Peninsula Airways	
<b>International</b> Emirates IBEX 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](mailto:Craig.Pieper@AeroCrewSolutions.com)

# Letter From the Editor



Dear Readers,

This month we are pleased and excited to announce the newly designed [AeroCrewNews.com](http://AeroCrewNews.com). Aero Crew News can now be read via FaceBook, Twitter, Google+ and Pinterest! Of course you can still download the full PDF under the "ISSUES" tab. Be sure to click on the "[SIGN IN/JOIN](#)" button so you can comment on your favorite articles. We have also created an instagram account [@aerocrewnews](https://www.instagram.com/aerocrewnews). Be sure to follow our "almost" daily aviation photos.

Fly Safe,  
Craig Pieper

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 you letters to [Craig.Pieper@AeroCrewSolutions.com](mailto: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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**Editor in Chief**  
Craig Pieper

**Aero Crew Solutions, CEO**  
Scott Rehn

**Layout Design By**  
Craig Pieper

**Additional Contributors**  
Candice McField, Marc Cervantes  
Scott Stahl, Pamela Creighton,  
Misty Pinson, Alfred Smith,  
Julie Puckhaber

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Communications Department  
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# Aviator Bulletins

The latest aviation industry hiring news and more.

## ExpressJet Airlines Offers Tuition Reimbursements



We are excited to announce that we are now partnering with Airline Transport Program (ATP)! This new agreement will allow graduates from ATP's Airline Career Program to receive up to \$11,000 in tuition reimbursement from ExpressJet Airlines.

### Here's how it works:

1. Graduate from ATP's Airline Career Pilot Program
2. Gain experience with ATP as a paid certified flight instructor
3. Interview with ExpressJet between 300 and 500 hours total time
4. Accept ExpressJet's conditional job offer and tuition reimbursement payments
5. Begin your career at ExpressJet upon reaching 1500 hours total time

Image provided by ExpressJet Airlines

## ExpressJet & ATP Tuition Reimbursement Agreement

# #smartchoice



### How much will ExpressJet put toward my loan payment?

Eligible students can only receive up to a maximum of \$11,000 in tuition reimbursement from ExpressJet Airlines

### What schools are eligible?

This agreement is exclusively for ATP students

### When can I interview with ExpressJet?

Graduates of ATP's Career Pilot Program with at least 300 hours total time can interview

### When does this program go into effect?

Immediately

### What is Airline Transport Program (ATP)?

A flight training program, located nationwide, that prepares students for airline pilot careers.

### Where can I receive more information about ATP?

Please visit their website here, <https://atpflightschool.com/>

[Back to Contents](#)



# Delta MEC Votes to Recommend the Tentative Agreement for Approval



Atlanta Skyline. Image provided by [Unsplash.com](https://unsplash.com)



ATLANTA, Ga. - October 14, 2016 the Delta MEC representatives voted 15 – 4 to recommend the Tentative Agreement for approval. We have agreed to a deal that pays the Delta pilots at the top of our industry with improvements to training pay, vacation and defined contribution plan. The TA was completed with no change in our current profit sharing and ensures full retro pay back to January 1, 2016. One month after completion of a ratified agreement, Delta Pilot's pay rate will be over 21 percent higher than the previous contract. The DAL MEC pushed for no compromise on the number of allowable regional jets in Section 1, and there is no change to that portion of the contract. As with any agreement, we did meet some of the Company's operational needs and agreed to some contract language their negotiators stated was necessary to complete the deal. I'll be the first one to admit that this is not a perfect deal. Since this is a negotiated deal, one should not expect otherwise. Having said that, it is a very strong, industry- leading agreement that nearly doubles

the financial improvements of the rejected TA. This TA results in a 30 percent cumulative pay improvement over the current contract; achieved without years of delay. Your Negotiators, MEC and Administration have worked diligently to reach an agreement we felt equal to the contributions of the Delta pilots.

Founded in 1931, ALPA is the world's largest pilot union, representing more than 54,000 pilots at 31 airlines in the United States and Canada. Visit the ALPA website at [alpa.org](http://alpa.org) and the Delta MEC website at [dal.alpa.org](http://dal.alpa.org). @

SOURCE: AirLinePilotsAssociation

CONTACT: Delta MEC, ALPA, Kelly Regus,  
404-763-4925 or [Kelly.Regus@alpa.org](mailto:Kelly.Regus@alpa.org)

ALPA Media, [Media@alpa.org](mailto:Media@alpa.org)

# Aviator Bulletins

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## Republic rolls out innovative program to achieve ATP hours

Flight Time Initiative covers up to last 100 hours, includes conditional offer of employment as a First Officer

Written by: Scott Thien



Image provided by Republic Airways

As the Pilot shortage continues to grow, and airlines across the country increasingly scramble to find qualified applicants, Republic Airways has launched an innovative new program for Pilots to join the world's largest operator of Embraer aircraft and fly with the industry's best-in-class contract.

It's called the RJET Cadet Flight Time Initiative (FTI), [rjet.com/FTI](http://rjet.com/FTI), a creative first that pays for up to the last 100 hours of flight time for Pilots to achieve their ATP ratings and includes a conditional offer to fly for Republic. That's a huge savings, considering flight time can cost hundreds of dollars an hour.

Program Manager 170 Shane Tilley and Captains Ryan Lynch and Nick Hammond are leading the program.

"The airline industry is definitely different than when I first started. People just aren't graduating college with their multi-engine rating anymore," said Shuttle America Capt. Hammond, an FTI architect who joined the Company in 2006. "Because federal rules and regulations have changed with ATP minimums, people just don't have the flight time anymore, and it's expensive for them to get it."

That's where the FTI comes in. Qualified candidates are set up with a flight school in the Midwest, where they undergo a compact flight training schedule to finish out



their hours. Next steps in the two-month process: ATP/CTP certification training at Republic; INDOC training in Indianapolis; systems classes, including SIT and GFS training; and simulator sessions. The final steps are IOE (Initial Operating Experience), after which the FTI cadet is released to the line as a First Officer flying an Embraer 170/175 aircraft for Republic Airways. The program includes transportation and lodging during the training.

Dozens of applicants have engaged Republic since the program launched late this summer. The first FTI candidates began their training in September, and a second group began with the program October 17.

The genesis for the FTI initiative? It actually came from a group of Republic's flight operations summer interns, who were concerned about the looming lack of flight hours upon graduation from their college programs. Hammond worked with the group to mold and shape the initiative, then connected them with key players of Talent Acquisition and Corporate Communications to expand the concept, as well as set them up with meetings at various flight schools and universities to promote the program.

"I think it's important that Republic stays ahead of the game and takes advantage of opportunities like this, and I think we did a good job of that," Hammond said.

To spread the word, Republic's Corporate Communications department, in tandem with Talent Acquisition, put together a robust marketing plan, including print and digital collateral to distribute at universities, a [YouTube video](#) featuring Hammond and the other FTI architects explaining the program, a series of external webinars that drew an unprecedented number of participants, and a public website – [rjet.com/FTI](http://rjet.com/FTI) – containing all the need-to-know information and more.

It's been a game-changer for Republic's recruiting department, too, which has seen a huge surge in inquiries, emails and phone calls for information about how to sign up. Response has been so heavy that Republic's recruiting department has dedicated a full-time Associate to manage the program.

"When you look at the cost of buying flight time hours, it adds up quickly, pricing many Pilots out of a career," said Scott Sendelweck, Sr. Manager of Talent Acquisition for Republic. "Our program helps Pilots turn the corner so they can quickly and easily find their way into a cockpit."

"The FTI Program is a great way for an aviator to kick-start their regional airline career," Sendelweck added. "Once again, Republic Airways is pushing the Talent Acquisition envelope by developing a world-class entry point into the regional space." @



# Aviator Bulletins

## New Incentive Programs at Mesa Airlines

Starting this month, Mesa Airlines has both rolled out new programs and increased the incentives in several of its successful flight operations initiatives:

### **\$30,000 for New Hire Pilots**

Pilot candidates are now eligible for up to \$30,000 in incentive compensation during the first four years of employment as a First Officer.

With pilots at Mesa Airlines currently upgrading within 24 months, we offer the most competitive career progression in the industry. This new pilot recruitment program combined with our rapid advancement resulting from our expansion of highly desirable large regional jets ensures that you are making the correct choice for your future as a Mesa Airlines pilot.

The Pilot Recruitment Program incentives apply only to First Officer compensation. Having the opportunity to upgrade rapidly to Captain not only increase your earnings, but provides you with valuable Pilot in Command time.

### **\$20,000 Employee Pilot Referral Program**

In 2015, Mesa began an employee pilot referral program paying up to \$10,000 to its employees for qualified pilot referrals. In less than a year, more than 350 pilots were referred by Mesa employees. Because of the success of the program, beginning November 1, 2016, the company is increasing the referral amount paid to employees to \$20,000 paid in four installments.

### **Perfect Attendance Programs**

Effective November 1, 2016, Mesa rolled out two perfect attendance incentive programs for its pilot group.

**Perfect Attendance Commuter Program** - During the holiday season travel, for every bid period with perfect attendance, Mesa pilots have the opportunity to earn up to 15 commuter hotel nights in a Mesa Airlines domicile. Perfect attendance for all three holiday months will earn an additional incentive of \$500 for Captains and \$300 for First Officers.

**Perfect Attendance Sick Leave Buy Back** - The second perfect attendance program at Mesa provides the opportunity to sell Sick Leave time back to the company at a 125 percent premium. @

Image provided by Mesa Airlines





# Cape Air JetBlue University Gateway Program Tops 260 Participants

Hyannis, MA (October, 19 2016) The innovative Cape Air – JetBlue University Gateway Program has reached a program-high 260 participants. The Gateway Program was developed eight years ago to create a pipeline for aviation students that combines rigorous academic training with real-life experience in the industry. The popular program has increasingly become a sought-after pathway for aspiring aviators. In addition to the current 260 students, the program has transitioned 38 participants to JetBlue.

## About the University Gateway Program

Students at participating universities who are in high academic standing are eligible to participate in the program. During the Gateway Program, students intern at Cape Air. Upon graduation from their AABI-accredited university, they serve as a certified flight instructor for one year. Candidates then fly as a Captain for 2-3 years with Cape Air. Upon completing a jet transition course,

participants then complete a First Officer interview with JetBlue.

## Participating Universities

- Embry-Riddle Aeronautical University - Daytona
- Embry-Riddle Aeronautical University - Prescott
- University of North Dakota
- Jacksonville University
- Auburn University
- Bridgewater State University
- Interamerican University of Puerto Rico

Plans are in place to add an additional five universities to the program in 2017.

To apply for the Cape Air JetBlue University Gateway Program, visit [@](http://capeair.com)

Image provided by CapeAir



# Aviator Bulletins

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## Horizon Air Funds CWU Pilot Development Program; Donates \$10K Flight Simulator



Image provided by Horizon Air

Horizon Air, the regional airline flying as Alaska Airlines, and Central Washington University have signed an agreement to establish a pilot development program, which will provide a stipend to students pursuing an aviation career. This program is designed to recruit new students into CWU's Professional Pilot program and provide students with an opportunity to fly as a First Officer/Pilot with Horizon Air.

Recently the Boeing Company estimated that the world will need 558,000 commercial airline pilots over the next 20 years—about 28,000 more pilots each year.

"With the looming pilot shortage, Horizon needs to partner with quality aviation programs, such as CWU, to enhance our recruiting strategy and ensuring the next generation of pilots look to Horizon as a place they can build their career in aviation," said LaMar Haugaard, Horizon Air director of pilot development and recruiting.

"The time to recruit a new pilot is several years before they graduate and thanks to our partnership we are confident it will result in a steady supply of well-trained pilots and help increase our ability to better predict additional hiring needs." See [YouTube Video](#).

The new pilot development program will permit up to 17 students to apply for and receive a stipend, administered by the CWU Foundation, to be used for training fees and

expenses related to completing their Commercial Flight Instructor certificate. The students will then receive a conditional job offer from Horizon Air, which will commit them to a term of employment with the company.

This agreement also ensures that graduating students will serve in the CWU flight training facility as certified flight instructors until they accumulate 1,000 flight hours in their log book prior to joining Horizon Air. This arrangement serves well to have adequate flight instructors in place to train the incoming students at CWU.

Horizon has committed to the 2016 academic year and is already drawing up plans for 2017.

"Central was naturally our first choice for a university partner," said Haugaard. "They have a top-notch program and graduate quality pilots right here in Washington State."

"This is a tremendous opportunity for our students," said Sundaram Nataraja, chair and professor of the Department of Aviation. "Not only will they receive a generous stipend for their training fees, but they will also have a job offer from an airline waiting for them after completing their program."

In addition to the pilot development program, Horizon Air donated a \$10,000 flight simulator to CWU's Flight Training Center.



This enhances CWU formidable battery of flight-training devices. Currently, CWU is the only place on the West Coast where aviation students can experience the CRJ-200 turbo-jet trainer, airline style curriculum and the advanced turboprop flight trainer.

According to Nataraja, the extra equipment couldn't come at a better time—more than 100 new students have enrolled in aviation majors this year, and he foresees that number more than doubling in the next few years. To accommodate the demand, CWU is requesting \$9.9 million in state funding to expand the current Flight Training Center, which will include:

- A custom modular addition to the facility that will increase classroom and training space in the current Flight Training Center by 3,600 GSF. The addition will allow the program to double capacity to 400 students and will provide capacity for a master's degree in aviation now under development.

- A 12,800 GSF, fireproof hangar. About 8,000 SF of the hangar will house four airplanes. The remaining 4,800 SF would be used for flight operations: two dispatch offices, a scheduling office, 10 briefing rooms, 40 flight instructor work stations, and restrooms.

"The pilot development program and the addition of a new flight simulator highlight our valuable relationship with Horizon Air," Nataraja said. "Our students and our program will benefit from their generous support."

About Central Washington University Aviation Program

CWU's aviation program enrolls about 100 students annually who collectively fly nearly 6,800 hours per year. CWU is the only public university in the Pacific Northwest that offers a bachelor's degree in aviation. @

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# Should women travel solo?

## Safety Tips for Women traveling internationally

Anyone, including women, can and should travel alone to international destinations. I firmly believe this because I have traveled alone to many international cities such as Tel Aviv, Bangkok, Zurich, London, Dublin, Amsterdam and Montego Bay.

Through my experiences I have developed several tips to keep myself safe. Here are my travel tips for a solo female traveler...

- When I travel alone, I make sure I have my guard up. No one is truly safe in my book. Don't get me wrong, I have made friends all over the world due to my social personality but I know when to draw the line to make sure that I am safe.
- While I am traveling, I familiarize myself with the area where I am staying. I acquaint myself with the roads and certain markers, such as shops and restaurants that I can recognize just in case I get lost or need to tell a taxi driver where to drop me off.
- If I feel the least bit uncomfortable being around someone, whether it's day time or night time, I make sure that I am around people who can see me and bear witness that I have been seen in a public place with them.
- We all like to go out and party with the locals or people that we meet but I never get intoxicated. There is always a limit.

- Always take a business card or brochure of the hotel or hostel you stay at just in case you forget the address.
- Make a photocopy of your passport and keep sensitive items in a safe (if there is one).
- When you go out make sure you keep your belongings on you.
- While on public transportation, keep your purse or bag in front of you.
- Never put your wallet in your back pocket or anything for that matter accessible to others without your notice.
- If you go out to party, have a secret stash of money for taxis, phone calls or anything that you would need in case of an emergency.
- Guard yourself like you would in any urban city in America and apply that when you travel internationally. Trust me those instincts will guard you.
- Also know that not everyone is your friend. Always use caution. I'm not saying not to enjoy yourself or not be friendly.
- As I stated earlier, I've made friends all over the world but trust your instincts. If a situation doesn't feel right, then it's not right!
- Furthermore, always let your family or close friend know where you are! With social networking such as Twitter, Facebook, Google+ and good ole email are many ways to let them know where you are.
- Lastly make sure to register with the State Departments to the Smart Traveler Enrollment Program (STEP). This program allows you to enter your travel information so the State Department can assist you in case of an emergency. It's free to enroll to any U.S. citizen. Go to <https://step.state.gov/step/> @

Don't forget to download my new app at [socialtravelrapp.com](https://socialtravelrapp.com).

Pamela Creighton has been a Flight Attendant for a regional airline for the past nine years. She is also the creator of [Travel Is My Religion](#)™, a travel blog for solo and budget travelers. Pam also recently became the Founder and CEO of [SocialTravelr](#)™, a travel app that connects people at the airport while waiting on their delayed, canceled and connecting flights. Pam enjoys traveling to new and exotic places, to date she has visited 49 out of the 50 states in the USA and over 20 different countries spanning 5 out of the 7 continents across the world.



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# Safety Matters



Image provided by [Unsplash.com](https://unsplash.com)

One of the over-riding goals at Aero Crew News is always to build a better product for our readers. As a result of this desire, we have spent many months discussing new ways to increase the relevance of the product we bring to you every month. With many diverse interests, and at least as many opportunities in aviation, we were looking for common ways to unite the various aspects of aviation.

As a result of this process, we decided to incorporate two new columns, one related to training, which binds us all, and one that covers safety, which also connects all of aviation together.

Welcome to the first of these new columns in Aero Crew News, Safety Matters. My name is Scott Stahl and you may recognize me as the former contributor for the “Contract Talks” series that has appeared in this magazine. Since my focus and background is more in training and safety, I have accepted the challenge of creating a new series of columns related to safety and training concepts. I have been flying for 18 years in all facets of aviation from Part 61 to Part 121 and completed a Master’s Degree in Safety in 2015. I spent the better part of a decade as a full-time CFI, CFII, MEI, check airman and Extreme Attitude Recovery Instructor before moving onto the airline

world a few years ago. The fascinating part of the transition for me was how basic concepts of safety apply to all aviation worlds, but not necessarily in the exact same way. Essentially, safety is operationally dependent, and basic concepts can be adapted and modified to work in varying types of operations.

As with any component of aviation, safety is a constantly evolving system that seldom remains stationary. It is also one of the least understood mechanisms in aviation, with most people assuming that “safety” means not having an accident or incident. In modern aviation systems, safety is much larger than this commonly held belief and, in the US, is in the midst of a massive overhaul of how it applied, understood and how it affects the way we do things day to day. In essence, safety permeates everything we do on a daily basis, from checklist procedure, regulatory compliance to ASAP reporting. However, despite the absolute depth of safety on a given mission, few pilots really understand the mechanisms behind what is readily observable.

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**“send us emails at [scott.stahl@  
aerocrewnews.com](mailto:scott.stahl@aerocrewnews.com)”**

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## Safety Matters

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After much discussion amongst the staff of the magazine, it was decided that a safety related column might not only be informational to our readers, but would provide a good platform to discuss safety related concepts, trends, information and data with the intent to improve understanding of one of the main facets of aviation that affects all of us every day.

Our goal with this column is to provide an active way to participate in discussions about safety or safety related topics. Of course, reader input always helps that process, so we encourage you to send us emails at [scott.stahl@aerocrewnews.com](mailto:scott.stahl@aerocrewnews.com) with any safety related questions or comments you may have, no matter how seemingly small they may be.

Next month, expect to see the first substantive article in the series, which will be related to the evolution of aviation safety from the early days to now.

The second of these columns will be related to flight training concepts and changes as we morph into a new era of not only training methods and standards, but also training realities as an industry aided partly by decades of change, economic

realities and the globalization of the air transport market. It is my sincere hope that with these two columns we can expand our reader interest in Aero Crew News and create meaningful dialogue with our readers. @



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



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OPTION 2

OPTION 3

RESERVE

CREWMEMBER: PAUL J.

PAIRS

PRINT

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REFRESH

LINE PREFERENCES:

CLEAR BID TRIPS

CLEAR ENTIRE BID

REBUILD

FILE THIS BID

BID:

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DAYS OFF

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SFO EWR SFO ORD

SNA PDX DTW ORD

IAD SFO SLC ORD

SFO MCI ORD LAX ORD

CR: 88:40 BLK: 88:07 DAYS OFF: 13

Messages:

There are 79 trips available for bidding.

LINE PREFERENCES

TRIP PREFERENCES

SEARCH RESULTS

BID TRIPS

BID ANALYSIS

DIAGNOSTICS

TRIP	SIZE	SZ	DP	ON	DY	FLT#	TIME	ON	DY	FLT#	TIME	ATT	BLOCK	CREDIT	LAYOVERS	AUD
1405	04	04	28	FR	949	17:25	31	MO	496	12:45	D5W	19:52	20:00	SEA at 20:14 for 10:31/IAD at 15:45 for 21		
1255	04	04	28	FR	709	9:52	31	MO	958	14:10	D5	19:03	21:07	SEA at 12:40 for 16:30/PHL at 16:29 for 02		
1111	04	04	28	FR	265	6:00	31	MO	709	8:45	D5W	17:55	20:00	SNA at 10:30 for 20:33/DFW at 15:25 for 01		

A pilot's quality of life is heavily dependent on his or her schedule for the month. Variables such as days off, total month credit, and commutability of a trip all factor into how each pilot dictates his/her preferences for the upcoming month. Depending on the airline, there are two methods for determining one's schedule: Preferential Bidding System (PBS) or line bidding. This article will take a look into the Preferential Bidding System.

Some PBS systems use a process called globalization to attempt to award all of the pilots what they desire, attempting to satisfy the pilot group's preferences in seniority order. If a pilot is not specific in his or her preference and a more junior pilot is more specific, the more junior pilot may end up having a schedule more accurate to his or her input preferences. For

There are a couple of airlines that have the capacity to show pilots their real time bid, stringent on more senior pilots placing their bid preferences. This allows pilots to see their potential schedule, to an extent, thereby allowing them to alter their bid if it is not something they like. Although ideal, the system is responsive to all pilots inputting their preferences due to globalization, and any pilot making a change may affect every other pilots' schedules (even pilots more junior). Most airlines though do not allow pilots to see a real time snapshot of their projected schedule.

In a vacation month, each airline will specify how much credit is assigned to each vacation day. The pilot needs only a certain amount of trips for the month that will allow him to reach the minimum credit specified by the airline (generally the minimum credit for a month is 75 hours). Companies typically award vacation days in a block of seven days for pilots to bid for. For example, if a pilot is bidding in a vacation month and has a week of vacation (with each day crediting four hours, yielding 28 credit hours), then the pilot only needs trips that total 57 credits ( $75-28=57$ ). It is not uncommon to have a vacation week be turned into more than 14 days off in a row if the pilot bids properly.

BID PERIOD: BID PERIOD 12 STATUS: Bids Closed, Review Award BID CLOSE: 12-11-15 17:00 TIME LEFT TO BID: 00d 00h 00m CURRENT TIME: 10/31/16 13:11 (EST)

BID OF RECORD OPTION 1 OPTION 2 OPTION 3 RESERVE

LINE PREFERENCES: START NEW BID CLEAR BID TRIPS REBUILD SAVE

TRIP PREFERENCES:

DAYS TRIPS

TRIP #91KF

REPORT: 2015-12-02 12:50 RELEASE: 2015-12-05 18:35

FLIGHT	DAY	FROM	AT	TO	AT	BLK	CUM. BLK.
4127	02	ORD	13:50	YOW	16:48	1:58	1:58
4312	02	YOW	17:23	EWR	19:03	1:40	3:38
4370	02	EWR	21:00	CHS	23:06	2:06	5:44
DUTY TIME: 9:31 LAYOVER CHS FOR 14:35							
Crowne Plaza Airport Conv (843) 744-4422							
4255	03	CHS	14:41	EWR	16:40	1:59	1:59
4361	03	EWR	20:18	TYS	22:29	2:11	4:10
DUTY TIME: 8:48 LAYOVER TYS FOR 10:46							
Hampton Inn Knoxville Airp(865) 983-1101							
3826	04	TYS	10:15	ORD	10:59	1:44	1:44
4321	04	ORD	14:05	CAK	16:28	1:23	3:07
4613	04	CAK	17:28	ORD	17:58	1:30	4:37
4108	04	ORD	18:33	ROA	21:22	1:49	6:26
DUTY TIME: 12:07 LAYOVER ROA FOR 11:41							
MainStay Suites Airport (540) 527-3030							
6122	05	ROA	10:03	ORD	10:59	1:56	1:56
4764	05	ORD	13:46	CRW	16:14	1:28	3:24
6188	05	CRW	17:44	ORD	18:20	1:36	5:00
DUTY TIME: 10:17							
BLK.: 21:20 CR.: 21:42 TAFB: 77:45							

Showing 1 - 21 of 389 results.

DIAGNOSTICS ADD TO BID

v3.1.31b

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Sample of a live bidding software with trip detail. Image provided by [Crewing Solutions](#)

Almost all the airlines provide a guide (written documents, as well as videos) to assist the pilots in bidding. The time frame pilots have to bid is usually around four days, with some airlines allowing as many as seven days for pilots to input their bid preferences. Airlines are transparent in how schedules are awarded to pilots. Most of the time the system that generates the schedule will allow pilots to see what more senior/junior pilots received while some airlines require pilots to go through the appropriate union committee to verify if bids were awarded in seniority order. Schedules are generally published around the middle of the month, with one airline, that I know of, publishing it as late as the last week of the month.

When determining quality of life for a pilot, his/her monthly schedule weighs heavily. Being able to understand and utilize the bidding system in place at the airline is paramount. If pilots understand these limitations, it is possible to obtain a schedule

that meets a pilot's preferences, sometimes regardless of seniority. @



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



# Silver

## AIRWAYS™



Silver's Airways Saab 340B Plus – one of safest aircraft in the world

Written by: Misty Pinson

### **Airline of Choice for Florida, Bahamas and Cuba Leading the Industry with Innovative Pilot Pathway Programs**

**S**ilver Airways is leading the industry with numerous innovative partnerships and a robust compensation program, all designed to provide men and women interested in pursuing a pilot career with the necessary tools and opportunities to make their dream a reality by removing many of the career uncertainties that pilots face as they begin their airline careers, as well as pathway programs to ensure long-term career progression.

"Pursuing a professional pilot career is as challenging today as it has ever been," says Silver Airways President and CEO Sami Teittinen. "Being able to offer a greater degree of certainty to a new pilot as he or she considers a pilot career is a big deal. Silver has numerous programs that provide the opportunities for pilots to advance their careers."

#### **State of Florida, Embry-Riddle and Florida-Based Silver Partner to Provide Educational and Financial Support and Career Pathway for Pilot Jobs**

In a continuing effort to find solutions for the national professional pilot supply shortage, as well as support Florida's aviation economy and future, the State of Florida, Embry-Riddle Aeronautical University and Florida's hometown airline

Silver Airways are partnering to offer financial assistance, additional training opportunities and a direct pathway to jobs at the Florida-based carrier.

The Professional Pilot Apprenticeship/Internship (PPAI) Grant program, a collaborative initiative launched by the State of Florida, Embry-Riddle and Silver Airways, focuses on increasing the level and number of potential pilots coming to the state to earn their undergraduate degree and professional pilot certifications.

According to the 2016 Boeing Pilot and Technician Outlook report, between now and 2035, the aviation industry will need to supply more than two million new aviation personnel worldwide including 617,000 commercial airline pilots – 112,000 in North America alone. Recent reports produced by the Department of Transportation state that airlines are carrying nearly 900 million passengers in the United States in 2015, a 5 percent increase from the previous year.

The grant, which could be offered to as many as 60 students, will require completion of an undergraduate degree at Embry-Riddle's Daytona Beach, Fla., Campus, and after satisfying academic and training qualifications for the grant would

serve as flight instructors at the university. The grant then provides opportunities for these students to be offered jobs as professional pilots at Fort Lauderdale-based Silver Airways which operates more routes within Florida and between Florida and the Bahamas than any other airline.

Money to support the program is from a \$2 million grant to the university approved earlier this year by Florida Governor Rick Scott's 2016-17 Florida First budget. A top priority of the Florida First budget is investments in science, technology, engineering and math (STEM) fields to prepare students in K-12 and colleges in the state for jobs in high-demand areas. Programs such as PPAI reiterate the state's goals of making Florida first in job creation as well as attracting and retaining the most skilled and diverse workforce.

All designated funds will be used to cover costs to the students, including certifications – Certified Flight Instructor (CFI), Certified Flight Instructor Instrument (CFII), Multi Engine Instructor (MEI), Airline Transport Pilot/Certification Training Program (ATP/CTP) – as well as hourly rates for the rental of aircraft, fuel, flight training devices (FTD), full flight simulators (FFS), all instructional materials and tests.

"As a global leader in aviation and aerospace higher education, Embry-Riddle is proud of its reputation for providing world-class, all-encompassing and comprehensive degree programs for our future pilots – and that includes the vital skills

they need to be successful in their careers by offering the best in hands-on training in and out of the classroom," said Embry-Riddle Interim President Dr. Karen A. Holbrook. "An initiative such as this reflects the unfailing commitment by the State of Florida, the aviation industry and higher education to instill valuable, affordable and quality skills, knowledge, experience and opportunity to its future."

"This partnership with the State of Florida, Embry-Riddle and Silver Airways will provide students eager to become pilots with the financial support and a solid career pathway to fulfill their dreams and allow aviation to continue to thrive in our home state," said Silver Airways President and CEO Sami

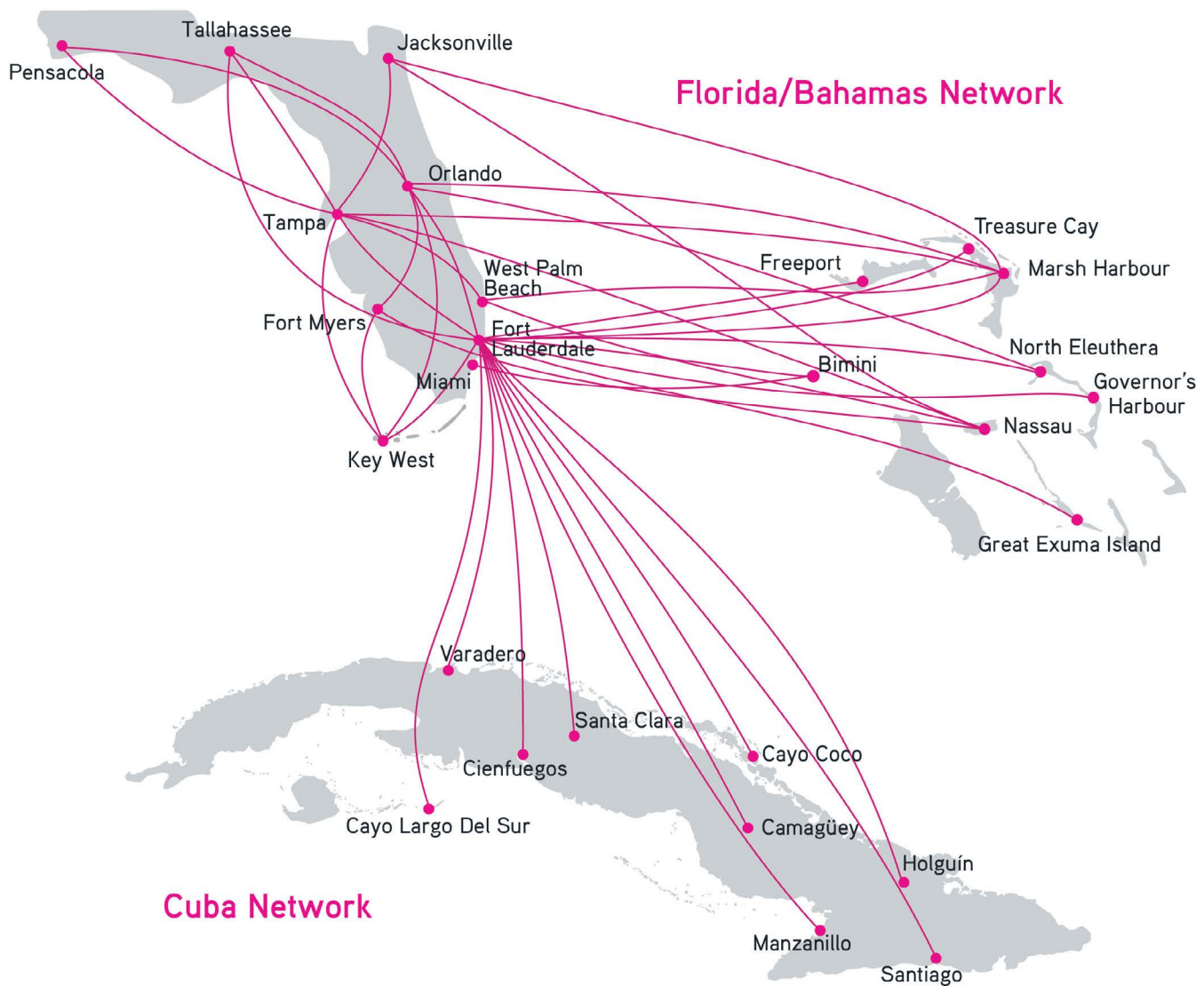
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**"This Professional Pilot  
Apprenticeship/Internship Grant  
program is yet another example  
of Silver's innovative initiatives to  
provide opportunities for pilots to  
advance their careers."**

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Silver's Airways Saab 340B Plus





Silver Airways operates more routes within Florida, between Florida and the Bahamas, and between the U.S. And Cuba than any other airline.

Teittinen. “This Professional Pilot Apprenticeship/Internship Grant program is yet another example of Silver’s innovative initiatives to provide opportunities for pilots to advance their careers.”

Benefits of the program extend beyond the immediate need to increase the quality and number of entry-level professional pilots in Florida. Expected future outcomes also include improving safety standards, reducing pilot turnover, and strengthening the airline industry in the State of Florida as a whole.

#### **Silver Airways – Frontier Airlines Pilot Career Program**

Silver Airways and Frontier Airlines have a pilot hiring partnership to facilitate pilot career path needs. As part of the Frontier Career Pilot Program, the mutually beneficial relationship guarantees pilots entering Frontier’s Career Pilot Program a first officer position with Frontier upon completion of defined experience requirements.

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**“With forecasted retirements, it’s no secret that the demand for highly qualified pilots will grow over the next several years,”**

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Under the partnership, Silver and Frontier work together in recruiting and interviewing new pilot candidates. Once selected, the pilot needs to remain employed by Silver Airways, upgrade to captain, and build at least 1,000 hours of pilot-in-command time. Once these and other conditions are met such as dependability metrics and a letter of recommendation from Silver Airways, Frontier will guarantee that the pilot will transition to Frontier as a first officer on a seniority basis.

“This career path program is an exciting opportunity for Silver Airways and its pilots,” said Silver Airways Chief Pilot



Silver's Airways Saab 340B Plus

Brandon Press. "The professional pilot job market is rapidly evolving and this will put Silver Airways and Frontier in a highly competitive position, while offering current and future pilots a solid path to a career with a major airline."

"This program and our partnerships with these highly regarded and respected regional airlines will become an important element of Frontier's overall strategy to fulfill our pilot staffing needs in the future," said Jim Nides, Frontier's vice president-flight operations.

"With forecasted retirements, it's no secret that the demand for highly qualified pilots will grow over the next several years," said JP Thibodeau, Frontier's chief pilot. "This new partnership helps address our future pilot staffing needs while providing pilots entering the workforce a certainty for their careers."

Pilots who currently fly for Silver Airways will also be eligible and encouraged to participate in Frontier's Career Pilot Program.

#### **An Attractive Compensation Package**

In addition to its numerous recruiting programs, Silver Airways also offers a robust compensation package, including competitive salary, a \$12,000 hiring bonus; \$2,500 pilot referral bonus for current employees who refer new pilots; fast upgrade time from First Officer to Captain; and pilot bases with day trips in desired Florida destinations, including Fort Lauderdale, Orlando, and Tampa.

#### **About Silver Airways**

Silver Airways was launched in December 2011 as a United Express carrier operating with 21 Beech 1900D aircraft. In just a few short years, the airline has become fully independent with its own Sabre reservation system as of June 2013, and its growth has continued. The airline completed a fleet upgrade to newer, larger, more advanced and fuel efficient Saab 340B Plus aircraft, and has continued to develop its network throughout Florida, the Bahamas, and Cuba. Today, Silver operates more routes in Florida, between Florida and the Bahamas, and to Cuba than any other airline.

Silver has built and continues to grow its network of airline partners, which today includes codeshares with JetBlue, United Airlines, and Avianca, as well as interline agreements with American Airlines, Delta Air Lines, Alaska Airlines, Bahamasair, Hahn Air, Azul Brazilian Airlines, and All Nippon Airways. In June of this year, Silver was awarded historic approval from the U.S. Department of Transportation to officially begin operating regularly scheduled flights between South Florida and Cuba. Silver was one of the first U.S. airlines to begin regularly scheduled service to Cuba in over 50 years and is the only U.S. airline awarded the right to serve all nine Cuban destinations beyond Havana.

Today Silver Airways averages over 120 daily flights to 26 destinations in Florida (including hubs in Fort Lauderdale, Orlando, and Tampa) and the Bahamas, and the Mid-Atlantic region from Washington-Dulles. Silver operates a fleet of 22 highly reliable and fuel-efficient 34-seat Saab 340B Plus turboprop aircraft under its FAA Part 121 air carrier certificate.

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## Interview with Julie Puckhaber, Principle Manager, Brand Networking/Talent Recruiting, Silver Airways

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### Pre Interview:

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

**Julie:** Rominy, Camilo and myself are Silver's pilot recruiters. We review all applications, then perform a telephone interview consisting of questions to establish that the applicant meets minimum credential requirements.

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

**J:** Present a detailed resume, and have their contact information clearly displayed.

**C:** How critical is it to attend a job fair to get an interview?

**J:** It's not critical, however, every opportunity to participate in public relations and hiring expos helps tremendously.

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

**J:** An applicant needs to first meet all minimum requirements per the FAA's regulations for Part 121 carriers. It is always a good start for an applicant to have knowledge of and familiarize themselves with Silver Airways, our bases, and what type of planes we fly.

### Interview:

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

**J:** Not necessary.

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

**J:** A Management Pilot, a Union Representative Pilot, and a Pilot Recruiter review the applicant's paperwork, and then proceed with the interview.

After the conclusion of the interview, a recommendation is made. A final review by the Director of Operations will make the final decision on hiring.

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

**J:** Several TMAAT's, personal experience, professional experience, etc.

**C:** Can you give me some examples of the TMAAT questions that you like to ask?

**J:** Tell me about a time you supported a policy that you disagreed with?

**C:** If the TMAAT question being asked does not apply to that applicant can that question be skipped?

**J:** Yes.

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

**J:** They don't take ownership of their prior mistakes.

### Written test:

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

**J:** Yes, there is a computer test.

**C:** What can you recommend applicants study for that test? At what point is this test taken?

**J:** The applicant should study the rules of the runway and basic pilot general knowledge.

**C:** Is there a personality test?

**J:** No.

### Post Interview:

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

**J:** No.

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## Interview with Julie Puckhaber continued...

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**C:** If not, how long do applicants have to wait to know if they are hired?

**J:** It usually takes 2-3 days before the applicant is advised of the outcome.

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

**J:** Within 30 days, possibly sooner.

**General:**

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

**J:** Ongoing

**C:** Does Silver offer an ATP-CQP course? Can you explain the ATP-CQP class that your company offers?

**J:** Yes, we offer the ATP/CTP course.

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

**J:** We have a \$12,000 new hire bonus paid in the following installments: first installment \$3,000 upon release-to-line, second installment upon the pilots first year anniversary at Silver, and the third installment of \$6,000 upon reaching their second year anniversary at Silver.

**C:** Does Silver have a pilot referral program?

**J:** Yes, we offer \$2,500 referral fee to referring pilots once the referred pilot is with Silver for six months.

**C:** Does Silver have any defined career paths with a major airline?

**J:** Frontier Airlines

**Headquarters:** Fort Lauderdale, Florida

**Year Founded:** 2011

**Number of employees:** 650

**Number of Aircraft:** 22 Saab 340B Plus turboprops

**Number of Pilots:** 155

**Number of Bases:** 3

**Bases:** MCO, TPA, FLL

**Number of Cities served:** 27, including 10 in Florida, 8 in the Bahamas, and 9 in Cuba

**Key Benefits:** Silver offers our pilots day trips with tropical destinations.



**Website** [www.silverairways.com](http://www.silverairways.com)

**Facebook** - [www.facebook.com/SilverAirways/](https://www.facebook.com/SilverAirways/)

**Instagram** - [#silverairways\\_official](https://www.instagram.com/silverairways_official)

**Pilot Career Page** - [silverairwayspilots.com](http://silverairwayspilots.com)

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UPCOMING EVENTS

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NGPA WINTER WARM-UP & INDUSTRY EXPO / PALM SPRINGS, CA 01.21-24/2016



REACH AN AFFLUENT COMMUNITY OF LGBT AVIATORS AT THE NGPA INDUSTRY EXPO. E: [DAVID.PETTET@NGPA.ORG](mailto:DAVID.PETTET@NGPA.ORG)

# Essential Supplements



Last month I emphasized how supplements should be used when significant deficiencies exist in your diet plus how they are meant to support, not replace good eating. This month I will help you further understand how to utilize supplementation for your daily life on the road. In the table below are 4 essential supplements for regular or occasional use. It highlights the food equivalent, how often to use and when to use each supplement. As mentioned last month, the number one guideline is to consult with your physician before starting a supplement regimen.

Essential Supplements for Regular or Occasional Use*			
Supplement	Food Equivalent	How often to use	When to use
<b>Protein supplement</b> Preferably a milk protein blend although egg, rice, or soy protein supplements will work.	Any complete protein source including lean meat, lean dairy, egg whites, etc.	Depends on whole food protein intake: if protein needs are met with whole food protein, supplement use will be infrequent. If protein needs are not met, supplement use will be more frequent.	Use when a whole-food protein choice is recommended but inaccessible.
<b>Fish oil supplement</b> High omega-3 content should contain at least 30% EPA and DHA.	Fatty fish such as salmon, anchovy, or sardine.	Much of the available whole-food fish supply contain environmental pollutants. As a result, fish oil supplements should likely be taken every day while you reduce your fish intake to "occasional".	With meals, daily recommended dose is 2-3g of total omega 3-rich fish oil per day.
<b>Greens supplement</b> Green food blended high in antioxidants, strongly alkaline, and vitamin/mineral rich.	Vegetables, fruits.	Depends on fruit and vegetable intake: if veggie & fruit intake is high (up to 10 servings/day), supplement use will be infrequent. If veggie & fruit intake is low, supplement use will be more frequent.	Use when a veggie or fruit choice is recommended but inaccessible.
<b>Multi-vitamin/Multimineral</b>	Varied diet.	Many people are marginally deficient in several micronutrients. Unless you are very conscientious about your diet, multivitamins/multiminerals should be taken everyday.	Use with meals, daily, when dietary intake is poor.

CMF has perfected the art of keeping you fit while life keeps you on the go. Join today at [candicemcfield.com](http://candicemcfield.com).

Candice McField is an ACE Certified Health Coach, WNBF Pro Figure competitor, and avid global traveler. She serves a client base of on-the-go professionals; providing personalized tools to train anytime, anywhere. Questions or comments? Send them directly to me at [crewfit@candicemcfield.com](mailto:crewfit@candicemcfield.com) or visit [CandiceMcField.com](http://CandiceMcField.com). I would love to hear from you. *Arise!®*



## Back Tuck Jump



## Exercise of the Month

### Back Tuck Jump

Primary Muscle Targeted:  
Cardiovascular

Secondary Muscles: Quadriceps,  
Hamstrings, Abdominals

- Stand upright with your arms by your sides.

1 - Dip at the hips and knees into a semi-squat.

2 - Jump high into the air, driving up with your arms and bringing your feet to your glutes.

- Land with both feet and dip at the hips and knees to absorb.

# PILOTS AGAINST LASER STRIKES LLC



**PALs is a non-profit volunteer organization dedicated to reducing the number of laser strikes on America's flight decks.**

**We are seeking volunteers to help us grow and educate the public on the dangers of pointing a laser at an aircraft. We are also seeking donations to help support our mission.**

**Visit our web site for more information: [www.PilotsAgainstLaserStrikes.org](http://www.PilotsAgainstLaserStrikes.org)**

# The Hidden Dangers of Personal Electronic Devices

## What you don't know about PED's and their Lithium-Ion batteries can hurt you!

**Y**ou're flying at 30,000 feet. The person in the seat next to you is watching a video on their laptop computer. You both notice a wisp of smoke coming from beneath the keyboard followed by an acrid odor. Neither of you knows exactly what to do while you watch and listen for another ten minutes. Suddenly, there is a "popping" sound as the laptop computer erupts with a wave of poisonous fumes and noxious smoke. The fumes and smoke quickly begin filling the area around you, and then all the nearby passengers start to panic. Just when you think the situation cannot get any worse, the computer bursts into flames! You are now involved in an on-board Personal Electronic Device (PED) / Lithium-Ion (Li-ion) battery fire and you have nowhere to run or hide!

Sound far fetched? Think again. The Samsung Galaxy Note 7 is just the latest device to be recalled due to an increased battery fire-hazard, but many are not. There have been almost 200 FAA recorded commercial aircraft related PED fire incidents that have occurred over the last ten years, with more than half of these occurring over the last 3 years! (And the FAA admits they do not capture all of the incidents) That's almost an average of 2 incidents per month. The rate of these incidents is clearly increasing as the number of PED's (laptop computers, smart phones, Tablet PC's, e-readers, MP3 players, e-cigarettes, etc.) that are carried on-board by passengers continues to grow.

So what does this all mean and why is this such a problem? First of all, this is not just an aircraft-related issue. PED fires happen every month at home or the road, on the kitchen counter top or in someone's pocket. Just do a quick internet search of laptop fires, cellphone fires or Li-ion battery fires to see reports of home fires and personal injuries. The more devices you have on board, the greater the probability of an incident.

**The Hidden Danger** - On an aircraft during such an event, the heat, flames and possible explosion are very bad, but the organic vapors and smoke are much worse! The vapors and smoke will not only restrict your vision and burn your eyes, nose and lungs but these very unique vapors are known to contain neuro-toxins. University studies have found that the vapors contain damaging levels of Hydrofluoric Acid (HF). Per the Hydrofluoric Acid Material Safety Data Sheet (MSDS), the HF vapors may cause irreversible damage to eyes and other mucus membranes. Long term exposure to HF vapors (or higher concentrations) are known to cause rapid respiration, muscular incoordination, fatigue, dizziness, nausea, vomiting, unconsciousness and death (per the MSDS). Other university studies have found (besides HF) trace quantities of diethylfluorophosphate. These too are the product of the high temperature reactions of the electrolyte in the Li-ion cells. These compounds, though present in lower concentrations, are also extremely toxic and are key components of nerve agents similar to phosgene (aka "mustard gas"). It is not just "smoke" that you will be breathing!



**Thermal Runaway** - The basic phenomena related to Li-ion battery fires is a chemical reaction that is called "thermal runaway" (TR). This condition is not unique to Li-ion batteries (TR also occurs in Ni-Cad batteries) but since Li-ion and Li-ion polymer batteries contain flammable solvents mixed with lithium hexafluorophosphate, the TR problem is greatly exacerbated. If a Li-ion cell becomes overheated for any reason (i.e. 150-200 degrees C), it may set off the TR reaction. Once in TR, the Li-ion cell undergoes a very rapid temperature rise to more than 500 degrees C followed by the venting of flammable vapors, which many times includes flames and an explosion. A single cell in TR is a very exciting event, but a battery with multiple cells in TR is like a runaway freight train. Once the first cell goes into TR, it over-heats adjoining cells, which cascade into TR, rupturing and violently venting the flammable organic electrolyte into the air one by one. To see a laptop battery in complete flaming TR, visit the "How it Works" page at [www.PlaneGard.com](http://www.PlaneGard.com).

A TR event is a type of battery fire, which is a self-contained chemical reaction. By design, the battery contains a source of oxygen, and therefore a battery fire cannot be extinguished by conventional means such as a fire extinguisher. A fire extinguisher may put out the flames associated with the burning plastic of the PED case, but will not have an effect on the battery fire. Pouring water onto a burning PED may cool the device slightly, but we know that most devices are at least semi-water proof and water has little chance of reaching the battery. And, while you are standing there pouring liter after liter of water, you and your passengers are fully exposed to the toxic vapors, not to mention the flames and flying bits of metal and plastic shrapnel. Be careful! A Li-ion battery in TR must be treated with respect, and therefore, must be quickly captured in a device that is designed to contain all heat, flames, vapors and smoke.

**Reasons for Thermal Runaway** - There are three basic reasons why a Li-ion battery may go into thermal runaway. In priority order they are: **Over-heating, Physical Damage and Manufacturing Defects.**

The most insidious reason for Thermal Runaway is related to simply **Over-Heating your PED**. By the very nature of their computer chips, all PED's generate heat while operating. If this heat cannot escape, due to a heavy cover or being covered with a blanket or pillow, the battery may become over-heated. Secondly, charging a PED produces heat through various electrical and chemical processes. Therefore charging a cellphone in your briefcase or charging a tablet PC in an airline seat pocket, may cause the device and its battery to over-heat. Too much heat and you may push the battery into thermal runaway.

Also, just leaving your cellphone in the sun or on a hot flight deck, can be very risky. Even if your device is turned off, the sun can produce enough heat to push the battery into TR! It may be tempting, but you are asking for trouble if you place your PED on the glare shield of your airplane! Most of you may know that PED's have a basic self-protection mechanism that has been cleverly designed to turn themselves off in the event of over-heating. But even when the PED is turn off, the sun can still push the battery into thermal runaway! One final comment about heat and charging. Do not charge your device on a bed or other "soft" surface. Be aware and vigilant. See [www.PlaneGard.com](http://www.PlaneGard.com) for list of PED fire incidents in the air and on the ground.

**Physically damaging** a Li-ion battery or the PED that contains it, is another issue and has a much higher probability of occurring. For example, dropping or crushing a smartphone or tablet PC can result in an internal battery short circuit, which, in

turn generates heat and then pushes the battery into thermal runaway. In fact, recently (Sept 25, 2016), on a Delta flight from Detroit to Amsterdam, a tablet PC was crushed in the electrical mechanism of a First Class airplane cabin seat and set into TR! The plane safely made an emergency landing in Manchester, England but this is the fourth such event to occur in a seat mechanism in the last year! Please be aware that dropping or bending your cellphone or tablet can cause a similar problem.

Though **manufacturing defects** can lead to a TR event, most manufacturing defects are culled out by the manufacturer before the batteries leave the battery factory. Most battery manufacturers have reliable testing procedures in place, which are designed to catch these defects. It is for this reason that the battery industry reports the probability of TR due to a manufacturing defect to be very low and on the order of 1:10 million. This of course, does not include the recent issue with Samsung Galaxy Note 7, which at this point is believed to be related to a battery manufacturing defect. But generally, manufacturing defects are the least of your worries.

**Living on the Edge** - Some not so obvious ways of "Living on the Edge" are shown below. These are possible ways to abuse a PED and cause **Over-Heating**. Please note that over-heating a PED does not always lead to Thermal Runaway, but, as with any low probability event, the more you push it, the higher the probability becomes. (In our lab testing at HighWater Innovations, we can produce a TR event 99% of the time, simply by over-heating the battery pack with a heater cartridge. This is exactly how we produce a TR event for our test videos).

	On an Aircraft	In & Around the Home
External Heating	Electronic Flight Bag (EFB) placed on GlareShield in direct sunlight EFB left in hot Flight Deck or on an already hot Glareshield Personal Electronic Device (PED) left in seat airplane pocket on hot tarmac PED / spare battery in luggage on baggage cart in the sun	Cellphone or Tablet sitting in direct sunlight GPS, cell phone, laptop or Tablet left in a hot car Cellphone, tablet or laptop outside on a hot summer day Cellphone taken into a sauna or steam room
PED Operating Conditions	Passenger's PED operating under a blanket Cellphone gets hot in passenger's pocket or purse Passenger puts laptop on seat during bathroom visit (blocking laptop fan) Tablet PC used for GPS mapping during flight Using Bluetooth head phones raises cellphone temperature Passenger uses tablet for gaming during flight Cellphone with too many Apps running during flight Battery going bad or aging tends to run warmer Passenger using a non-OEM (Grey Market) PED battery Passenger's cellphone case includes a large auxiliary non-OEM battery Moisture in PED from travel to humid countries may cause heating Constantly running EFB will get warm (give it a rest / turn off daily) Heavy cover on an EFB won't let heat out PED gets hot when left operating in a seat pocket Passengers simultaneously charging and operating devices during flight	Teens put cellphone under pillow to listen or text Carrying a cellphone in your pocket (ever feel it get warm?) Leaving your laptop on a sofa or carpet (blocks the fan) GPS Mapping on your smart phone in your car raises PED Temperature Bluetooth speakers raise phone temperature Heavy Gaming on a laptop Cellphone with too many Apps running Battery going bad or aging tends to run warmer You saved money and bought a "Grey Market" battery for your laptop Your new cell phone case has an integrated 2X larger non-OEM battery Moisture in Cellphone in steamy bathroom may cause overheating A phone will get hot if not given a temporary rest - Turn off daily Heavy covers keep the heat in! Heat build-up when operating tablet underblankets in bed Talking on a cellphone when charging (very dangerous)
PED Charging Conditions	Continuous Charging an operating EFB during flight Passengers using non-OEM (Grey Market) Chargers in flight Passengers or crew using USB Power Bank chargers in flight Fast Charging during flight with a USB power bank Heavy Tablet Cover won't let heat out during charging Charger Damage caused by APU pulse Charger Malfunction caused by APU pulse Passengers charging their USB Power Banks during flight Passenger using on-board non-OEM USB Charging Ports	Continuous Charging of laptop Using a non-OEM (Grey Market) Charger at any time Using USB Power Bank charger to boost a cellphone when talking Fast Charging your new 36V power drill Heavy Cellphone Cover won't let heat out Charger Damage due to home lightening strike Charger Malfunction when charger was dropped Charging a USB Power Bank at home or in an automobile Using non-OEM USB charging ports in a hotel room
Battery Damage	Cellphone or Tablet PC recently dropped Tablet / smart phone can be crushed in seat mechanism Battery over-charged in anticipation of long flight Inherent Battery Manufacturing Defect	Did you drop your cellphone or tablet recently? Sitting on your Tablet or Cellphone can crush the battery Lithium Plating in Battery due to Overcharging Inherent Battery Manufacturing Defect

**Identify, Capture & Contain** - This brings us to how best to handle a Thermal Runaway event and eliminate a TR emergency. There are three basic steps to be considered and these are ..... **Identify, Capture and Contain**.

One of the most important steps in dealing with a PED that may be on the edge of a TR event is to **“Identify”** the problem early. This is done by learning to how recognize the possible threat, and this comes from awareness and training.

**Identify a possible problem:** There are four basic signs to look for: Heat, Odor, Smoke and Melting / Bulging. Here’s how they can be identified.



**Heat**- Does your PED feel abnormally warm or HOT? This MAY be a sign of a problem but not necessarily. Most devices such as smart phone get warm (and even hot) when mapping or streaming videos. Just be aware. Know your device and what is normal and what is not. If your device is significantly hotter than normal, you may have identified a problem. If you can see any discoloration in the plastic, this can be a sure sign of over-heating and if you are on an airplane, you should play it safe and capture and contain the potential problem.

**Odor** - Can you smell burning plastic? Is there an electrical odor? If you can smell an electrical or a chemical odor please be very wary and careful. This is abnormal, so this is the time to act. You have identified a problem, and if you are on an airplane you will want to capture and contain quickly.



**Smoke** – Did you just see a wisp of smoke? Was it clearly visible? If you saw smoke, you have definitely identified a problem. It is time to act and act quickly. Time to capture and contain before the situation escalates.

**Bulging or Melting** - Does your PED appear thicker than normal? Is the case melted? Is the back of the PED bulging and separating (see tablet photo at right)? If your device is bulging, this is a sign of an over-heated Li-ion polymer battery and this is a major warning sign. You have definitely identified a dangerous situation. If you are on the airplane it is time to act and capture and contain.



**Capture and Contain the Threat:** Once the potential threat has been identified, you must now act to capture and contain the threat quickly and efficiently. This is done with the use of the proper equipment and training. The “proper equipment” is equipment that has specifically been designed and tested for capturing and containing PED fires (not a water bottle and a trash bin!) The proper training is then done using the selected equipment with a well-established and tested procedure. Such a procedure will have well-defined steps, leave little for guesswork and give the crew the tools they require to fly safely.

When selecting the “proper equipment” you must consider the ability of the equipment to fully contain the heat, flames, vapors and smoke. Containing 100% of all four elements of the fire is the key to controlling a TR event in an aircraft. Ignoring just one element

of a PED fire can be devastating in the confined space of an airplane. The proper equipment will also allow the flight crew, to capture the threat with minimal chance of personal injury. Having a crew member pick up a smoking PED with their bare hands is not only unsafe but it is extremely dangerous.

Alternatively, capturing a smoking PED with patented capture and containment technology and well-practiced moves, is the safest way to fight a PED fire. PlaneGard (shown in the photo) has been specifically designed and built to fully address all the elements of a PED fire. The PlaneGard capture device (aka “scoop”) is an effective and safe way to capture a smoking hot PED without actual contact with the



burning device. PlaneGard comes complete with everything needed to safely fight a PED fire including: double insulated fire containment case with integral poison gas filters, leather gloves, safety glasses, grabber tool (for tight places) and the “scoop”. (see [www.PlaneGard.com](http://www.PlaneGard.com) for operational details). By having PlaneGard on-board, combined with the proper training, the situation described in the first paragraph of this article will be handled quickly and efficiently. PlaneGard will eliminate the panic and the uncertainty caused by an over-heated PED and we at PlaneGard like to say – “Don’t get caught off Gard”! @



#### About the author:

Dr. George Brilmyer holds a PhD in electro-chemistry with more than 35 years working in the battery industry. He has held numerous positions in the industry including product development, product engineering, R&D and consulting. Having been in the battery industry when the first rechargeable lithium batteries injured early cellphone users, George has followed the development of Li-ion batteries in their attempt to provide a safer alternative for portable power. A truly safe battery has yet to be developed.



# Mainline Airlines

The following pages contain over 30 different contractual comparisons for 10 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, or 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.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

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

Sample only; refer to adjacent pages for actual information

## Abbreviation and definitions:

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

**ALPA:** Air Line Pilots Association

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

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

**FAPA:** Frontier Airline Pilots Association

**IBT:** International Brotherhood of Teamsters

**ISP:** International Savings Plan

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

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

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

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

**TFP:** Trip for Pay

**UTU:** United Transportation Union

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

# General Information

## THE GRID

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes
Legacy Airlines												
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	MALV 72-84 or 88*	Single Occupancy, Paid for by company	2.25 Dom** \$2.75 Int.**	AA - May/1999 US East Aug/2014 US West Sep/1998	14,236	9,987	APA	iPad	BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL	*Monthly Average Line Value depends on pay group, **\$0.05 increase 1/1/16 ***Includes AA & USAir
			6.D.1.d	7.A.5		Oct/2015	Jul/2015	***				Contract 2015, as amended
Alaska Airlines (Alaska)	B737	AS	85 Hours plus per diem	No Hotel During Initial Training	\$2.15	May 2007	1,759	816	ALPA	iPad Air	SEA, ANC, LAX, PDX	
			11.D.5.b	5.A.1	5.A.1	Oct/2016	Oct/2016					Contract 2013, as amended
Delta Air Lines (Delta)	B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90	DL	\$3,888.29 / Month	Single Occupancy, Paid for by company for the first 8 days in class only.	\$2.20 Dom., \$2.70 Int.	February 2014	13,003	8,292	ALPA	Surface	ATL, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B	Feb/2016	Apr/2016	Feb/2015				Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	A330, A350 B717, B767	HA	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	\$2.00* \$2.50 Int.		600		ALPA		HNL	*Interisland
			9.G.1									Contract 2010, as amended
United Airlines (United)	A350, B747, B777, B787, B767, B757, B737, A320, A319	UA	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	\$2.35 Dom* \$2.70 Int.*	2006	12,523	7,765	ALPA	iPad	IAH, EWR, CLE, DEN, <b>ORD</b> , IAD, GUM, LAX	*\$0.05 increase on Jan 1st.
			3-E	4-G-1, 9-E	4-A	Oct/2015	May/2016					Contract 2012 as amended
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	70 Hours	Single Occupancy, Paid for by company*	\$1.00	6 Months	530		IBT	None	BLI, FLL, HNL, IWA, <b>LAS</b> , OAK, PGD, PIE, SFB	*Company provides rental car during simulator training
					2	Jul/2015	Jul/2015					
Frontier Airlines (Frontier)	A319, A320, A321	F9	MMG	No	\$1.90	February 2014	983		FAPA		DEN, ORD, MCO	
						Apr/2016	Apr/2016					
JetBlue Airways (JetBlue)	A321, A320, A319, E190	B6	\$2,500 per month	Single Occupancy, Paid for by company	\$2.00	June 2012	3,225	840	ALPA	Yes	JFK, BOS, FLL, MCO, LGB	*Pilot data approximate
			Add A, Pg24	Add A, Pg24	11	Feb/2015	May/2016	Feb/2015				Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	WN	89, 87 or 85 MMG*	Single Occupancy, Paid for by company	\$2.15 Dom. \$2.65 Int.	May 2006	7,951	3,702	SWAPA	iPad	ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX, BWI	*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**				Contract 2014, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	NK	\$1,750*/mo	Single Occupancy, Paid for by company	\$2.20	March 2013	1,400		ALPA		ACY, DFW, DTW, FLL, LAS, ORD	*Monthly payment is prorated and includes salary and per diem
			3.D.1	5.A.1	5.B.1	Dec/2015	Apr/2016					Contract 2010, as amended
Sun Country Airlines (Sun Country)	B737NG	SY	MMG	None	1/24th the IRS CONUS M&IE airline daily rate		289		ALPA	iPad	MSP	
			3.B	5.B.1	5.3		Aug/2016					
Virgin America (Redwood)	A319, A320	VX	\$2,500 per month	None	\$2.00	July 2010	660	157	ALPA	Nexis EFB	SFO, LAX, JFK EWR, LGA	
			10.J.1	3.B.e	10.I.1	Jan/2016	Jan/2016	Jan/2016				Rule book 2014
	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes
Cargo Airlines												
Atlas Air (Giant)	B747	5Y	\$1,600 per month	Single Occupancy, Paid for by company	\$2.40				IBT			
			3.A.1.f	11.A.7	5.A.3							
ABX Air (ABEX)	B-767	GB			\$52 Dom. \$89.75 PR* \$79.75 NPR**				IBT			*PR = Pacific Rim, **NPR = Non Pacific Rim
					20.E.1							
FedEx Express (FedEx)	B777, B767, B757, MD11, DC10, A300	FX	\$2,000 / mo until activation date*	Single Occupancy, Paid for by company	\$1.95 Dom. \$2.75 Int.	May 2015	4,288	4,288	ALPA	Fixed in plane or iPad	MEM, IND, LAX, ANC, HKG, CGN	*Prorated if hire date is not the first of the month.
			3.A	5.B.1.d	5.A.1 & 2	May/2016						Contract 2006 as amended
Kalitta Air (Connie)	B747	K4	\$600 / week until OE	Week 1 paid by crewmember, then, Single Occupancy	\$1.65 Dom. \$2.50 Int.	April 2008	317		IBT	iPad fixed in plane	Home Based	
			5.A		6.A	Dec/2015	Dec/2015					
UPS (UPS)	B757, B767, A300, B747, MD-11	5X	MMG	Single Occupancy, Paid for by company	\$2.00 Dom \$2.50 Int \$3.00*		1,580	1,580	IPA		SDF, ANC, MIA, ONT	*Pacific rim and Europe flights
			10.D.1	5.H.1.a.1	12.G.2							Contract 2016 as amended
Total Pilots							63,344	37,427				
	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2012-2029	Union	EFBs	Bases	Notes

## Contractual Work Rules

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

# Contractual Work Rules

THE GRID

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Major Airlines													
Allegiant Air (Allegiant)	11/10	Yes	FAA 117	N/A	3.5				\$20 / hour*	120% of 85 Hours	\$100 / Year	None	*Except for heavy crew
	2				2				2		10		
Frontier Airlines (Frontier)	12	Yes	14 hours or FAA 117	177	6 for CDO			1:3.75	50%*		\$20/ month	None	*Unschedule DH pay s 100%
	5.J.7	4.I, 5.P.2	5.J.4					4.G.2.a	4.F.6		2.A.1, 2		
JetBlue Airways (JetBlue)	12	Yes	FAA 117	36	Avg of 5 per day		1:2 or 1:1.45*	1:3.5	Schedule Block	150% over 78 Hrs	\$200 / year		*1 for 1:45 between 0100 and 0500
					Add. B.D.5		Add. B.D.4	Add. B.D.3	Add. B.D.1	Add A & A-2			Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	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		4.1.2		4.1.1	4.1.3	4.L	4.S.5	2.A.4		Contract 2014, as amended
Spirit Airlines (Spirit Wings)	13/12	Yes	14 hours or 11.5 hours	222	4 or 4.5**			1:4.2	100% or 50%***	100%	Pilot pays for initial uniform, replacements per schedule 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	12 / 10 or 11*	Yes**	FAA 117	196	4		1:2	1:4.2	75%	150%	100%	Supplied in AC	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F	12.C				4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)	11/13	Yes*	60 Mins < FAA FDP	159	3.5	-	-	-	50% or 3.5 min	100%*	Initial paid for by company, then \$230** per year	None	*Unless picked up at premium pay it is 150% add pay. **\$30 per year for shipping costs.
	5.D.4	7.C.3.d.i	7.B.3.a.iii		App. G				8.F.3	3.b	2.D.1		Rule book 2014
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Cargo Airlines													
Atlas Air		Yes	14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more	332					100% Biz Class or better or \$300 comp	100%	Provided by the company		
			12.C						8.D, 8.A.3		30.A.2		
ABX Air	13 in 30 14 in 31		15 Hours May be extended to 16 hours	280	4.5				100% Air* 50% Air** 50% Ground	100%	Provided by the company	None	*100% pay credit on company aircraft; **50% pay credit on passenger carrier
	13.D.4		18.C		19.M.4				19.K	19.E	15.A		
FedEx Express (FedEx)	14.96 or 18.75*	Yes		466	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
Kalitta Air	13 or 14*	Yes	Dom 16, 18, 20** Int 18, 26, 30**	127	1 hr or 3.65 (on Day off)				50%	150% on days off	\$200 after first year. Initial paid by crewmember.	None	*13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double.
	2, pg 13		18.B.5		5.E & G				19.H	5.G	6.D.1 & 2		
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2016 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Legacy Airlines												
American Airlines (American)	Group I	\$104.93	72	\$90,659.52	\$153.65	\$132,754	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M* Max 60**		16%		*Accumulated time can only be used for the year after it is accumulated, except after first six months you may use up to 30 hours. **January 1st sick accrual either goes to long term or gets paid out to the pilot. See section 10.B for more information.
	Group II	\$160.28		\$138,481.92	\$234.67	\$202,755						
	Group II	\$170.27		\$147,113.28	\$249.30	\$215,395						
	Group IV	\$200.20		\$172,972.80	\$293.11	\$253,247						
	Group V	\$210.20		\$181,612.80	\$307.76	\$265,905						
	3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B			Supplement F(6),6		Contract 2015, as amended
Alaska Airlines (Alaska)	B737	\$143.32	75	\$128,988	\$213.26	\$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	13.50%	20%	*New hire pilots receive 1 vacation day per every full month of employment.
		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28.D		Contract 2013, as amended
Delta Air Lines (Delta)	747, 777	\$184.59	72	\$159,486	\$270.25	\$233,496	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days 19+ = 35 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 7 Yrs = 195 8 Yrs = 220 9-19 Yrs = 240 20+ Yrs = 270	0%	15%	22%	International pay override is \$6.50 for CA and \$4.50 for FO. Section 3.C, *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80.
	787	\$176.83		\$152,781	\$258.90	\$223,690						
	767-4, A330	\$174.35		\$150,638	\$255.28	\$220,562						
	767-3,2, B757	\$154.50		\$133,488	\$226.21	\$195,445						
	B737-9	\$148.93		\$128,676	\$218.05	\$188,395						
	B737-8 & 7	\$148.93		\$128,676	\$216.92	\$187,419						
	A320/319	\$142.96		\$123,517	\$209.31	\$180,844						
	MD-88/90	\$140.40		\$121,306	\$205.56	\$177,604						
	B717, DC9	\$133.30		\$115,171	\$195.19	\$168,644						
	EMB-195	\$111.94		\$96,716	\$163.88	\$141,592						
	EMB-190, CRJ-900	\$95.21		\$82,261	\$139.42	\$120,459						
		3.B.2.d		4.B.1.b*	HRxMMGx12	3.B.2.d						
Hawaiian Airlines (Hawaiian)	B717	\$121.53	75	\$109,376	\$174.11	\$156,699	1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33 Days +25 = 38 Days	7.5 H/M without a sick call. 5.65 H/M with a sick call Max 1080**	0%	15%	20%	*Coming in 2017, **No max after pilots 59th birthday.
	B767 A330	\$144.58		\$130,119	\$207.13	\$186,417						
	A350*											
		3.D	3.F	HRxMMGx12	3.C	HRxMMGx12	6.B.1	12.A.1, 2 & 3				Contract 2010, as amended
United Airlines (United)	B747, B777 B787 B767-400	\$208.59	70	\$175,216	\$305.39	\$256,528	1-4 = 14 Days 5-10 = 21 Days 11-24 = 35 Days +25 = 42 Days	5 H/M Max 1300 Hrs New hires receive 60 hours after completing training.	0%	16**%	20%	
	B757-300	\$173.96		\$146,126	\$254.70	\$213,948						
	B737-900, A321	\$167.89		\$141,028	\$245.80	\$206,472						
	A319	\$161.02		\$135,257	\$235.76	\$198,038						
		3-A-1	3-C-1-a	HRxMMGx12	3-A-1	HRxMMGx12	11.A.3	13.A.1			22-A	24-B-5
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

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

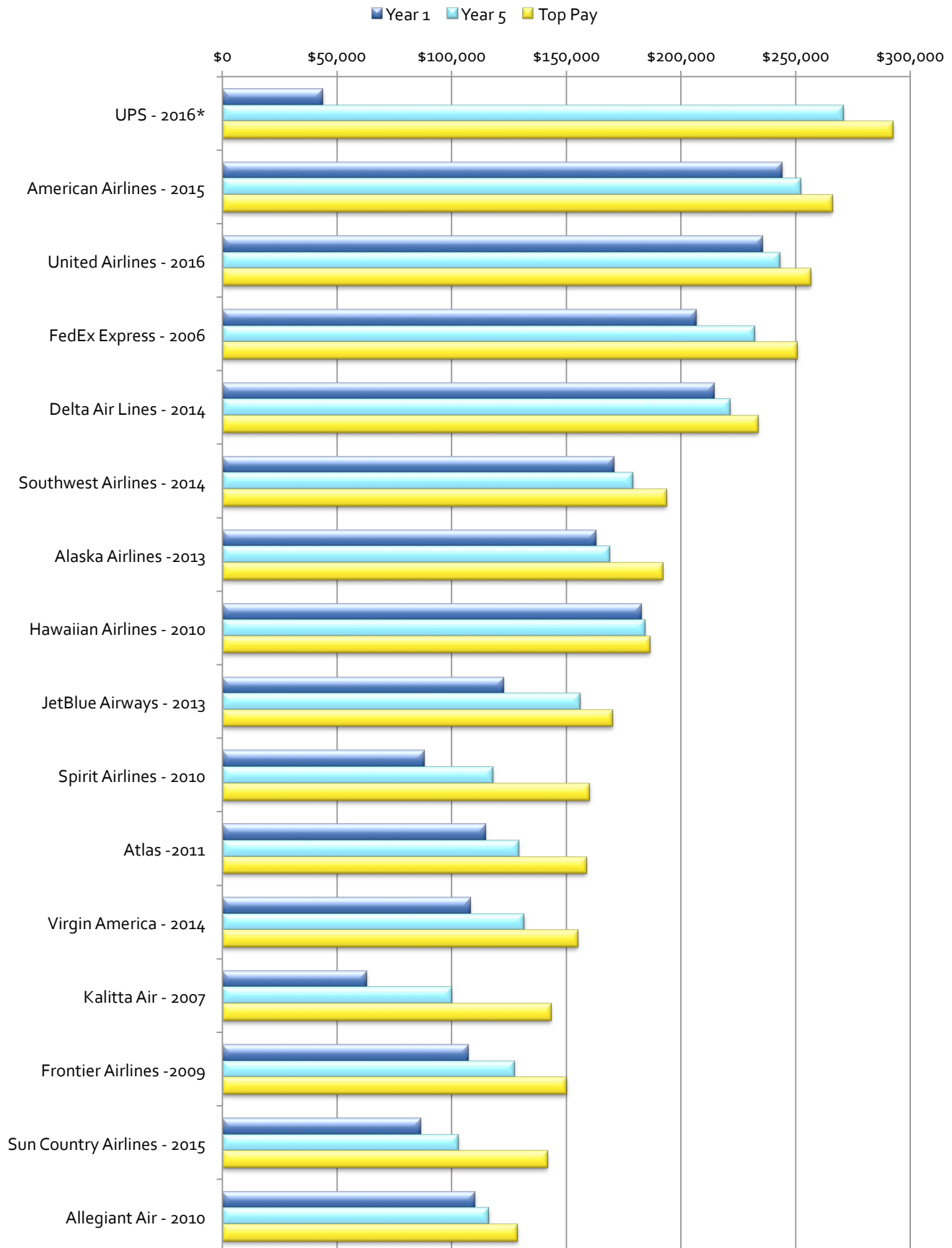
# Additional Compensation Details

THE GRID

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Major Airlines												
Alleghiant Air (Alleghiant)	Band 1*	\$82.00	70	\$68,880	\$140.00	\$117,600	>6M=0 H 7-12M=17.31 H 1 = 17.31 H 2-3 = 34.62 H 4-6 = 45 H +7 = 51.92 H**	MMG of 70 Hours is paid or flight time which ever is greater.	3% 100% Match 2% 50% Match	None		*Bands are based on company profit, currently at Band 4, typically at Band 3 **Accrued vacation/PTO based on length of employment
	Band 2*	\$87.00		\$73,080	\$146.00	\$122,640						
	Band 3*	\$92.00		\$77,280	\$153.00	\$128,520						
	Band 4*	\$97.00		\$81,480	\$160.00	\$134,400						
Frontier Airlines (Frontier)	2	2	7	HRxMMGx12	2	HRxMMGx12	5	7	2			
	A319, A320, A321*	\$100.01	75	\$90,009	\$166.68	\$150,012	1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days	1 Day / Month Max 120 Days	5% 1:2	After 3 years 2.2% up to 6% at 9 years		*A321 coming end of 2015
JetBlue Airways (JetBlue)	4.3			HRxMMGx12	4.3	HRxMMGx12	8.B	15.B.2 & 3	16.B.2	16.4		
	A320 family	\$137.70	70	\$115,668	\$202.47	\$170,075	0-5 = 108 Hrs 6-10 = 126 Hrs 11-15 = 144 Hrs 16-20 = 162 Hrs 21+ = 180 Hrs	Based on PTO accrual	5% 1:1	5% + 3%	None Specified	*70 line holder, 75 reserve; **Hours is based on PTO per year. Reference contract for more information
	E190	\$123.91		\$104,084	\$182.25	\$153,090						
Southwest Airlines (Southwest)			3.C*	HRxMMGx12		HRxMMGx12	3.J**	3.J	3.E	3.E	3.F.i	Agreement 2013, Currently in negotiations
	B737	\$132.84	85	\$135,497	\$189.78	\$193,576	1-5 = 14 Days 5-10 = 21 Days 10-18 = 28 Days +18 = 35 Days	1 TFP / 10 TFP** Max 1600 TFP	9.7% 1:1	-		*85/87/89 MMG based on days in bid period, **Trip for Pay (TFP) is the unit of compensation received.
Spirit Airlines (Spirit Wings)		4.C.1	4.H, 4.M*	HRxMMGx12	4.C.1	HRxMMGx12	11.B.2	12.B.1	19.B.2			Contract 2014, as amended
	A319 A320 A321	\$109.27	72	\$94,409	\$185.32	\$160,116	> 1 = 7 Days* 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	4 H/M Max 400	9%		EE = \$143.90 EE+1 = \$305.66 EE+1 C = \$322.33 EE+2 C = \$454.73 Family = \$454.73*	*2010 insurance rates subject to annual increases.
Sun Country Airlines		3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1	28.C		27.B	Contract 2010, as amended
	B737NG	\$112.93	70	\$94,861	\$168.55	\$141,582	0-8 = 15 days 9-13 = 22 days +14 = 30 days	4 H/M	4%	2%	\$0 to \$300 depending on plan and single, single +1 or family	
Virgin America (Red Wood)		Appendix A	4.A.1	HRxMMGx12	Appendix A	HRxMMGx12	7.A.1	14.A		28.B.2	27.A.2	
	A320	\$107.00	70	\$89,880	\$172.00	\$144,480	0-1 = 5 Days 1-5 = 15 Days +5 = 20 Days	5 H/M 80 and 480 Max**	125% of 6% contributed	-	-	*Reserves have a MMG of 75, 10.D.1, **Two sick banks, normal and catastrophic.
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				Rule book 2014
Cargo Airlines												
Atlas Air	B747	\$149.33	62	\$111,102	\$213.32	\$158,710	>5 = 14 days <6 = 21 days	1 Day / Month Max 24 Catastrophic 2 Days / Month*** No Max	10%**		Health 14-25% Dental 20-30%	*First year is 50 hours MMG, Out-Base is 105 hours MMG, **Compan will match 50%, ***Catastrophic sick days accrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank.
ABX Air		3.A.1	3.B.1*	HRxMMGx12	3.A.1	HRxMMGx12	7.A.1	14.A	28.A.1		Appendix 27-A	
	B-767	\$153.03	68	\$124,872.48	\$218.61	\$178,385.76	>1 = 1 Day/Mo 1-5 = 14 Days 5-15 = 21 Days 15+ = 28 Days	1 Day / Month No Max				
FedEx Express (FedEx)		19	19.D.1	HRxMMGx12	19	HRxMMGx12	10.A	9.A				
	A380	\$186.33	85	\$190,057	\$262.84	\$268,097	>1 = >15 days* 1-4 = 15 days 4-5 = 15 days** 5-9 = 22 days 9-10 = 22days** 10-19 = 29 days 19-20=29 days** +20 = 36 days	6 H/M		None, Pension plan(s) available	Pilot: \$61 / mo. Pilot + Family: \$230 / mo	*Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years.
	Wide Body	\$174.15		\$177,633	\$245.65	\$250,563						
	Narrow Body	\$153.22		\$156,284	\$211.75	\$215,985						
Kalitta Air		3.C.1.a	4.A.1	HRxMMGx12	3.C.1.a	HRxMMGx12	7.B	14.B.7.C		28	27.G.4.a	Contract 2006 as amended
	B747	\$144.27	62	\$107,337	\$192.36	\$143,116	1-4 = 14 Days 5+ = 21 Days	7 Days on first day; After 1st year, 58 Days / Month Max 42	>10 2.5%* <10 5%*	None	>5 Yrs \$20/\$40** <6 Yrs No Cost	*The company will match 100% of the amount contributed. **\$20 for individual, \$40 for family (per mo nth)
UPS (UPS)		5.B.2	5.K	HRxMMGx12	5.B.1	HRxMMGx12	8.A	7.A	10.A		9.C.3	
	B757, B767, A300, B747, MD-11	\$212.69	75	\$207,373	\$300.00	\$292,500	1-4 = 14 Days 5-10 = 21 Days 11-19 = 28 Days 20+ = 35 Days	5.5 Hours Per Pay Period No Max		12%	\$50 to \$410* Per Month	*Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.
		12.B.2.g	12.D.1	HRxMMGx13*	12.B.2.g	HRxMMGx13*	11.A.1.b	9.A.1		15.A.1	6.G	Contract 2016 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

# Captain Yearly Pay Comparison

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

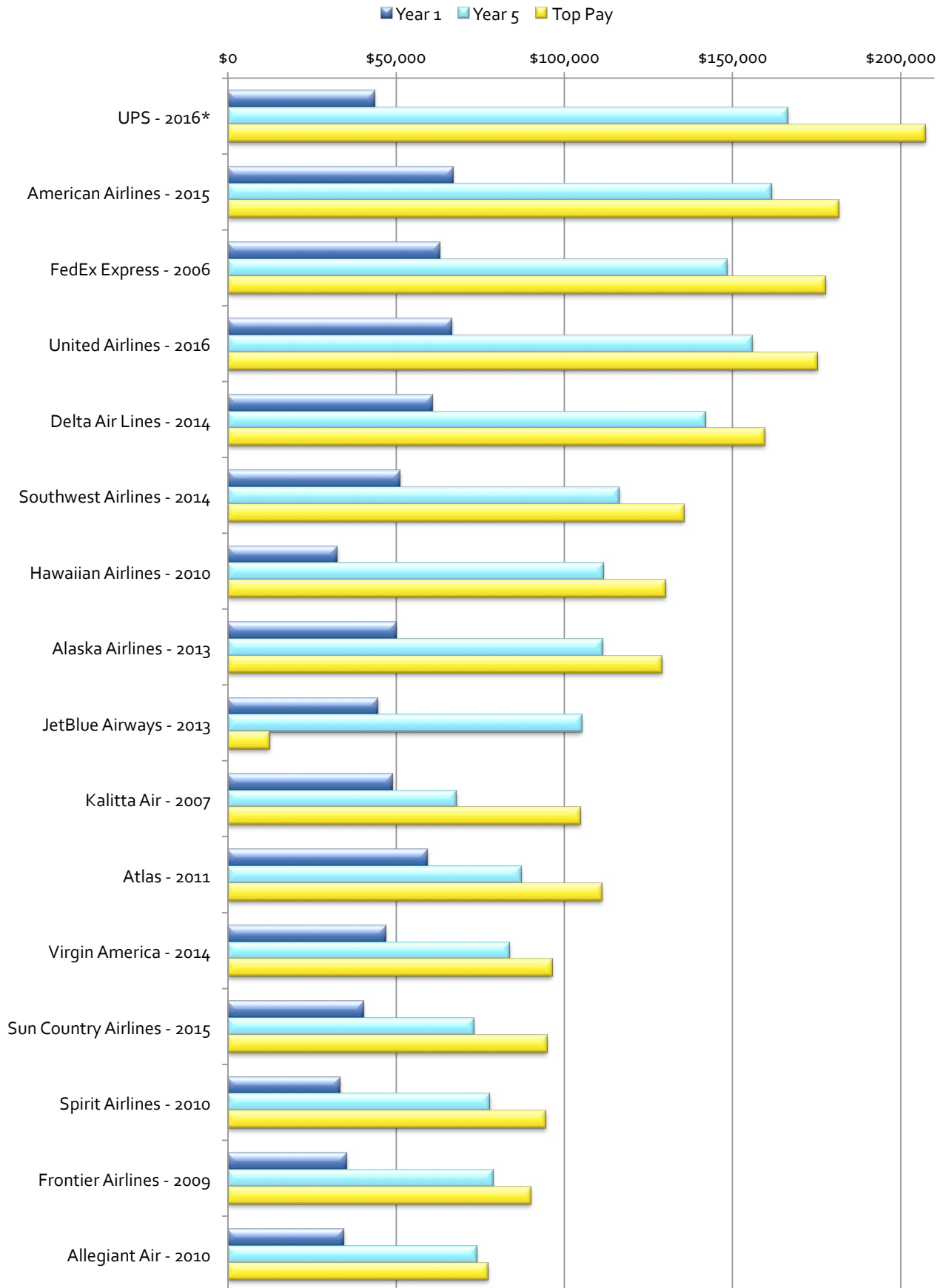


The year indicates the year the contract was signed. No year indicates the contract wasn't available at date of publishing.  
 Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. \*UPS has 13 bid periods per year.

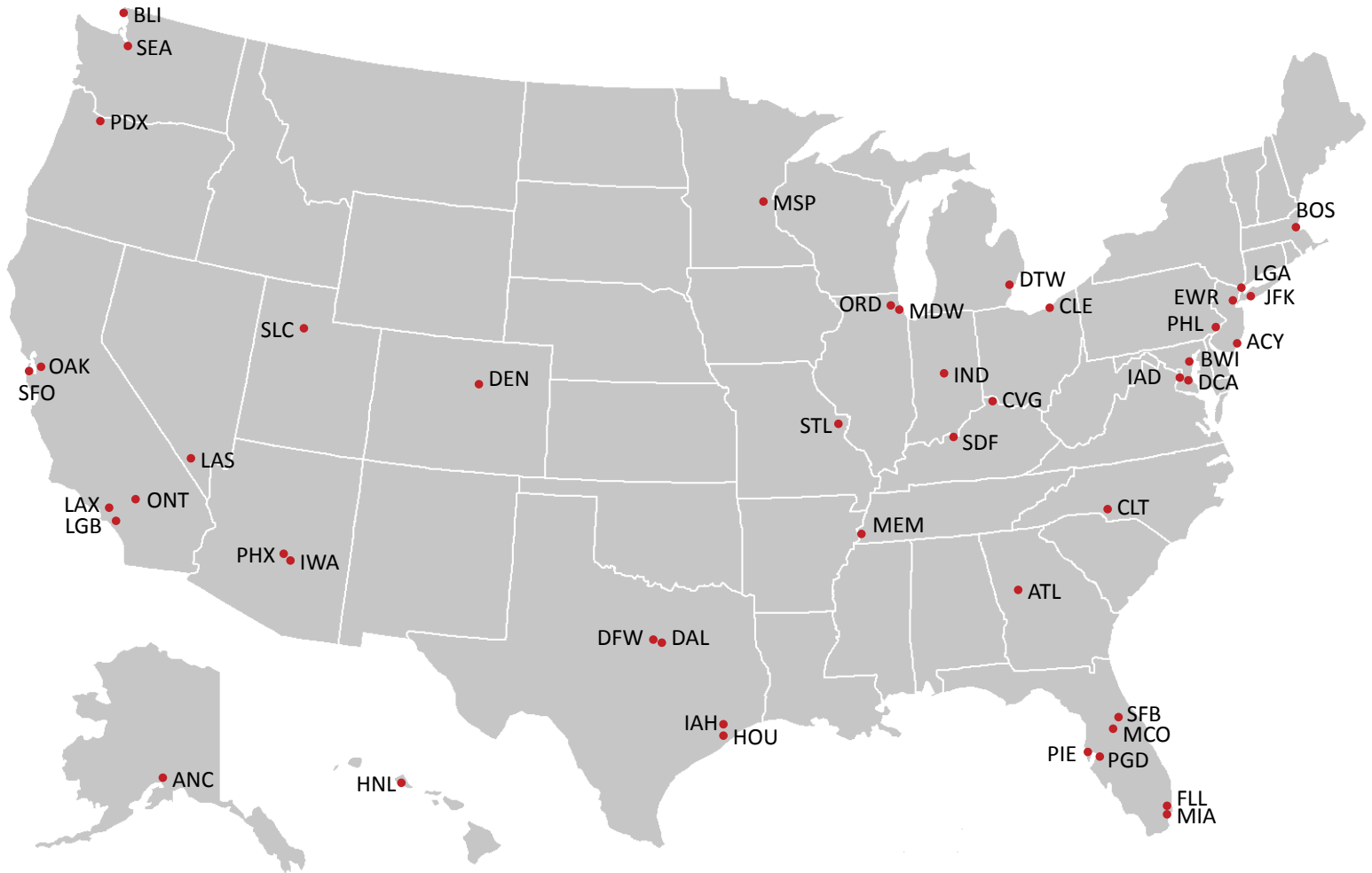
# First Officer Yearly Pay Comparison

THE GRID

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. Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. \*UPS has 13 bid periods per year.



<b>ACY</b>	<b>Atlantic City, NJ</b> Spirit Airlines	<b>DTW</b>	<b>Detroit, MI</b> Delta Air Lines	<b>LAS</b>	<b>Las Vegas, NV</b> Allegiant Air	<b>ONT</b>	<b>Ontario, CA</b> UPS
<b>ANC</b>	<b>Anchorage, AK</b> Alaska Airlines FedEx Express UPS	<b>DOH</b>	<b>Doha, Qatar</b> Qatar Airways	<b>LAX</b>	<b>Los Angeles, CA</b> American Airlines Alaska Airlines Delta Air Lines United Airlines Virgin America FedEx Express	<b>ORD</b>	<b>Chicago, IL</b> American Airlines United Airlines Frontier Airlines Spirit Airlines
<b>ATL</b>	<b>Atlanta, GA</b> Delta Air Lines Southwest Airlines	<b>DXB</b>	<b>Dubai, United Emirates</b> Emirates			<b>PDX</b>	<b>Portland, OR</b> Alaska Airlines
<b>BLI</b>	<b>Bellingham, WA</b> Allegiant Air	<b>EWR</b>	<b>Newark, NJ</b> Delta Air Lines United Airlines			<b>PGD</b>	<b>Punta Gorda, FL</b> Allegiant Air
<b>BOS</b>	<b>Boston, MA</b> American Airlines JetBlue Airways	<b>FLL</b>	<b>Fort Lauderdale, FL</b> Allegiant Air JetBlue Airways Spirit Airlines	<b>LGA</b>	<b>New York City, NY</b> Delta Air Lines United Airlines	<b>PHL</b>	<b>Philadelphia, PA</b> American Airlines
<b>BWI</b>	<b>Baltimore, MD</b> Southwest Airlines	<b>GUM</b>	<b>Guam</b> United Airlines	<b>LGB</b>	<b>Long Beach, CA</b> JetBlue Airways	<b>PHX</b>	<b>Phoenix, AZ</b> American Airlines Southwest Airlines
<b>CGN</b>	<b>Cologne, Germany</b> FedEx Express	<b>HKG</b>	<b>Hong Kong</b> FedEx Express	<b>MCO</b>	<b>Orlando, FL</b> JetBlue Airways Southwest Airlines Frontier Airlines	<b>PIE</b>	<b>St. Petersburg, FL</b> Allegiant Air
<b>CLE</b>	<b>Cleveland, OH</b> United Airlines	<b>HNL</b>	<b>Honolulu, HI</b> Hawaiian Airlines			<b>SDF</b>	<b>Louisville, KY</b> UPS
<b>CLT</b>	<b>Charlotte, NC</b> American Airlines	<b>HOU</b>	<b>Houston, TX</b> Southwest Airlines	<b>MDW</b>	<b>Chicago, IL</b> Southwest Airlines	<b>SEA</b>	<b>Seattle, WA</b> Alaska Airlines Delta Air Lines
<b>CVG</b>	<b>Cincinnati, OH</b> Delta Air Lines	<b>IAD</b>	<b>Washington, DC</b> United Airlines	<b>MEM</b>	<b>Memphis, TN</b> FedEx Express	<b>SFB</b>	<b>Orlando, FL</b> Allegiant Air
<b>DAL</b>	<b>Dallas, TX</b> Southwest Airlines Virgin America	<b>IAH</b>	<b>Houston, TX</b> United Airlines	<b>MIA</b>	<b>Miami, FL</b> American Airlines UPS	<b>SFO</b>	<b>San Francisco, CA</b> United Airlines Virgin America
<b>DCA</b>	<b>Washington, DC</b> American Airlines	<b>IND</b>	<b>Indianapolis, IN</b> FedEx Express	<b>MSP</b>	<b>Minneapolis, MN</b> Delta Air Lines Sun Country	<b>SLC</b>	<b>Salt Lake City, UT</b> Delta Air Lines
<b>DEN</b>	<b>Denver, CO</b> United Airlines Frontier Airlines Southwest Airlines	<b>IWA</b>	<b>Phoenix, AZ</b> Allegiant Air	<b>OAK</b>	<b>Oakland, CA</b> Allegiant Air Southwest Airlines	<b>STL</b>	<b>St. Louis, MO</b> American Airlines
<b>DFW</b>	<b>Dallas, TX</b> American Airlines Spirit Airlines	<b>JFK</b>	<b>New York City, NY</b> American Airlines Delta Air Lines JetBlue Airways Virgin America				

# 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, or 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.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

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

Sample only; refer to adjacent pages for actual information

## Abbreviation and definitions:

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

**ALPA:** Air Line Pilots Association

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

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

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

**IBT:** International Brotherhood of Teamsters

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

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

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

**UTU:** United Transportation Union

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

# General Information

THE GRID

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
	Over 2,000 Pilots												
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	EV	\$7,500 w/ ERJ type*, \$1,000 Referral	\$300 / week & \$1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	\$1.85/hr	May 2007**	1,815	United, American***	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE, DFW**	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remaining after first year; **Will Reduce 11/2007 to 1/2011; ***AA flying out of DFW
			Online		Feb/15	4.C.2	Nov/2016	Nov/2016					Contract 2004 as amended, Currently in negotiations;
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	EV	\$7,500 w/ CRJ type*, \$1,000 Referral	\$300 / week	Paid for by company; single occupancy	\$1.85/hr	June 2007**	1,488	Delta, American	ALPA	Surface 3 LTE	ATL, DFW, DTW	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remain after first year; **Will reduce from 5/2008 to 9/2010
			Online	3.C.1		5.A.1	Mar/2016	Apr/2016					Contract 2007 as amended, Currently in negotiations;
	Total							3,303					
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175	OO	\$7,500*	65 Hours	Paid for by company; dual occupancy, Company will pay 50% for single room	1.85/hr (\$1.90/hr Eff. 1/1/2017)	2014	4,000	United, American, Alaska, Delta	None	Surface 3 LTE	COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SEA, SFO, SLC, TUS SGU**	*\$7,500 w/ Part 121, 135 or type rating for any turbo jet over 12,500 lbs. **SGU is not a base, only HQ.
				3008.19.A	3015.6.A.1	3009.1.A	Aug/2016	Aug/2016					Pilot Agreement signed August 2015
Republic Airways (Republic or Shuttle)	EMB-170 EMB-175	RW	EMB-145 \$12,500 EMB-170/5 \$7,500	\$1,600 first mo. then MMG	Paid for by company; single occupancy	\$1.95/hr Dom \$2.50/hr Int.*	3.5 Years	2,105	United, American, Delta	IBT	iPad	CMH, DCA, GSO, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR, JFK	\$1,000 to \$11,000 contract signing bonus, based on hire date. \$5,000 FO anniversary bonus, \$10,000 CA anniversary bonus. *International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Nov/2015	Apr/2016					Contract 2015
Envoy formally American Eagle (Envoy)	CRJ-700, EMB-145, EMB-175	MQ	Up to \$20,000* plus \$20,000 retention bonus**	64 hr MMG + 16 hrs per diem per day	Paid for by company; single occupancy	\$1.85/hr + \$0.05 increase in 2018, 2021 & 2024	Oct 2010***	1,850	American	ALPA	iPad Air 2	DFW, ORD, LGA****	*Dependent on aircraft assignment once hired; **Paid over two years in quarterly installments and after one year of service; ***Company projects less than 3 years for new hires to upgrade and 6 years to flow to American Airlines; ****LGA to open Q1 of 2017
			Online	4.A	4.B	5.B.1	Nov/2016	Nov/2016					Contract 2003 as amended, Currently in negotiations
	500 - 2,000 Pilots												
Endeavor Air (Flagship)	CRJ-200 CRJ900	9E	\$23,000*	MMG, but no per diem	Single Occupancy paid by company	\$1.70/hr	July 2007	1,587	Delta	ALPA		JFK, DTW, MSP, LGA	Pay based on DOS+2 years, 1% increases every year, *\$23,000 per year until Dec 2018.
			Online	3.D.1, 5.D.4		5.D.1	Dec/2015	Mar/2016					Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	OH	No - \$1000 Referral*	MMG & Per Diem	Paid for by company; single occupancy	\$1.75/hr	Hiring Street CAs**	1,186	American	ALPA		CLT, DAY, TYS	*\$1000 referral bonus for employees if they refer a successful applicant, **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time.
						5.A.1	Jul/2015	Dec/2015					Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200 CRJ-700 CRJ-900 EMB-175	YV	None	76 Hours during training	Paid for by company; single occupancy	\$1.47/hr	4 Months	1,250	United, American	ALPA	iPad*	PHX, DFW, IAD, IAH	*Pilot must have an iPad, but there is a stipend for it.
				5.A.2	5.B.1	5.A.2	Feb/2016	Feb/2016					Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200	ZW	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 - 3 Years	750	American	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	Jul/2015	Apr/2016					Contract 2003, Pilot data from 10/6/2014 seniority list.
Horizon Air (Horizon Air)	DH-8-Q400	QX	None	16 credit hours per week & per diem	Paid for by company; double occupancy	\$1.80/hr	December 2011	662	Alaska	IBT		ANC, BOI, GEG, MFR, PDX, SEA	
				5.I.4	6.C	5.G.1	Dec/2015	Dec/2015					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	CP	\$1,500 Referral Bonus	MMG & Per Diem*	Paid for by company; double occupancy	\$1.65/hr**	Sept 2015	710	Delta, American	ALPA	iPad	MSP, LAX, SEA	*Per diem only when not in base for sims; **DOS + 24 Mos. \$1.70,
				3.H, 5.B	5.B.3	5.B.1	Oct/2016	Dec/2015					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	G7	\$10,000	\$23/hr @ 60 hr	Paid for by company; single occupancy	\$1.60/hr	January 2015	555	United, Delta	IBT		ORD, RDU, STL, DEN	*7 CRJ-900s being delivered by the end of 2015.
			May/15	5.B.3	6.C	5.O	Dec/2015	Dec/2015					Contract 2007 as amended
	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
Under 500 Pilots													
Piedmont Airlines (Piedmont)	DH-8-100 DH-8-300 ERJ-145	PI	\$15,000	MMG + 1/2 per diem per day	Paid for by company; single occupancy	\$1.70/hr	1,000* Hrs 2,500 TT	420	American	ALPA		PHL, MDT, ROA, SBY	*1,000 Hours of Part 121 flight time. **\$5,000 pilot referral bonus for employees.
			LOA 16	5.D.4	5.A.3	5.D.1	Jul/2016	Jul/2016					Contract 2013 as amended
Tran States Airlines (Waterski)	ERJ-145	AX	\$7,500	\$35.81 @ 75 hrs	Paid for by company; Single occupancy	\$1.80/hr*	July 2015	600	United, American	ALPA	iPad	IAD, STL, ORD, DEN, RDU	*Increases to \$1.90 in 2017; <b>Attendance Bonus</b> 0 Sick Days Used \$1000, 1 Sick Day Used \$700, 2 Sick Days Used \$500, 3 Sick Days Used \$300
				3.C.1	5.A.1	5.C.1	Dec/2015	Jun/2016					Contract 2015 as amended
Cape Air (Kap)	ATR-42 C402 BN2	9K	None	40 Hours per week	Paid for by company; Single occupancy	\$37/overnight	Upon Reaching ATP Mins	190	Hyannis Air Service DBA Cape Air	IBT	No	New England, New York, Montana, Midwest, Caribbean & Micronesia (See Notes)	HYA, EWB, BOS, PVC, ACK, MVY, RUT, LEB, RKD, AUG, PVD, ALB, OGS, MSS, SLK, HPN, BIL, SDY, GDV, OLF, GGW, HVR, UIN, MWA, CGI, IRK, TBN, OWB, SJU, MAZ, STX, STT, EIS, GUM
				3.K.A	6.E.5.A	6.G.1	Jul/2015	Jul/2015					Contract 2012 as amended
Silver Airways (Silverwings)	Saab 340b	3M	\$12,000*	MMG & Per Diem	Paid for by company; single occupancy	\$1.85/hr	18 months	160	Self**	IBT		FLL, TPA, MCO, IAD	*\$3,000 after IOE, \$3,000 after 1 year, \$6,000 after 2 years; **11 Codeshares
						5.C	Jul/2015	Jul/2016					Contract 2011 as amended
AmeriFlight, LLC (AMFlight)	EMB-120 EMB-110 BE1900 & 99 SA227 C208 PA31	AM	None	\$9 - \$12.50 per hour* \$35 / Day Per Diem	Paid for by company; Single occupancy	\$1.45/hr	Immediate	185	UPS FedEx DHL Lantheus ACS Mallinckodt	None	iPad	DFW, BFI, PDX, SFO, BUR, ONT, PHX, ABQ, SLC, SAT, OMA, LAN, CVG, SDF, BUF, MHT, EWR, MIA, BQN, SJU	*Hourly rate in training depends on PIC, SIC and aircraft type.
							Oct/2015	Oct/2015					
CommutAir (CommutAir)	DH-8-100 DH-8-200 ERJ-145	C5	Up to \$15,000*	MMG	Paid for by company; single occupancy	\$1.70/hr	Feb/2016	231	United	ALPA	None	EWR, IAD, BTW**	*With ATP/CTP: \$7,000; Without ATP/CTP: \$2,000 free ATP/CTP course; \$5/121 PIC qualifying hour up to \$9,000 **BTW is only HQ
			Online	3.G	5.A.8	5.B.3	Jun/2016	Jun/2016					Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	B1900D EMB-120	ZK	No	\$36/Day	Paid for by company; dual occupancy	\$1.50/hr	13 Months	100		UTU		DEN, PHX	15 Month, \$7,500 training contract required for ALL First Officers. Direct Entry Captains contract is prorated over the first 15 months of service.
						4.D	Jul/2015	Jul/2015					Contract 2014 as amended
Peninsula Airways (Peninsula)	Saab 340A, Saab 340B*	KS				\$50/day	2012	120		None		ANC, BOS	*\$1,100/Mo. Base Salary
							Oct/2014						Need contract
Seaborne Airlines (Seaborne)	DH-8-300 S340	BB				\$30/dom, \$50/int	January 2013	90				SJU, STX	
							Oct/2014						Need contract
Corvus Airlines (Raven Flight)	B1900C B1900D* DH-8	7H	No	MMG	None, except during SIMs in SEA, Single	\$40.00 per over night	November 2009**	81	Ravn Alaska	None	iPad	ANC	*After 6 months pay goes to \$40 on B1900, first year pay adjusted for this. **Hageland pilots can transfer at any time once they hit ATP mins, so much uncertainty abounds
							Apr/2016	Apr/2016					Need contract
Island Air (Moku)	DH-8-100 DH-8-Q400	WP		MMG*	Paid for by company; Single occupancy	None, On a RON, company will reimburse w/ receipt	July 2008	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/2014						Contract 2009 as amended
Total Pilots								20,115					

## Contractual Work Rules

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

# Contractual Work Rules

THE GRID

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
500 - 2,000 Pilots													
Endeavor Air (Flagship)	11	Yes	14	501	4	None	None	None	100%	150% 200%**	New hires pay 50%, all others get \$240 per year*	None	*Starts 1/1/2015. **200% at company discretion.
	3.R.4	3.N.1	12.H.1	-	3.H.1	-	-	-	8.A	3.M.3	18.C, 18.H	26.A.1	Contract 2013 as amended
PSA Airlines (Bluestreak)	11	Yes*	13, 14.5 on CDO	195	3.5**	None	None	None	50%**	125% or 150%***	\$400****	None	*For line holders only with exceptions to open time pick ups; **with exceptions see contract section; ***Critical Coverage Pay per company; ****After 1 YOS
	12.D.1	3.I.1	12.A1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	11	Yes*	FAA Part 117	205	None	None	None	None	50%	100% or 200%**	Company pays half of blazer and pants only	None	*To line guarantee, **200% for junior manning and improper reassignments.
	12.B	3.G	12	-	-	-	-	-	6.A	3.H.1	5.E.2	-	Contract 2008 as amended
Air Wisconsin (Wisconsin)	12/12	Yes*	12, 14 or 13**	294	3 hours or Duty Rig	See Trip Rig	1:2	1:4	100%	150%	\$260 / yr***	\$50*	*Once trip is awarded or assigned for all pilots **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 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
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Under 500 Pilots													
Piedmont Airlines (Piedmont)	11	Yes	14	185	4	4 per day*	None	None	75% air; 50% ground	100%**	\$25 / month	None	*See examples in 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% 200%***	\$25 / month	None	*Line Holders have Cancellation Pay - 100% line by line, block or better, **For reserves only, ***At discretion of company.
	25.B.3.a.2 & d.2	3.F	12.E.1	-	LOA 2011- 07	-	-	-	3.H.1	3.E.2	5.F.3	-	Contract 2011 as amended
Cape Air (Kap)	10	Yes	14	170	5	None*	None*	None*	100% for 135 50% for 121	100% or 150%**	Paid in full by company, no set amount per year. Reasonable amount.	Yes as needed	*Pilots are paid per duty hour not flight hour. **Paid above minimum, if it is over 40 hours per week, then it will be paid at 150%
	14.E.2	3.I	14.B	-	3.B.V.I.	-	-	-	3C1B	-	-	25.A.5	Contract 2012 as amended
Silver Airways (Silverwings)	11	Yes*	14	161	3, 4 on lost day	Greater of min day, credit, duty rig	1:2	None	50% for first 5 hours, then 100%	100%	\$150 / yr**	None	*Greater of line value or actual flown except for named storms, than 50%; **For replacement only.
	6.D.3 & 4	6.H.8.a	8.A.1	-	3.H	3.B.1	3.B.1.c	-	7.D.1	3.D	5.J	-	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	Fly 4-5 days per week	Yes	FAA 135	NA	NA	NA	NA	NA	100%	100%	None	None	
CommutAir (CommutAir)	12/11	Yes	14	131	3.75	None	None	None	75%	100%*	\$17.50 per month (\$210 / yr)	None	*Additional incentive offered at company discretion,
	25.C.1-25.C.2	3.E.1	12.B.1	-	3.D.2.a	-	-	-	8.A.2	3.F.1	5.D.3	-	Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	10	No	14 or 15*	59	3.75	None	None	None	50%	100%	\$200 per year after first year	None	*For continuous duty overnights, **and every two years thereafter
	3.C.2	-	18.C.1	-	18.B.5	-	-	-	3.C.4	18.J.1.b	19.D	-	Contract 2014 as amended
Peninsula Airways (Peninsula)	5 on 2 off												
Seaborne Airlines (Seaborne)	13												
Corvus Airlines (Raven Flight)	10	No	FAA Part 117	NA	2.4	0	0	0	30%	100%	New Hire Paid by Company then \$80 per year	No	
Island Air (Moku)	11/12* Line Holder, 11/10** Reserve	Yes***	FAA Part 117	123	3.8	None	None	None	100%	150%	Company issues 3 shirts, pants, replaces as worn	None	*12 days off during 31 day months, **Reserves have 3 options, Standard (20 days on), Min (17) & Max (23); ***Average pay, can be reassigned
	10.C.1.d; 10.C.1.e.(4)	4.E.1	10.B		4.B	-	-	-	4.F.1	4.A.4	15.AA	-	Contract 2009 as amended

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Over 2,000 Pilots												
ExpressJet (LXJT (Accey))	EMB-145XR, EMB-145, EMB-135	\$45.26	75	\$40,734	\$98.18	\$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	<5 = 2.5% 5<10 = 4% 10<15 = 5% 15<20 = 5.5% 20+ = 6%	25%	*Based on YOS; **Prorated 7/12ths of a day per month. ***110 Additional hours may be accrued for any illness longer than 30 days, if more than 255 hours used at once accrual is 7 H/M. ****60-76 seat aircraft pay rates added with new contract extension, currently there are none on property.
	60-76 Seat A/C****	\$49.98		\$44,982	\$107.83	\$97,047						
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	CRJ-200	\$46.44	75	\$41,796	\$101.80	\$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50% of 6% 7=75% of 6% 10=75% of 8%	None	30%	*Vesting based on YOS, **1.2 Days per month of employment.
	CRJ-700, CRJ-900	\$48.48		\$43,632	\$109.33	\$98,397						
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	CRJ-200	\$45.77	75	\$41,193	\$106.67	\$96,003	<6m = 30.8 Hrs >5 = 36.96 Hrs >10 = 46 Hrs >15 = 49 Hrs >16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1-4 yrs, 3% 5-9 yrs, 5% 10 yrs, 7%	None	38%	*MMG for reserve pilots is 76. **Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards. ***H/M based on MMG of 75 hours. ****Based on YOS.
	CRJ-700	\$48.52		\$43,668	\$113.07	\$101,763						
	EMB-175	\$48.70		\$43,830	\$113.20	\$101,880						
	CRJ-900	\$50.00		\$45,000	\$117.00	\$105,300						
Republic Airways (Republic or Shuttle)	-	3027.2	3008.5.A.3*	HRxMMGx12	3027.1	HRxMMGx12	3011.1**	3012.1	-	-	-	Pilot Agreeemnt signed August 2015
	EMB-170 EMB-175	\$50.42	75	\$45,378	\$120.11	\$108,099	1 = 12.6 days 2 = 13.65 days 3 = 14.7 days 4 = 15.75 days 5 = 16.8 days 6 = 17.85 days 7 = 18.9 days 8 = 22.05 days 9 = 23.1 days 10 = 24.15	PDO* 1 Yr = 4.20 H/M 2 Yr = 4.55 H/M 3 Yr = 4.90 H/M 4 Yr = 5.25 H/M 5 Yr = 5.60 H/M 6 Yr = 5.95 H/M 7 Yr = 6.30 H/M 8 Yr = 7.35 H/M 9 Yr = 7.70 H/M 10 = 8.05 H/M No Max	<6 = 2.5% 6-13 = 4% 13+ = 6%	None	35% for Legacy PPO Medical Plan  25% for PHP Pilot Health Plan  35% for TPO Traditional PPO Plan	*Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day.
	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8.A.1***	8.A.1	14.K	-	14.E	Contract 2015
Envoy formerly American Eagle (Envoy)	EMB-145	\$39.78	75	\$35,802	\$89.12	\$80,208	<1yr = <7 dys*** 1-2yrs = 7 dys >2yrs = 14 dys >5yrs = 21 dys >16yrs = 28 dys	90dys-5yrs = 3.5hrs/month; >5 yrs = 4hrs/month	1-4 = 3.5% 5-9 = 5.25% 10-14 = 6.4% 15-19 = 7% 20+ = 8%	None	31% to 35% 1% increases per year	*CRJ-700 gone by Dec/16; **New-hires are capped at 12th year pay for CA and 4 years for FO. ***<1 is prorated.
	CRJ-700* EMB-175				\$93.90	\$84,510						
	-	LOA**	LOA	HRxMMGx12	LOA**	HRxMMGx12	8	9.A	28.B***	28.B	28.A.3.b	Contract 2003 as amended, Currently in negotiations
500-2,000 Pilots												
Endeavor Air (Flagship)	CRJ-200	\$38.49	75	\$34,641	\$84.03	\$75,627	<1yr=<7 dys*** 1 2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	2.5 H/M	50% Match: 1-5 = 6% 5-10 = 8% 10+ = 10% Vesting**	None	32% for medical (35% 1/1/15), 25% dental	*Pay based on DOS+2 years, 1% increases every year; **Based on YOS. ***>1 year prorated
	CRJ-900	\$39.75		\$35,775	\$89.96	\$80,964						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A.3.b	14.A	28.B	28.B	27.A.2	Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200	\$41.78	75	\$37,602	\$98.37	\$88,533	< 1 = 7 days > 2 = 14 days > 7 = 21 days >14 = 28 days	0-5 = 3.5 H/M 5+ = 4 H/M 485 Max	50% Match: .5-5 = 2% 5-7 = 4% 7-10 = 8% 10+ = 8%*	.5-5 = 1.5% 5-7 = 2% 7-10 = 2.5% 10+ = 3.5%	27%	*75% after 10 YOS, **Vesting after 3 YOS.
	CRJ-700 CRJ-900	\$43.29		\$38,961	\$106.67	\$96,003						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A	14.A	28.C**	28.C	27.B.4	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200	\$37.96	76	\$34,620	\$80.93	\$73,808	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 20 = 28 days	0-1 = 1.52 H/M 1-4 = 2.17 H/M +4 = 3.0 H/M	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			\$104.39	\$95,204	\$95,204						
	-	3.A	4.A.1	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A	Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200*	\$49.98	75	\$44,982	\$109.29	\$98,361	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days	3.75 H/M Max 375	3-4% = 1% 5-6% = 2% 7% = 3% 8% = 4% 9% = 5%	3%	25%	*1.5% Pay Raise every year on October 1st., 3.A.2. **Pilot must contribute first percentages to get company matching (second percentage)
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.B.2	14.A.1	28.B**	28.A	27.D.2.a	Contract 2003 as amended
	Q-400	\$49.43	80.5	\$41,383	\$119.19	\$99,786	< 5 = 14 days > 5 = 28 days	3 H/M	6%	None	Company Discretion	*MMG based on 35 day bid period. Approximately 10.4 bid periods per year
Compass Airlines (Compass)	-	App. A.D	5.B.1	HRxMMGx10.4	App. A.B	HRxMMGx10.4	13.B	14.A.1	27.C	27.C	27.A	Contract 2012 as amended
	E-170, E-175	\$45.80	75	\$41,220	\$111.24	\$100,116	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	0-2 = 3 H/M 2-5 = 3.25 H/M 5+ = 3.5 H/M Max 450	50% Match: 9m-4 = 4% 3-5 = 6% 6+ = 8%	None	29% Employee, 34% Family	*Contract is based on months of service for vacation accrual converted to years for comparison, first year is prorated;
	-	3.D	4.A.1	HRxMMGx12	3.D	HRxMMGx12	7.A.2**	14.A	28.B.2	-	27.B.2	Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700	\$37.70	74	\$33,478	\$96.97	\$86,109	> 1 = 7 days > 2 = 14 days > 7 = 21 days > 15 = 28 days	0-2 = 2 H/M +2 = 3 H/M Max 300	1% Veste 100% after 3 YOS	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	?	HRxMMGx12	13.A.1	14.A	27.D.1	27.D	27.B.1	Contract 2007 as amended

# Additional Compensation Details

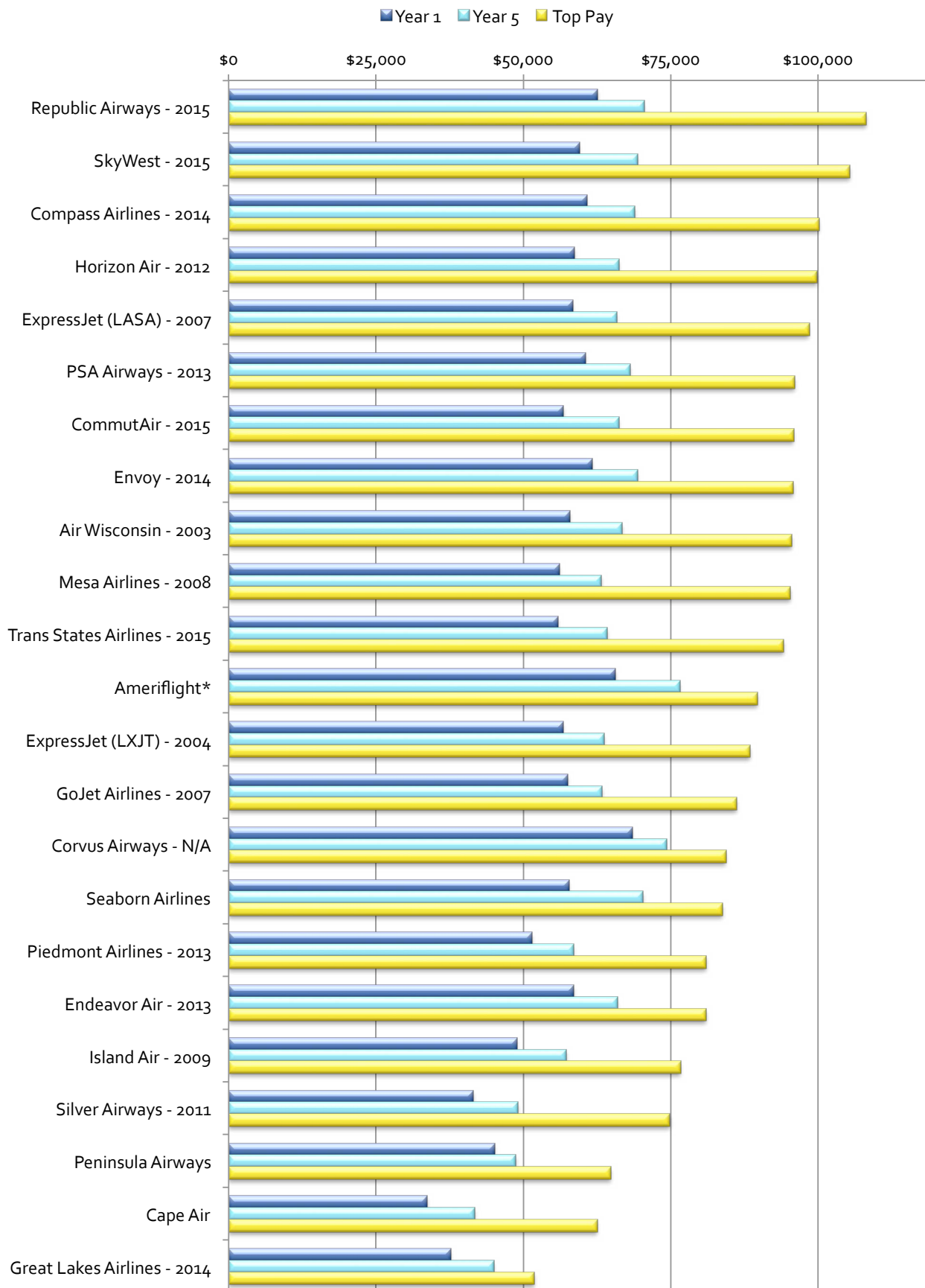
THE GRID

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Under 500 Pilots												
Piedmont Airlines (Piedmont)	Q-100, Q-300	\$40.33	75	\$36,297	\$89.98	\$80,982	> 1 = 5 days*** < 1 = 5 days 2-7 = 10 days 7-13 = 15 days +14 = 20 days	4 H/M	50% Match: <4 = 6% 4-9 = 9% 10-14 = 10% 15-19 = 11% 20+ = 12%	1%	Set amount** 2016 Max 17%	*50% match based on YOS, **See chart at referenced contract section; ***First year is prorated.
Tran States Airlines (Waterski)	-	3.B	3.C.1	HRxMMGx12	3.A	HRxMMGx12	7.A.4	14.A.1	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
	ERJ-145	\$44.99	75	\$40,491	\$104.51	\$94,059	< 1 = 7 days** 2-5 = 14 days 6-13 = 21 days +14 = 28 days	0-2 = 3 H/M 3-5 = 3.5 H/M +6 = 4 H/M 450 Max	9+ mos = 4% 3-6 = 6% 7+ = 8% 50% Match	None	35% Employee, 35.9% Emp +2	*Line holder lines built to a minimum 80 hours, **First year is prorated.
Cape Air (Kap)	-	3	3.C.1*	HRxMMGx12	3	HRxMMGx12	7.A.1	14.A	28.D	-	27.C.2	Contract 2011 as amended
	ATR-42, C402, BN2	\$12.72	40	\$26,458	\$30.02	\$62,442	1 = 7 Days 2 = 14 Days 5 = 21 Days + 10 = 35 Days		up to 4%**	None	50%	*Pay is per duty hour and minimum pay per week is 40 hours; **25% matching
	-		Per week*	HRxMMGx52		HRxMMGx52	8.A.1		5.G.1	-	5.A & B	Need contract
Silver Airways (Silverwings)	Saab 340b	\$39.03	75	\$35,127	\$83.07	\$74,763	< 1 = 7 days** 2-6 = 14 days 7-10 = 21 days +11 = 28 days	4 H/M 160 Max	4%*	None	40% for employee, 75% for family	*25% matching, **First year prorated
	-	3.L	3.G	HRxMMGx12	3.L	HRxMMGx12	11.A.1	13.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	All	Salary	160 Units of Pay	\$31,000	Salary	\$89,650	1.16 Days per month		5%	None	\$198 per month	
CommutAir (CommutAir)												
	Q-200, Q-300, ERJ-145	\$45.62	75	\$41,058	\$106.36	\$95,724	1 = 7 days 1-5 = 14 days 5-11 = 21 days 11+ = 28 days	2.5 H/M	up to 6%**	None	35.0%	*FO max out at 6 years, CA max out at 20 years ERJ. **50% based on YOS
	-	3.M	3.D.1*	HRxMMGx12	3.M	HRxMMGx12	7.A.1	14.A.2	28.D.1	28	27.C	Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	B1900D, EMB-120	\$42.40	75	\$38,160	\$57.51	\$51,759	0-3 = 7 Days 4-5 = 14 Days +6 = 21 Days	.94* or 1.56 H/M	Equal to other employees	None	Equal to other employees	*From zero to 3 years, **\$3500 in yearly cash incentives for EMB 120 FO, \$5000 for BE 1900 PIC and \$7500 for EMB 120 PIC
	-	3.A	3.C.1	HRxMMGx12	3.A	HRxMMGx12	5.A	6.B.1	20.B	-	20.A	Contract 2014 as amended
Peninsula Airways (Peninsula)	Saab 340A, Saab 340B*											
	-											Need contract
Seaborne Airlines (Seaborne)	DHC-6-300	\$44.00	75	\$39,600	\$93.00	\$83,700			Yes*			*Based on profitability
	S340	\$40.00		\$36,000	\$69.00	\$62,100						Need contract
	-			HRxMMGx12		HRxMMGx12						
Corvus Airlines (Raven Flight)	B1900C, B19000D, DH-8	\$64.00	60	\$37,440	\$117.00	\$84,240	2.9 Hours Per Week	2 Days Per Year	2%	None	\$450-\$500 / Mo. \$750-\$800 / Mo.	
	-			HRxMMGx12		HRxMMGx12						Need contract
Iceland Air (Moku)	Q-100	\$38.57	80	\$37,027	\$79.83	\$76,637	< 1 = 15 days +3 = 19 days +5 = 23 days	7.6 H/M 480 Max 720 Max*	1-3 = 1%	1-3 = 1%	0% for employee, full cost for family, after 3rd year then 0% for all	*After 5 YOS.
	ATR-72	\$40.50		\$38,880	\$100.98	\$96,941			3-6 = 5%	3-6 = 5%		
	Q-400			\$0	\$100.98	\$82,400			6-8 = 3%	6-8 = 7%		
	-	3.A	4.A.2	HRxMMGx12	3.A	HRxMMGx12	5.A	12.A.1	LOA 2	LOA 2	14.A	Contract 2009 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

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

# Captain Yearly Pay Comparison

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

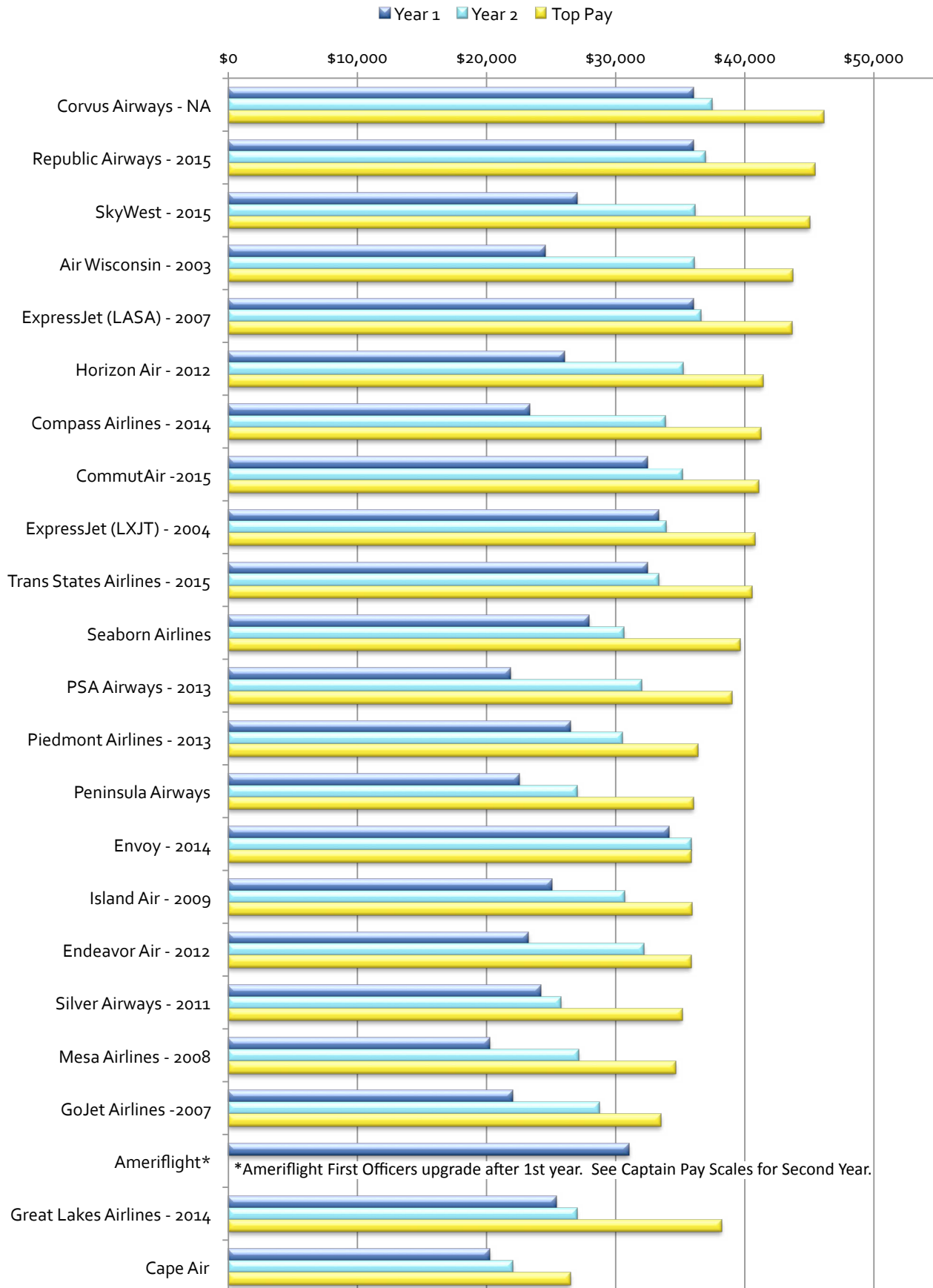


The year indicates the year the contract was signed. No year indicates the contract wasn't available at date of publishing.  
Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. \*Ameriflight is based on salary.

# First Officer Yearly Pay Comparison

THE GRID

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.  
Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract.

## THE GRID



**ABQ** Albuquerque, NM  
Ameriflight, LLC

**ACK** Nantucket, MA  
Cape Air

**ALB** Albany, NY  
Cape Air

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

**ATL** Atlanta, GA  
ExpressJet Airlines

**AUG** Augusta, ME  
Cape Air

**BFI** Seattle, WA  
Ameriflight, LLC

**BIL** Billings, MT  
Cape Air

**BOI** Boise, ID  
Horizon Air

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

**BQN** Aguadilla, PR  
Ameriflight, LLC

**BUF** Buffalo, NY  
Ameriflight, LLC

**BUR** Burbank, CA  
Ameriflight, LLC

**CGI** Cape Girardeau, MO  
Cape Air

**CLE** Cleveland, OH  
ExpressJet Airlines

**CLT** Charlotte, NC  
PSA Airlines

**CMH** Columbus, OH  
Republic Airways

<b>CVG</b>	<b>Cincinnati, OH</b> Ameriflight, LLC	<b>IAD</b>	<b>Washington, DC</b> Mesa Airlines	<b>MWA</b>	<b>Marion, IL</b> Cape Air	<b>SAT</b>	<b>San Antonio, TX</b> Ameriflight, LLC
<b>DAY</b>	<b>Dayton, OH</b> PSA Airlines		Trans States Airlines	<b>OGS</b>	<b>Ogdebsburg, NY</b> Cape Air	<b>SBY</b>	<b>Salisbury, MD</b> Piedmont Airlines
<b>DCA</b>	<b>Washington, DC</b> Republic Airways Air Wisconsin	<b>IAH</b>	<b>Houston, TX</b> ExpressJet Airlines	<b>OLF</b>	<b>Wolf Point, MT</b> Cape Air	<b>SDF</b>	<b>Louisville, KY</b> Ameriflight, LLC
<b>DEN</b>	<b>Denver, CO</b> Skywest Airlines GoJet Airlines Great Lakes Airlines		Skywest Airlines Mesa Airlines	<b>OMA</b>	<b>Omaha, NE</b> Ameriflight, LLC	<b>SDY</b>	<b>Sidney, MT</b> Cape Air
<b>DFW</b>	<b>Dallas, TX</b> ExpressJet Airlines Envoy Ameriflight, LLC Mesa Airlines	<b>IND</b>	<b>Indianapolis, IN</b> Republic Airways	<b>ONT</b>	<b>Ontario, CA</b> Ameriflight, LLC	<b>SEA</b>	<b>Seattle, WA</b> Skywest Airlines Horizon Air Compass Airlines
		<b>IRK</b>	<b>Kirksville, MO</b> Cape Air	<b>ORD</b>	<b>Chicago, IL</b> ExpressJet Airlines Skywest Airlines Republic Airways Envoy GoJet Airlines Trans States Airlines	<b>SFO</b>	<b>San Francisco, CA</b> Skywest Airlines Ameriflight, LLC
<b>DTW</b>	<b>Detroit, MI</b> ExpressJet Airlines Endeavor Air Compass Airlines	<b>JFK</b>	<b>New York City, NY</b> Republic Airways Endeavor Air			<b>SJU</b>	<b>San Juan, PR</b> Ameriflight, LLC Seaborne Airways Cape Air
		<b>LAN</b>	<b>Lansing, MI</b> Ameriflight, LLC	<b>ORF</b>	<b>Norfolk, VA</b> Air Wisconsin	<b>SLC</b>	<b>Salt Lake City, UT</b> Skywest Airlines Ameriflight, LLC
<b>EIS</b>	<b>Tortola, BVI</b> Cape Air	<b>LAX</b>	<b>Los Angeles, CA</b> Skywest Airlines Compass Airlines	<b>OWB</b>	<b>Owensboro, KY</b> Cape Air	<b>SLK</b>	<b>Saranac Lake, NY</b> Cape Air
<b>EWB</b>	<b>New Bedford, MA</b> Cape Air	<b>LEB</b>	<b>Lebanon, NH</b> Cape Air	<b>PDX</b>	<b>Portland, OR</b> Skywest Airlines Horizon Air Ameriflight, LLC	<b>STL</b>	<b>St. Louis, MO</b> GoJet Airlines Trans States Airlines
<b>EWR</b>	<b>Newark, NJ</b> ExpressJet Airlines Republic Airways Ameriflight, LLC CommutAir	<b>LGA</b>	<b>New York City, NY</b> Republic Airways Endeavor Air Air Wisconsin	<b>PHL</b>	<b>Philadelphia, PA</b> Republic Airways Air Wisconsin Piedmont Airlines	<b>STT</b>	<b>St. Thomas, USVI</b> Cape Air
<b>FAT</b>	<b>Fresno, CA</b> Skywest Airlines	<b>MAZ</b>	<b>Mayaguez, PR</b> Cape Air	<b>PHX</b>	<b>Phoenix, AZ</b> Skywest Airlines Mesa Airlines Ameriflight, LLC Great Lakes Airlines	<b>STX</b>	<b>St. Croix, USVI</b> Seaborne Airways Cape Air
<b>FLL</b>	<b>Fort Lauderdale, FL</b> Silver Airways	<b>MCI</b>	<b>Kansas City, MO</b> Republic Airways			<b>TBN</b>	<b>Fort Leonard Wood, MO</b> Cape Air
<b>GDV</b>	<b>Glendive, MT</b> Cape Air	<b>MCO</b>	<b>Orlando, FL</b> Silver Airways	<b>PIT</b>	<b>Pittsburgh, PA</b> Republic Airways	<b>TPA</b>	<b>Tampa, FL</b> Silver Airways
<b>GEG</b>	<b>Spokane, WA</b> Horizon Air	<b>MDT</b>	<b>Harrisburg, PA</b> Piedmont Airlines	<b>PSP</b>	<b>Palm Springs, CA</b> Skywest Airlines	<b>TUS</b>	<b>Tucson, AZ</b> Skywest Airlines
<b>GGW</b>	<b>Glasgow, MT</b> Cape Air	<b>MFR</b>	<b>Medford, OR</b> Horizon Air	<b>PVC</b>	<b>Provincetown, MA</b> Cape Air	<b>TYS</b>	<b>Knoxville, TN</b> PSA Airlines
<b>GSO</b>	<b>Greensboro, NC</b> Republic Airways	<b>MHT</b>	<b>Manchester, NH</b> Ameriflight, LLC	<b>PVD</b>	<b>Providence, RI</b> Cape Air	<b>UIN</b>	<b>Quincy, IL</b> Cape Air
<b>GUM</b>	<b>Guam</b> Cape Air	<b>MIA</b>	<b>Miami, FL</b> Republic Airways Ameriflight, LLC	<b>RDU</b>	<b>Raleigh-Durham, NC</b> GoJet Airlines		
<b>HNL</b>	<b>Honolulu, HI</b> Island Air	<b>MSP</b>	<b>Minneapolis, MN</b> Skywest Airlines Endeavor Air Compass Airlines	<b>RKD</b>	<b>Rockland, ME</b> Cape Air		
<b>HPN</b>	<b>White Plains, NY</b> Cape Air			<b>ROA</b>	<b>Roanoke, VA</b> Piedmont Airlines		
<b>HVR</b>	<b>Havre, MT</b> Cape Air	<b>MSS</b>	<b>Massena, NY</b> Cape Air	<b>RUT</b>	<b>Rutland, VT</b> Cape Air		
<b>HYA</b>	<b>Hyannis, MA</b> Cape Air	<b>MVY</b>	<b>Martha's Vineyard, MA</b> Cape Air				

# Mainline Flight Attendants

## General Information

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

## Contractual Work Rules

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

## Additional Compensation Details

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

# Regional Flight Attendants

## General Information

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

## Contractual Work Rules

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

## Additional Compensation Details

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

Aero Crew Solutions is a group of professionals committed to providing you outstanding service to solve your employment needs. We do this by hosting job fairs throughout the United States. We also provide various career services that include career consulting, application review, interview prep and resume services.

## **Free Prep Seminar**

**Date:** Friday, October 29, 2016; 3 PM to 6 PM

**Where:** Holiday Inn Atlanta Airport North - Waldon Meeting Room  
1380 Virginia Ave, Atlanta, GA 30344

**Topics to include:**

- Retirement projections
- Hiring projections
- Job fair expectations
- Interview reminders
- Your online presence / Social media
- Corporate culture
- Mock interview session

## **Upcoming Job Fairs**

## **Career Services**

### **Miami Pilot Job Fair**

**Date:** Friday, November 11, 2016

**Tickets available:** October 3, 2016 @ Noon

Application Review

Resume Critique

Career Consulting

Interview Prep