

FEBRUARY 2019

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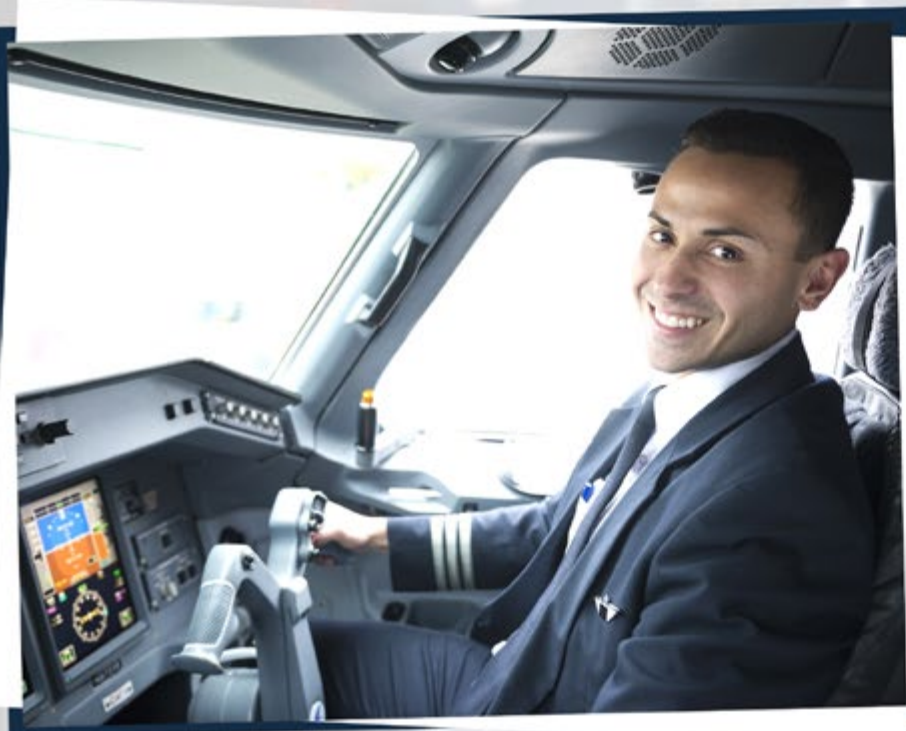



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NGPA WINTER WARM-UP & INDUSTRY EXPO / PALM SPRINGS, CA 01.21-24/2016



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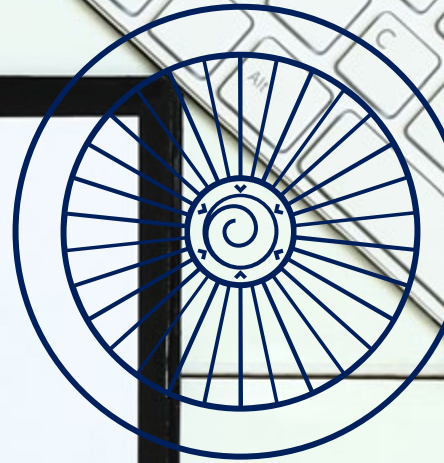


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Dear readers,

Every month we receive a growing number of contributions to our magazine. I am so proud to see that a good number of our readers want to help out and become a part of *Aero Crew News*. We work hard to curate information that is especially useful to those of us who share this profession and passion.

I encourage anyone with content they believe would appeal to our readers to submit an article. We would also appreciate receiving a short bio and a photo that we'll use should the piece be published. You can submit directly to me, Craig.Pieper@AeroCrewSolutions.com. I look forward to having plenty to read during my down-time.

Lastly, if you have updates for The Grid please email them to GridUpdates@AeroCrewNews.com.

Fly safe!

Craig D. Pieper

Craig Pieper

About the Publisher



Craig Pieper is the Publisher and Founder of Aero Crew News. Craig obtained his Bachelors of Science in Aeronautical Science, along with a minor in Aviation Weather, from Embry-Riddle Aeronautical University in 2001. Craig is also a Captain for a regional airline with a type rating in the Embraer 145 and has logged over 7,000 hours of flying time since his introductory flight on November 14th, 1992.

January 2019

Our feature last month is about a very worthy organization that provides a forum for its members and scholarships for students who share our passion for aviation. Learn about the NGPA and the valuable service and community involvement they provide. Squall Line is quite literal to its title this month in a piece about squall lines in the winter. Your perceptions of these weather events might be altered. Safety Matters provides some depth and specifics about FAR 117 and tries to clarify the timing issues that plague all commercial pilots from time to time. If you have committed to a healthier you in the new year, don't miss Joshua Dils' sage advice in his Fitness Corner column. Adopting his advice will make you feel better, do better, and even look better. It's always hard to argue with that kind of good advice. On the home front, Tracy DeCharme has practical advice about what you should renovate in your home before you put it on the market. In that vein, Mortgage Matters, by Jonathan Kulak provides some insight into low down payment options that you may not be aware are available. And once you buy that home, pay down the loan faster using the advice in Glen Nevola's Money column. Robbie Gomez's Perspectives will remind you how important networking is and may even have put a song in your head that could stick there for days. Always consult the Grids if you're on the career hunt, and please write us at info@aerocrewnews.com with comments and/or ideas. Happiest New Year!



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JetBlue Reflects on 15 Years of Operations in Boston and Looks Ahead to Future Growth and Maintaining Leadership Position

As Boston's largest carrier, JetBlue is on track to serve Logan customers with 200 daily departures in the coming years.

Since its arrival in Boston in 2004, JetBlue (NASDAQ: JBLU) has played an instrumental role in transforming air travel for the Commonwealth and customers traveling through Boston Logan International Airport. JetBlue, which today celebrates its 15th anniversary of operations at Logan, has significantly grown its footprint in the market, leading the way in number of nonstop destinations served, customers carried and total daily departures.

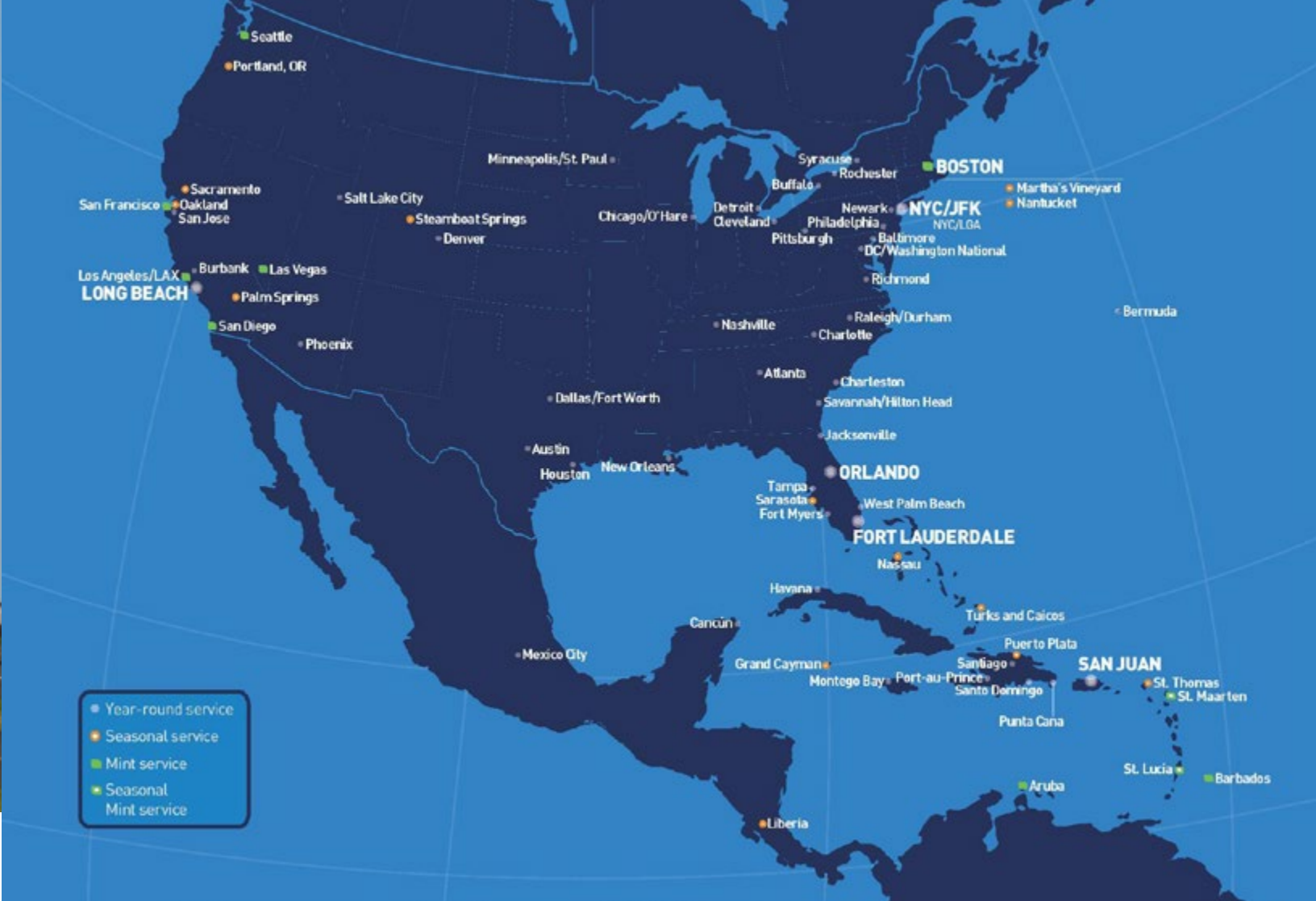
JetBlue serves more destinations and offers more flights than any carrier in Logan airport's history.

JetBlue's Historic Growth in Boston

JetBlue first began service in Boston on Jan. 7, 2004, with the airline operating about 4,500

flights from one gate in the first year. While every major U.S. airline had a sizable presence at the time, no single carrier was the clear market leader. With the 'JetBlue effect' in action, the airline shook up the market with its low-fare approach, driving down prices and introducing a slew of new destinations for Logan travelers. Fast forward 15 years, JetBlue has become the leading carrier in Boston, with nearly 70 nonstop destinations served, more than 150 daily flights and close to 55,000 annual departures, making up 30 percent of Logan's overall traffic. JetBlue has also grown its roster of airline partners since entering Logan, offering up global destinations for customers on 20+ international carriers.

"When we first entered Boston, JetBlue was very young. Fifteen years later, it's exciting to see how far we've come and where we're heading," said Marty St. George, executive vice president of commercial and



Images provided by JetBlue.

planning, JetBlue. “Boston is our home, and we’re committed to providing the low fares, award-winning service and amenities that have made JetBlue the number one choice for travel at Logan.”

“Massport applauds JetBlue for their 15 years of offering exciting travel opportunities for the entire New England region,” said John Prancevicius, acting CEO, Massport. “We look forward to continuing our strong partnership with JetBlue while providing our business and leisure customers with even more options for travel in the future.”

JetBlue in the Community

JetBlue prides itself on supporting the causes, teams and places its customers and crewmembers are most passionate about. Since 2011, JetBlue crewmembers have contributed more than 48,500 hours of service to a variety of causes and nonprofits throughout New England, such as KaBOOM!, Save the Harbor/Save the Bay, Wings for Autism® and Make-

A-Wish® Massachusetts and Rhode Island, among many others.

JetBlue is also the proud official airline sponsor for all four major sports teams including the Boston Celtics, Boston Red Sox, Boston Bruins and New England Patriots, along with the annual Boston Marathon and venues including TD Garden, The Wang Theatre, The Shubert Theatre and the Isabella Stewart Gardner Museum.

Looking Ahead

JetBlue is on track to reach 200 daily departures in the coming years. Working closely with Massport, the airline continues to make investments to maintain its leadership position in its second-largest focus city. JetBlue plans to expand its footprint from 24 to 30 gates by 2021. Starting in 2020, JetBlue will also steadily replace its EMBRAER E190 fleet with the larger and more fuel-efficient Airbus A220, providing more seats in the market at a lower operating cost.

ACN



Images provided by United Airlines.

United Airlines' First 787-10 Begins Regular Service, Flying Coast to Coast

United becomes the first carrier in the world to operate entire Dreamliner family

Today, United Airlines' first Boeing 787-10 Dreamliner began regular service as UA2418, departing from Los Angeles International Airport traveling to Newark Liberty International Airport. United is the first carrier in the world to operate all three Dreamliner models, including the 787-8, 787-9 and now the longest model, the 787-10. The Dreamliner's entry into scheduled service continues United's comprehensive fleet plan, while providing an improved experience for customers. The aircraft is United's first Dreamliner model delivered with the airline's signature [Polaris business class](#) seats, and new [United® Premium Plus](#) seats. Boeing's Dreamliners are known for dramatically improving

the on board experience for customers with lower cabin altitude, better humidity, cleaner air, smoother ride and better sound quality. Additionally, the new Dreamliner provides better fuel efficiency than older aircraft, contributing to United's commitment to reducing emissions by 50 percent by 2050.

[As previously announced](#), United expects its second Dreamliner to enter service between its hubs in San Francisco and New York/Newark in February, and begin international service in March.

For more information on United's 787-10, and other fleet updates visit [United's Fleet Newsroom](#). [ACN](#)



Images provided by JetReady.

JetReady Continues to Grow and Expands its Charter Fleet with the Addition of a Gulfstream GIVSP

JetReady – private jet charter operator – continues to grow its existing charter fleet and is proud to announce their newest Gulfstream GIVSP aircraft addition. This aircraft is now available for domestic and international charter flights.

The Gulfstream GIVSP is an ideal intercontinental business jet with its sleek interior and long-range performance. In addition, the aircraft offers a spacious floor plan with its 13 passenger executive configuration. The layout includes a forward four-place seating area, a mid-cabin conference group and an aft privacy cabin with a 3-place divan opposite dual single club seats. The aircraft is fully equipped with a full-sized forward galley, microwave, oven, nespresso machine, complimentary WiFi, display

monitors, HD Inflight Entertainment and Airshow.

JetReady Chief Executive Officer, Nigel England stated, “We are pleased to announce the newest heavy jet addition to our charter fleet as we continue to expand our operation globally and look forward to the continued growth of our company this year.”

JetReady specializes in 24/7, on demand, charter flights worldwide with a stringent focus on stellar, personalized service and quality product. The company also maintains a safety rating with ARG/US and is registered with Wyvern. With this addition, JetReady now has fleet of 11 aircraft consisting of Gulfstream GIVSPs, Gulfstream GIVs, Challenger 601s and Hawkers with plans to add more this year.



You Can Learn A Lot On The Ground

WRITTEN BY: KRISTOPHER OLSEN

As pilots, we tend to measure ourselves in terms of flight time, aircraft types, and level of certification. Pilots are able to tell you exactly how many hours they have logged and which are dual or solo, multi-engine versus single engine, as well as jet or turboprop. Our hours are the measure of our experience and what we've learned while flying, but it fails to account for what you have learned from aircraft when grounded.



Once, I showed up at the airport on a Monday to learn that someone had reported the compass was not operating properly in a Cessna 172 belonging to the flight school. The problem was a lack of fluid that had managed to drain out over the weekend. Until then, I had never really played with the compass other than to align my directional gyro. I held the screws and watched while the owner of the school dismantled, refilled and replaced the compass. Then he offered me to ride with him out to the ground VOR checkpoint at the field. I opted to join him and subsequently received an impromptu lesson on ground VOR checkpoints. This real-world experience was valuable when I began studying the process as an instrument student.

I started out on the traditional route as a Part-61 student, earning a CFI then continuing on as a Part-135 captain, then as a regional first officer. As a flight instructor I thought I had known it all (I was the teacher, after all), but when you fly hundreds of hours a year, you start to experience more maintenance discrepancies and/or abnormalities than you did as a student. As an instructor, it is easy to tell the boss and get a new airplane. If there isn't another airplane, you can just conduct a ground lesson or reschedule the event all together. Now that I am with the airlines, simply looking at the maintenance logbooks will summon mechanics from all around. My mechanic-coworkers are excellent at fixing planes, but instead of just leaving the plane with "clipped

wings" for the mechanics, can you, your student or your crew gain something valuable from the ordeal?

One of the more memorable examples of learning from a broken plane came when I was flying aircraft in the Bahamas. On a hot summer afternoon, I loaded a small family onto a Cessna 414A. I gave the family the normal passenger briefings, ensured they were seated properly, answered a few questions, shut the doors, completed the pre-start checklists, announced, "Clear prop," and started the left engine. After a good start I ensured no one was near the propeller, again announcing, "Clear prop," and engaged the right engine starter. The engine turned over once then abruptly stopped. The only other abnormally was a little puff of smoke that wafted from under the nacelle. Engaging the starter wouldn't turn the engine. I had the passengers deplane then promptly explained the problem to the mechanics. The mechanics surmised that I had run the starter hard and burned it. It was an easy fix they assured me. After observing the whole starter replacement process, they instructed me to crawl into the cockpit and turn the engine to ensure normal operation. As we have been trained since our first flight, I ensured the propeller was clear of any obstacles. I turned on the aircraft's electrical master switch and the engine unexpectedly began spinning. I instantly turned off the master switch. The mechanics mistakenly thought the problem was remedied when in reality, the problem was much deeper. The master switch should not should turn the prop. That shouldn't

happen until the starter switch is engaged. Thankfully, all the mechanics had always practiced good procedure and stood well clear of the propeller. Another good habit had been rewarded. I had verified that no one was near the propeller before flipping any switch in the cockpit. From that day on, I have never forgotten the importance of verifying the engine's area is clear for starting. Had I not bothered to participate in the repair, I would have never learned this valuable lesson.

This watershed event solidified my belief that learning in aviation can come from more places than just in the cockpit. I have carried the practice of observing maintenance with me to the airlines. Whenever I have had an aircraft discrepancy, I have always observed what mechanics are working on. I have followed up with the mechanics on the corrective action. While flying the CRJ and now on the A-320, I always try to ask the mechanics, "What exactly are you doing?"

For full disclosure, I always ask mechanics if they are okay with me watching what they're doing. I make it clear that

I am interested and curious about their jobs for my own learning. Every professional I have come across, at all levels of the industry, are more than willing to let me watch. Special individuals take the opportunity to teach. This is where you can learn some valuable lessons. Sometimes you'll acquire knowledge that will provide safety insights, as with my solenoid failure. On other occasions, it will just be interesting. Do not suppose that a broken plane is a missed opportunity to fly; a broken plane can be an excellent opportunity for you or your students to learn. [ACN](#)



About the Author

Kristopher Olsen Kristopher grew up in an airline family including pilots, mechanics, flight attendants and air traffic controllers for major airlines and the Federal Aviation Administration. [Read More...](#)



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Which Option is Best For You?

OpenDoor? OfferPad? Traditional Realtor?

WRITTEN BY: TRACY DUCHARME

When you are getting ready to move, it might be because you are bursting out of your current home, maybe you were relocated with your job, maybe you are ready for a new adventure in a new place. There are so many reasons that create the same problem; the need to sell your home. My kids are getting older and going off to college. I have been toying with the idea of relocating, or getting something smaller for myself and my dog Daisy. But, I still need to replace the countertops in my kitchen, and I still don't know what color I should go with. Also, I should repair the screen door where the tortoise plowed through it all those years ago. And what will I do with Daisy during showings? When I had the secondary bathroom remodeled, I learned she isn't too keen on people she doesn't know entering her home. This also means I need to clean out the garage, and either sell the stuff I'm not using or give it away. (I'll have to research which charities don't pay their CEO millions!) I teach people and help people sell their homes for a living, but it is still an overwhelming experience for many, even for me.

Why not make it easier?

So, how do I and my fellow real estate agents compete with the services like *Opendoor* and *Offerpad*? Moving and selling your home is stressful and difficult. If asked to make repairs and updates to your home before putting it on the market you're likely to just feel totally overwhelmed. Do businesses like *Offerpad* and *Opendoor* (that will simply buy your home for cash, make their own repairs, free you from having to show your home, and you pick the closing date) make sense? Sometimes. When it really is just too much, it does make sense to use a company like that.

But, it doesn't make sense if you are buying a new home and need a down payment. Or if you plan on living for a while after you retire. Or if you aren't independently wealthy. Why? Because those companies charge a lot for that convenience – a lot! Many agents will charge 6% of the sale price of your home to sell your home. That 6% includes both agent's commissions. On top of that, you will have to pay title and escrow fees, plus any unpaid property tax, and maybe a home warranty for the buyer. Oftentimes buyers ask for help with their closing costs from the seller, so you may be asked to do that as well. *Opendoor* and *Offerpad* may seem like they don't charge much more than that, but when it comes to cash in hand, cash in your pocket, the difference is huge.

A good agent vs. convenience.

A good agent will get you top dollar for your house – top dollar for the market. A good agent will have pictures and videos made that showcase all the best features of your home, and your neighborhood. A good agent will be able to highlight the very things you loved when you bought the home, and the improvements you've made. Top dollar for the market and what those companies will tell you market value is, are two very different numbers, often as much as 5% different. In a \$350,000 home that is a \$17,500 difference.

A good agent will inform you what could make that top dollar amount go up, and help you if you decide to make the changes to push that number up. If your agent suggests putting granite or quartz in your kitchen, or painting the peach walls, they will have suggestions of fairly priced, honest and good contractors for you to hire. A good agent won't tell you to do anything that won't pay for itself several times over in the value of your home.

A good agent will negotiate repairs with the buyer's agent. If the buyer asks for a million little things and some big things that are ridiculous, a good agent will help negotiate those into the realm of something reasonable. A convenience company doesn't negotiate on repairs. You pay for them.

A good agent will also be able to sell your house quickly, without doing any improvements. You will have to price it under top dollar, but lots of buyers will want a "deal" on a house and won't mind doing the improvements themselves. The number an agent can get for you on the open market is still far more than the convenience company. The convenience company will also discount what they are willing to pay for your house for the improvements it needs.

What if you need to pick your closing date, want a cash sale, and no hassle? A good agent will also have a list of investors who will do just that. And this list of investors will still pay more than a convenience company. Which means more money in your pocket.

A good agent will help you with all of the challenges of selling your home. They will know which charities pick up from your home. They will give you a list of

utilities to turn off and on, help you find moving boxes, and movers, and contractors for your old home, or the new one you're moving into. A good agent will understand the stress you're under, and will do what they can to help you manage that stress.

A good real estate agent, actually any real estate agent, has a fiduciary duty to the person they represent. It isn't ethical for a real estate agent to act in a way that isn't in the seller's best interest. If it is in the best interest of the seller to sell quickly, they can help that happen, but if the seller would like to net the most amount of money, they will help make that happen as well. When working with a convenience company you are working with a company that represents themselves, and no one is looking out for your interests. They are the professionals, and if you don't work professionally in real estate, you're at a disadvantage.

The cost might be too high.

The ease and convenience of selling your home to a company is tempting. Even though I just listed all of the reasons not to do it, I still understand the reasons some do. Many Americans today don't have the savings and investments that our parents and grandparents had. For many of us, the bulk of our wealth is in our homes. We work hard for our money, and we should try to keep as much of it as possible as life marches forward and we have to face each hurdle in our way. Find an agent who will help you through the challenges of the sale and who cares about you and your wallet.

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About the Author



Tracy DuCharme is the wife of a pilot and owner and designer of Aviation Relocation International. [Read More...](#)

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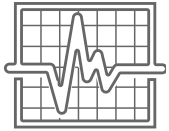


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Fitness Gadgets Traveling Professionals Should Have

WRITTEN BY: KATRINA KAYE

There is almost a gadget available for every situation. This means you shouldn't have any excuse not to stay fit and healthy when traveling, especially now that there is a wide array of gadgets designed for professionals on the go. If you've already mastered the [layover workout tips we laid out for you in Aero Crew News](#), you can complement them with the latest tech that can monitor nearly everything about your health. So, here are some gadgets you can invest in to stay fit and healthy while traveling:

The Wireless Smart Glucometer

If you constantly worry about your glucose intake, [Travel Away](#) features a compact glucometer, which should be a staple in your luggage - The Wireless Smart Glucometer. This state-of-the-art, FDA-approved gadget was made by iHealth Lab Inc. and is one of the best tools to help you measure the glucose levels in your blood. The device displays the results on your smartphone, and is compatible with any Apple device. The accompanying app also allows you to save all of your past data so that you can share them with your doctor. The kit costs around \$30 on Amazon and it comes with 10 testing strips, 10 lancets, a control solution, and a sleek and portable carry bag.

Pear Training Kit

Getting a good workout is much harder when you're on the move, especially if you are a personal trainer you achieve. The Pear uses rate chest plan

athletes hundreds of encouragement the data taken from the heart rate monitor. These workouts can be customized to be as short or as long as you need, making them ideal for those with little free time. Whether you want a quick cardio blast or to improve your strength in a hotel gym, the Pear Training Kit has something for you.

used to helping your goals. Training Kit

a wireless heart monitor around your to figure out a training based on personal goals. Professional coaches and have put together workouts, and will provide and feedback based on

Apple Watch Series 4

The Apple Watch Series 4 is the perfect all around gadget, and is perhaps the fastest and most connected smartwatch now available. The watch is also proof that today's fitness technologies are getting more sophisticated as it can track and record multiple health signs. Latest additions to the Apple Watch Series 4 include a high and low heart rate detection as well as fall detection with an SOS trigger, which means that you are statistically much safer when you wear it. [In an article on the impact of technology in sports by Coral](#), it is explained how wearable technology that can monitor heart rate is able to notify the user of any irregularities that may have previously gone unnoticed. Maintaining your health is even more important when on the move. With a piece of tech that can tell you if something is wrong, you will know if you should go and see a doctor. This could be very useful if you start to feel unwell while traveling.

With these gadgets, you can stay in tip-top shape no matter what you're doing or where you are. [ACN](#)



About the Author

Katrina Kaye is a freelance writer, tech blogger, frequent flyer and fitness enthusiast. She plays golf once a week and avoids leg day at all costs.



Start early: Tips for a Smooth Mortgage Transaction

How to ensure you'll be qualified

WRITTEN BY: JONATHAN KULAK

Last month, we talked about mortgage programs that are available with little to no down payment. This month we're going to talk about how to qualify for them. There is a variety of factors that go into qualifying someone for a loan and determining for how much they qualify. The simplest way is to reach out to a licensed loan originator and let them do the work for you. You're under no obligation to use a particular lender. If you don't like the answer you receive then you can contact another lender. We see this a lot when a pilot contacts a lender who isn't familiar with how we are paid. Make sure you're talking to someone who regularly originates loans for pilots.

Here are some of the factors that go into qualifying:

1. **Credit Score:** Your credit score is typically what most people think of when applying for a loan. Unless you have significant derogatory information in your credit file, or no credit at all, you'll most likely qualify. Each loan program has specific minimum credit scores, but if one program doesn't work, there is usually another program that will. A low credit score isn't always a show-stopper.
2. **Employment history:** The length of time in your profession or at your employer can be a problem if you frequently change jobs or are planning on making a career change. Typically, two years in the same line of work or with the same employer is safe. On a side note, prior military service can be used to complete the two-year employment history as long as you are in the same line of work. For example, if you were a pilot in the military and are now flying for the airlines, your lender will be able to use your former military service to complete the two-year history. If you're self-employed, meaning you don't receive a W-2 from your employer, then you'll want to have at least two years of tax returns supporting that 1099 or self-employment income to be able to count it for qualification purposes. This can be an issue for pilots if they want to count private Certified Flight Instructor work or they do contract flying. If you work for a flight school or an airline as a regular W-2 employee, then the lender would simply need to verify the two-year history. The rules are written to allow professionals with advanced training and education to qualify, even if they change employers often, as long as they maintain the same line of work.
3. **Debt to Income Ratio:** Depending on the loan program, lenders typically allow borrowers to have somewhere between a 43-55% Debt to Income Ratio. To determine if you qualify, and for how much, your total monthly debt obligations, to include the expected new mortgage payment, (cell phone, cable, utilities excluded) are divided by your monthly income. For monthly debt obligations, think minimum credit card bills, car payments, student loans, other mortgages, child support/alimony and any other loans outstanding. These numbers are taken off of your credit report. That said, your lender is going to be the best person to calculate your Debt to Income Ratio for you. Your income is going to include either your gross salary, minimum monthly



guarantee, or an average of your actual flight pay over a year. If you have received any bonuses or profit sharing for a minimum of two years, that can also be included in your income. Unfortunately, per diem cannot be counted.

If you have a co-borrower on the loan, their income and debts will also be calculated into the equation. Having a co-borrower can either help or hurt you depending on their total Debt to Income Ratio. Sometimes it is better not to have a co-borrower, even if it is your spouse. Your lender can run the numbers with you to determine what will specifically work best for you.

This is a short list of some of the important things to consider. The only real way to ensure you'll qualify and for how much is to reach out to a licensed loan originator. The earlier you start the process, the fewer surprises you'll have once it's game-time. Don't be afraid to connect with a lender sooner rather than later. The smoothest loans typically happen when a borrower reaches out about six months prior to purchasing. This gives you plenty of time to fix any potential issues and will set you up for success.

I invite you to contact me with any questions at jk@mythl.com or on my cell phone at 850-377-1114. I'm always happy to help a fellow pilot navigate the mortgage process. Also, please check out my previous articles that are available in the Oct '18 through Jan '19 Aero Crew News issues. [ACN](#)



About the Author

Jonathan Kulak is a licensed mortgage loan originator at Trident Home Loans and an Air Force AC-130 pilot turned airline pilot. [Read More...](#)



WHERE TO INVEST?

Is Your 401K on Autopilot?

Setting the Course for Retirement

WRITTEN BY: DAVID CAMARILLO

Saving is a pretty simple concept. You set money aside for rainy days, for large purchases like a vacation or a down payment on a new house, and for most certainly what is typically the largest expense in your life – funding your retirement when the paychecks stop. That’s where 401k accounts and Individual Retirement Accounts (IRAs) come into play. Many of you have signed up for your company’s 401k and chosen a target date fund or a mix of investments. But how do you know if you are making the best decisions?

Let me first begin with a brief history lesson. Retirement plans have changed much over the past hundred years or so, and much more so in the past 40 years. The first private pensions showed up in the late 1800s, and Social Security was introduced following the Great Depression. Social Security ensured that all Americans of a certain age would be entitled to retirement benefits, whether or not they were fortunate enough to have a private pension. Pensions were fairly commonplace as American companies experienced growth and economic success after World War II, but that changed following the staggering inflation and market crash during the 1970's. In 1978, Congress passed legislation which opened the door to 401k plans.

Ever since that legislation passed, companies have steadily shifted the financial burden of funding retirement to the employee. There are a number of reasons for this, but the main one is that the annual funding requirements for pensions can be daunting. When stock markets crash, legally-mandated funding requirements can cripple a company. The airline industry is all too familiar with pensions causing companies to buckle and enter bankruptcy. Today, some companies still offer pensions, however, most will contribute to employee retirements via employer contributions to a 401k. Ultimately, it's up to you, alongside your employer, to determine your level of participation in these 401k plans.

Pensions are fantastic, but our main focus today will be the 401k, since it is within these plans that you have the most control and choices to make. So, what are the key issues you have to consider when signing up for a 401k plan? There are many:

- How much do you contribute?
- Do you save via pre-tax (Traditional IRA) or Roth IRA salary deferrals? Maybe even after-tax deferrals?
- Which investments will you use?
- Is saving in the 401k alone enough to accomplish your goals?

How much should I contribute to a 401k?

Before determining the amount to contribute, the first question to answer is: Should I contribute to a 401k? Yes, you should participate in your 401k, and the power of compounding suggests you start as soon as possible. Some plans require you to save in order to get a company

match while others make contributions whether you participate or not. In 2019, you can contribute up to \$19,000, and how much you contribute may depend on your cashflow situation and/or tax situation, which we will discuss next.

Do I make my contributions pre-tax or via a Roth IRA?

Pre-tax contributions reduce your taxable income, which is great because they help lower your tax bill. Your participation is ultimately subsidized and encouraged by the IRS when you choose a pre-tax contribution. However, depending on your income level and time horizon until retirement, a Roth contribution may be the more attractive strategy. Roth dollars do not reduce your income, so you're paying tax on these funds now at today's tax rates instead of at the higher tax rates you will face when you retire and start drawing on your retirement. But Roth contributions grow tax-deferred and (as long as you follow the rules) all future distributions are tax-free. That can be tremendously powerful provided you have a long time horizon until retirement and you anticipate being in a higher tax bracket at the time of your retirement. But if you've been flying for some time and your salary is already approaching its peak, this may not be the preferred option.

Also noteworthy is that some 401k plans allow you to contribute above and beyond the \$19,000 limit, and these are considered after-tax deferrals. If you are allowed to do an in-service rollover, you can move those funds (sometimes annually or bi-annually) to a Roth IRA. So depending on your 401k plan design, you could make all pre-tax contributions for your normally allowed \$19,000 deferral, and you could also make a sizeable after-tax contribution, establishing a pretty smart Roth strategy at the same time!

Which investments do I use?

Your investment decisions will make a big impact on your retirement, and your decisions are very personal. Are you conservative or aggressive or somewhere in the middle? Maybe you haven't a clue. Several years ago, companies started offering Target Date Funds (TDFs) to help the lay-investor. These funds are more growth-oriented for the dates furthest in the future, and they invest more conservatively over time. TDFs seem to be an easy choice, but our problem with these funds is that they ignore your appetite for risk. What does that mean? You could have

two pilots who retire at the same time and choose the same TDF, but one pilot doesn't mind a lot of fluctuations in statement values of the account while the other is very sensitive to day-to-day changes. A Target Date Fund invests based on the time horizon alone, blind to the investor's risk sensitivity.

You could also build your own mix of equity funds, including U.S. investments, international investments, and bond funds. That requires maintenance just like your lawn and your car. You have to review performance, rebalance the mix as investment values change, and possibly make some adjustments based on your views of the economy. And to complicate the self-directed approach a bit further, many pilot 401k plans include a brokerage account platform. Brokerage platforms open the doors to anything that trades on the major exchanges: mutual funds, exchange traded funds, individual stocks and bonds and maybe even options. We can't give advice on those choices here, but we encourage a disciplined and diligent approach.

Is saving in the 401k enough?

This is a great question to finalize some thoughts. Even if you max-out your 401k and get a healthy contribution

from your employer, you may fall short of accomplishing your goals. It all depends on what you envision for retirement. What kind of lifestyle do you enjoy? Do you live in a state with income taxes? Will you move or downsize? What's your family's history of longevity, and how is your health? Do you have a pension, whether military or airline, and so on. These answers are extremely meaningful for your retirement saving planning strategy, and they should drive your decision-making process.

Retirement planning is one part, albeit a large one, of holistic financial planning. Your 401k is a critical piece of the plan, and we encourage you to set the course for retirement by starting with some of these questions.

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About the Author

David Camarillo is a wealth advisor at Smith Anglin Aviation, the voice of airline retirement readiness. [Read More...](#)

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The Meteorological Bomb

AKA The Weather Bomb

WRITTEN BY: ANTHONY LORENTI

First, a bit of sage advice: Please don't mention this term while going through the security checkpoint!

In discussing this term, I do not intend to influence your decision whether or not to fly, but rather to provide you with information that could favorably impact your pre- and in-flight decision making. If you know the nature of the beast, you may know how to tame it a bit! In other words, I want you to know what you're getting into.

A *meteorological bomb* (also known as a *weather bomb*) is a low-pressure area that undergoes explosive cyclogenesis – a rapid drop in atmospheric pressure of at least 24 millibars or more in a 24-hour period. Think of water going down a drain. Talk about PRESFR!

If you search through the abundance of literature on meteorological bombs and the weather hazards they present, you'll frequently find mention of winds that rival hurricane-strength. When launching on a flight, this definitely raises a red flag. When you look at the big picture



of a bomb, compared to a tropical cyclone, ask yourself this question: What is the difference between two large areas of low pressure (one called a tropical cyclone, the other a weather bomb) extending out several hundred miles from their respective centers, each that can muster 50+ knot winds over a large area? Nothing, if you ask me. So why fly? The principle question is this: Why would we avoid flying in and around tropical cyclones but not bombs? Aren't they both cauldrons of misery and hazards?

Both weather systems come with similar hazards over an expansive area; turbulence, rain, heavy winds, reduced visibility, etc. Throw in snow and ice as is so often the case in the winter and you have arguably, a more significant hazard to flight with bombs than you do with hurricanes.

As you learn more about meteorological bombs you'll see that they can often be larger in scale than tropical cyclones, therefore making them potentially more hazardous because their impact is over a much wider area. This directly relates to your place of refuge. Where are you going to divert? Do you have enough fuel to divert to an area outside of these significant and often remarkable hazards?

When it comes to *tropical lows*, we avoid them like the plague but the same is not true of bombs, so we expose ourselves to these hazards more often. We must ask ourselves if we really need to be flying around in these monsters. Conversely, another way that we could look at it is to ask if we need to necessarily avoid flying through tropical weather as we so often do. As I've mentioned before, I am not a meteorologist, I am a pilot. So, I don't have the answers but maybe as an industry we should. It is my opinion that these two weather phenomena seem to be essentially the same thing.

Please realize I am not suggesting anything regarding your go/no go or divert decision. I am simply bringing to your attention something that might be useful to you as a pilot. As we so often say, "We're going anyway." This, likely being the case, (Yup, your flight is the only one that wasn't cancelled.) it might be best to know the nature of your foe.

Having a proper mental model is much better for decision making.

Bombs often occur during the winter but not exclusively. The required atmospheric elements needed for formation are typically potent and abundant in the winter. Be aware however, bombs can occur year-round. Those components, in and of themselves, that go into the making of this monster will definitely be the subject of future Aero Crew News articles. But, if you endeavor to learn more, you'll likely come across some pretty fancy (and groovy) weather terms. Here are a few places to start acquainting yourself with some.

www.weather.gov

<https://www.weather.gov/jetstream/>

<https://www.weather.gov/owlie/>

https://en.wikipedia.org/wiki/Braer_Storm_of_January_1993

https://en.wikipedia.org/wiki/Perfect_storm

https://en.wikipedia.org/wiki/1993_Storm_of_the_Century

Meteorological bombs are not 'garden variety' bad weather. They are instead, exceptionally bad. They occur less frequently than other weather hazards, but we need to be able to better analyze the undertaking of a mission in, through or around one. These are not the kind of weather phenomena to overlook. A bomb's ability to spew hazards similar to a tropical low over a larger expanse of airspace warrants a great deal of respect. They deserve our understanding and our undivided attention. **ACN**



About the Author



Anthony Lorenti is an ATP, CFI, Fire Fighter and EMT with a Bachelors degree in Business Managment. [Read More...](#)



Buying Your First Airplane

WRITTEN BY: MIKE DAVIS

So, it's finally looking like the flying/pilot gig is going to work out and you've decided it's time to look into owning that private airplane. Most of us have experience with general aviation, likely a more limited exposure among our military colleagues. General aviation opens up myriad possibilities for new experiences and travel where only an automobile could take you before. There are 90% more general aviation destinations than those served by the airlines.

This is my story so please don't think that your foray into general aviation will be identical, but it will be an adventure. I have been flying for the airlines for 38 years, but I grew up in general aviation. As a CFI, I logged over 2,000 hours of instruction given, so it seemed like a good time to explore the concept of owning a small airplane. It's difficult to define the steps that go into buying an aircraft and many aircraft owner (experts) will no doubt be able to pinpoint where I made mistakes, but that is the risk I run sharing my aircraft purchase story. With the objective of helping, I'm going to translate my experience into goals that may help you organize your journey toward purchasing your own aircraft.

Define Your Mission:

As you begin your search, you will no doubt talk to your fellow crewmembers about your desire to own a personal aircraft. Those I fly with broke it down like this; "Do you want a 'go-somewhere' airplane, or do you want a 'putter-around-the-sky' airplane?" Many of my friends have opted for the two-place, Cub, Champ, Tri-Pacer type of aircraft. These tend to be much less expensive, both in purchase price and maintenance costs. That is not to say that if you decide on a perfect, well-maintained Piper Cub, it can (and probably will) cost \$90 grand. The problem is, if you decide you and the wife want to fly to the beach for the weekend, the Cub is going to cruise at 65 knots. I wanted the "go-somewhere" aircraft. Most of us have flown the Cessna 172 Skyhawk and that was the airplane I was initially drawn to, but thankfully my wife of 40 years and future companion in the small airplane said, "Under no circumstances are you to buy an airplane we can't put four people in." If you flew the C-172 you know it has four seats, but with fuel, it's not a great performer with four bodies in it. I started looking for a used Cessna 182 Skylane. The Skylane has been in production since 1956 and Cessna has delivered well over 23,000 units. The current C-182, delivered new from Wichita, will run about \$480,000, a price that includes the latest and greatest technology and avionics.

Define Your Budget: Decide what you can spend, then add 25% to it. The purchase price is your ante into the aircraft owning poker game. After your initial purchase, you'll be looking for a hangar, and you'll need to purchase insurance. Be sure to budget for that annual inspection and ongoing maintenance. For me, the third day of being an aircraft owner, the attitude indicator rolled over and quit. This is not an exhaustive list, but I ended up buying four noise-cancelling headsets, a Foreflight subscription, an iPad mount, a ladder (high-wing Cessna), fuel tester, pitot cover, hand-held VHF radio, a towbar, a Foreflight Sentry and a set of chocks. The price goes up from there. While my new airplane had fair to average avionics, after almost four decades flying airline equipment, I wasn't wild about flying IFR with the old six pack of flight instruments, especially with an attitude indicator driven by vacuum. I've opted for a new Garmin package which will give me electronic ADI and HSI, RNAV, VNAV, WAAAS, and ADSB IN and OUT. Remember, you must be ADSB OUT by 2020 or you won't fly in U.S. airspace. Did I mention the autopilot? Well, all that new technology adds up.

Start the Search:

Most readers of Aero Crew News have a distinct advantage when shopping for aircraft. You have the ability to hop on an airliner and fly to wherever that cream puff sits. I looked in Florida and the furthest was in Utah. After we talked by phone, the fellow in Utah said, "I'm here all the time, just drop in and take a look." Easier said than done. I read the aircraft sale websites daily. Here are a few to get your started.

<https://www.controller.com/>

<http://www.aso.com/>

<https://www.aerotrader.com/>

<https://www.globalair.com/aircraft-for-sale>

<https://www.barnstormers.com/>

<https://www.trade-a-plane.com/>

<https://www.ebay.com/>

<https://www.aircraft24.com/>

<http://www.airplanemart.com/>

<http://www.aircraftdealer.com/>

Basically, I found two groups of aircraft; those that had been flown and were very high-time, or the hangar-queens that hadn't been flown (much) in years. I tried to stay away from both. I was looking for a <4,000-hour aircraft with either a run-out engine (and a price to match) or with a nearly new engine that had been flown at least 100 hours a year. Aircraft sitting in a hangar, or worse, sitting tied down, will likely have all kinds of rust and rot. If you find that clean airframe with an engine getting close to or over its TBO, plan on somewhere between \$25,000 and \$40,000 for the new engine and all the incidentals that go into making it airworthy. Talk to your friends. You'll find many airline/corporate pilots who own small aircraft who are willing to help. I found the fraternity extremely welcoming and wore a few of them out with questions. With help, find an A&P and an FAA radio repair station you can talk to. You'll need both. Most of these folks are very busy, but I never found one that wouldn't talk to me and answer my questions.

Take a Test Flight:

You've been flying the heavy iron for years. You trained within general aviation and have thousands of small aircraft time in your logbook, you should be good to go, right? Wrong, dead wrong. Don't be that buyer. Go to your local airport and rent a Skyhawk or a Cherokee and get a CFI or one of your well-versed GA friends to give you a complete and thorough check-out. Believe it or not, things have changed. Tools like Foreflight are absolutely amazing, and you'll need to become familiar. Around larger airports they have something called Class B airspace. Heard of it? Well, if you trespass the Class B in your little airplane you may find yourself losing your big airline job because of your little airplane hobby. **GET SOME TRAINING!** One of the best sources I found was **YouTube**. Great training videos on general aviation airspace, navigation tools, ADSB, common errors, etc. can be found and viewed from the comfort of your living room. Be prepared for the test flight. You've got to know you'll love the airplane. That's just the way it is. Don't be too quick to run to the bank.

Definitely, arrange for a **Pre-Buy Evaluation** by a licensed A&P, preferably one you know and with whom you have had some interaction. Your best bet is a mechanic who has never seen the airplane (not a friend of the seller) and one who is willing to go along on the test flight. A good thorough pre-buy can save you thousands of dollars. Know going in that the pre-buy will cost you some money. It's possible you may have to fly an A&P into the airport where the airplane is, but all of those obstacles are worth it. (A good friend of mine took an airline flight into a city in Florida, rented a car and drove to the prospective airplane. He took a few pictures and sent them to his A&P. Just from the pictures the A&P told him, "Run, don't walk, away from that airplane.") Your A&P will do an exhaustive check of the aircraft's records. Complete aircraft records are important. I've run into several airplanes that their logbooks were destroyed, lost, damaged, misplaced, etc. Without the logs you have no idea what you're buying. Many airplanes you'll look at will have a damage history. When repaired correctly this is not a show-stopper, but you need that A&P to determine what the damage was, and whether the damage was fixed correctly.

For me the journey to aircraft ownership was as much fun as actually owning. In the end, I purchased a 1972 Cessna 182N with new paint and interior. The nearly new engine had 300 hours on it, and it had been flown regularly in the years since the engine was overhauled. I received about 10 hours of dual with friends and have flown the airplane about 15 hours by myself so I'm confident I'm ready for passengers. The next step will be upgrading the avionics. Stay tuned for that story. [ACN](#)



About the Author

Mike Davis is a Captain/Check Airman for a major international airline based in Charlotte, NC. [Read More...](#)





WRITTEN BY KELLY MURPHY

A330 TAKEOFF
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Who are the members of Women in Aviation International? They are pilots, mechanics, air traffic controllers, airport managers, aerospace engineers, flight attendants, astronauts, educators, enthusiasts, students, members of the military, business owners, and entrepreneurs. A growing aviation organization with nearly 14,000 members, WAI is dedicated to encouraging people (women and men) of all ages to consider aviation and aerospace as both a vocation and an avocation. Representing diverse professions and expertise around the world, the nonprofit organization is dedicated to supporting its members with year-round resources, as well as multiple networking, and mentoring opportunities.



About the Author

Kelly Murphy is WAI director of communications and editor-in-chief of Aviation for Women and Aviation for Girls. [Read More...](#)



While the FAA shows that of the approximately 609,000 active pilots in the United States, seven percent are women and about four percent have professional airline type ratings. Women account for fewer of the more than 670,000 non-pilot aviation professionals, such as mechanics and technicians, in the United States. With the industry's focus on growing diversity and inclusion in the workforce, WAI is proud to play its part in helping to increase these numbers through its outreach programs

such as scholarships and a special annual event dedicated to girls ages 8-17 called Girls in Aviation Day (GIAD).

To do this successfully, WAI was focused from the beginning to be a broad-based organization designed to meet the needs of more than just "lady pilots." WAI began with its national conference in 1990 near the campus of Embry-Riddle Aeronautical University in Prescott, Arizona, where WAI's founder, Dr. Peggy Chabrian, served as associate





vice chancellor. The organization was formally established in 1994 to encourage more women to seek opportunities, network with each other to find those opportunities, and mentor each other along the way.

“Our annual conference covers serious topics and provides crucial career guidance, aviation technologies, and safety information--but its strength is in the celebration of so many like-minded individuals, primarily women, who come together to share their passion for aviation and aerospace,” Dr. Peggy Chabrian said. “From a NASA astronaut, top-level female executives, engineers, pilots of all levels right through young students, and all aerospace professions, we are united in a desire to help one another, and further our careers and personal lives.”

In the first 15 years of the conference, the attendance grew from 150 to more than 2,600 people. In 2019, WAI will celebrate its 30th conference in Long Beach, California, with an expected attendance of 4,500 people and 170 exhibitors representing all segments of the industry: general, business, commercial, and military aviation.

The annual conference is an important part of WAI membership as it provides a unique experience

to share a passion for aviation and aerospace. During the three-day gathering, there will be lots of education sessions, professional development seminars and workshops, keynote speakers, hiring briefings, and tours. Some 200 young ladies will enjoy Girls in Aviation Long Beach featuring a career panel, college fair, activities, and a scavenger hunt in the exhibit hall.

This year’s conference will include Minute Mentoring sessions, an Aerospace Engineering Meet & Greet reception, an open public session for new and professional drone operators, several keynote speakers from numerous space companies, and lots of WAI chapter-specific leadership sessions. WAI designates Super Mentors (WAI members with 30 years or more experience in the aviation and/or aerospace industry who have “Been there. Done that”) at each conference. The WAI conference also provides special opportunities for college students and young professionals to network with industry representatives eager to mentor and provide job opportunities. In 2019, WAI Young Professionals will coordinate a charity drive for school supplies called *Tools for Schools* to support Long Beach area schools.

In recognition of trailblazing women who have made significant contributions as record setters, pioneers, or innovators, WAI inducts individuals and groups each year to its Pioneer Hall of Fame.



In 2019, WAI will induct Leanne Caret of The Boeing Company, Mary Golda Ross (deceased) the first known Native American female engineer, and the First Women of U.S. Coast Guard Aviation.

“We want to ensure that the rich history of women’s accomplishments in aviation is not lost to time,” Dr. Peggy Chabrian noted. “Our international Pioneer Hall of Fame honors women who made remarkable contributions to aviation as well as opened doors for future generations of women who choose aviation as a career.”

TICKETS TO SUCCESS

Another significant membership benefit is WAI’s expanding scholarship offerings. In 1996, WAI awarded its first scholarship, and by 2018 total scholarships awarded reached nearly \$11.5 million. Thanks to generous sponsors, another 130 scholarships valued at \$780,000 will be awarded to members during the 2019 annual conference March 14-16.

With a growing number of chapters around the world—more than 120 in 17 countries with approximately 40 percent located on college and university campuses—WAI also connects members in their local communities. The chapter network organizes industry and social events, volunteers at charity gatherings, and supports WAI’s GIAD program. The fourth annual international Girls in Aviation Day (GIAD) on October 13, 2018, was a huge success reaching 15,200 attendees. At 101 separate events held in 15 countries, including Australia, Botswana, Canada, England, France, Germany, Ghana, India, Ireland, Kenya, Netherlands, Nigeria, Spain, United States, and Zambia, girls were introduced to the wide variety of career opportunities in aviation and aerospace at airports, FBOs, and museums. Each unique event featured positive role models, hands-on activities, and special GIAD giveaways including *Aviation for Girls* magazine.



Chapters are already making plans for the fifth international GIAD on October 5, 2019. WAI expects the program to expand again, and welcomes anyone with a passion for aviation to get involved and help inspire the next generation of aviators.

WAI recognizes members need a variety of resources and tools to pursue one's passion from the initial work experience to advancing a career path, and transitioning to retirement.

Some of the newer membership benefits include an online Jobs Connect site providing members with access to jobs and internships at a variety of companies and positions. In recognition of the growing international membership, the WAI website features eight language translations on each page including Chinese, French, German, Italian, Japanese, Korean, Russian, and Spanish.

Support along the way can boost anyone's personal journey, and WAI is poised to offer that critical resource for generations to come. For more information visit www.WAI.org. [ACN](http://www.ACN)



Mainline Airlines

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



Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K)
American Airlines (American)	Group I	\$104.93		\$90,659.52	\$132,755		1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M* Max 60**		
	Group II	\$160.28		\$138,481.92	\$234,67					
	Group II	\$170.27	72	\$147,113.28	\$249.30	\$215,395				
	Group IV	\$200.20		\$172,972.80	\$293.11	\$253,247				
	Group V	\$210.20		\$181,612.80	\$307.76	\$265,905				
Alaska Airlines (Alaska)		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B		
	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		\$159,486	\$270.25	\$233,496	1-5 = 14 Days 6-11 = 21 days 12-18 = 28 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170	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	72	\$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 2018-2033	Union	EFBs	Bases	Notes
Legacy Airlines												
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	MALV 72-84 or 88*	Single Occupancy, Paid for by company	\$2.30 Dom** \$2.80 Int.**	AA - May/1999 US East Aug/2014 US West Sep/1998	14,738	10,538	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
			6.D.1.d	7.A.5		Oct/2015	Dec/2017					Contract 2015, as amended
Alaska Airlines (Alaska)	B737	AS	85 Hours plus per diem	No Hotel During Initial Training	\$2.15	2012	1,897	921	ALPA	iPad Air	SEA, ANC, LAX, PDX	Alaska bought Virgin America
			11.D.5.b	5.A.1	5.A.1	Dec/2017	Dec/2017					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	9,436	ALPA	Surface	ATL, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B	Feb/2016	Apr/2016					Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	A330, A350 B717, B767	HA	3 Hours per day, plus per diem		\$2.00* \$2.50 Int.		600		ALPA		HNL	*Interisland
			9.G.1									Contract 2010, as amended
United Airlines (United)	A350, 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	11,240	8,786	ALPA	iPad	IAH, EWR, CLE, DEN, ORD, SFO, IAD, GUM, LAX	*\$0.05 increase on Jan 1st.
			3-E	4-G-1, 9-E	4-A	Oct/2015	Dec/2017					Contract 2012 as amended
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	MMG	Single Occupancy, Paid for by company	\$2.00	November 2017	873	73	IBT	iPad	AVL, BLI, CVG, FLL, IWA, LAS, LAX, MYR, OAK, PGD, PIE, PIT, SFB, VPS	*2018 to 2028
			3.P	6.A	3.Z	Dec/2017	Dec/2017	See Note*				Contract 2016, as amended
Frontier Airlines (Frontier)	A319, A320, A321	F9	MMG	No	\$1.90	June 2015	1330	180	ALPA		DEN, ORD, MCO LAS, PHL	q
						Feb/2019	Feb/2019	See Note*				
JetBlue Airways (JetBlue)	A321, A320, A319, E190	B6	\$2,500 per month	Single Occupancy, Paid for by company	\$2.00	E:11/2013 A:12/2013	3,582	840	ALPA	Yes	JFK, BOS, FLL, MCO, LGB	
			Add A, Pg24	Add A, Pg24	11	Dec/2017	Dec/2017	Feb/2015				Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	WN	89, 87 or 85 TFP*	Single Occupancy, Paid for by company	\$2.30 Dom. \$2.80 Int.	August 2006	9,074	3,374	SWAPA	iPad	ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX, BWI	*Trip for Pay (TFP) is based upon number of days in the month
			4.K.6	4.T.1	4.T.3	Dec/2017	Dec/2017					Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	NK	\$1,750*/mo	Single Occupancy, Paid for by company	\$2.25	March 2015	1,821		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/2017	Dec/2017					Contract 2018, 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	2012	820	157	ALPA	Nexis EFB	SFO, LAX, JFK EWR, LGA	Merging with Alaska Airlines
			10.J.1	3.B.e	10.I.1	Dec/2017	Dec/2017					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 2018-2033	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 2018-2033	Union	EFBs	Bases	Notes
Cargo Airlines												
Atlas Air (Giant)	B747 B767	5Y	\$1,600 per month	Single Occupancy, Paid for by company	\$2.40	Dec/2011	1,486		IBT	iPad	JFK, MIA, ORD, CVG, HSV, LAX, PAE, ANC	
			3.A.1.f	11.A.7	5.A.3	June/2017						
ABX Air (ABEX)	B-767	GB			\$52 Dom. \$89.75 PR* \$79.75 NPR**				IBT			*PR = Pacific Rim, **NPR = Non Pacific Rim
					20.E.1							
FedEx Express (FedEx)	B777, B767, B757, MD11, DC10, A300	FX	\$4,000 / mo until activation date*	No Hotel	\$2.25 Dom. \$3.25 Int.	July 2016	4,763	2,251	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	Dec/2018	Aug/2017					Contract 2006 as amended
Kalitta Air (Connie)	B747	K4	\$600 / week until OE	Week 1 paid by crewmember, then, Single Occupancy	\$1.90 Dom. \$2.80 Int.	Sept 2015	281		ALPA	iPad fixed in plane	Home Based	
			5.A		6.A	Dec/2017	Dec/2017					Contract 2016 as amended
UPS (UPS)	B757, B767, A300, B747, MD-11	5X	MMG	Single Occupancy, Paid for by company	\$2.00 Dom \$2.50 Int \$3.00*		1,580	2,298	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							65,891	38,854				
	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2012-2029	Union	EFBs	Bases	Notes

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Legacy Airlines													
American Airlines (American)	10/12 or 13*	Yes	FAA 117 w/ exceptions	488	5:10	5:10 x days	2:1		100%*	100% or 150%**	Initial paid for by company	None	*12 in 30 days; 13 in 31 days, **Based on scheduled flight time, ***150% when premium pay offered
	15.D.3.q	4.C	15.C		15.G	15.G	15.E.1		2.QQ	17.I.1	24.O.2		Contract 2015, as ammended
Alaska Airlines (Alaska)	??/12	Yes	12:30* 10:00**	430	5	5 x number of days	1:2 or 1:1.75***	1:3.5	50% air & ground	150%	None, Dry cleaning 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)	12 or 11* 12 or 10*	Yes	FAA 117	195	4 for a RON		1:2		50%	130%, 150% or 200%**	Company Provided***	Supplied in AC	*In a 30 day month. **130% open time over 81 PCH, 150% junior man, 200% VFN, ***4 shirts, 2 pants, 2 ties, 1 jacket and 1 over raincoat. Yearly replace 2 shirts, 1 pant and ties as needed.
	14.C	3.F			3.D		3.D		3.H	3.E, 3.L, 3.W	6.4		Contract 2016, as amended
Frontier Airlines (Frontier)	12	Yes	14 hours or FAA 117	177	6 for CDO			1:3.75	50%*		\$20/ month	None	*Unschedule DH pay s 100%
	5.J.7	4.I, 5.P.2	5.J.4					4.G.2.a	4.F.6		2.A.1, 2		
JetBlue Airways (JetBlue)	12	Yes	FAA 117	87	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	235	5**		.74:1	1:3	100%	100%	\$30 / pay period max \$500	None	*Depeding on how many days in the bid period determines min days off, 28, 29, 30 or 31; **5 hours min average per day over trip
	5.E.2	4.H	5.M		4.I.2		4.I.1	4.I.3	4.L	4.S.5	2.A.4		Contract 2016, as ammended
Spirit Airlines (Spirit Wings)	13/12/15*	Yes	14 hours or 11.5 hours	241	4 or 4.5**			1:4.2	100% or 50%***	100% or 200%****	Pilot pays for initial uniform, replacements per schedule therafter	None	*Mixed Relief and Reserve, **4 for day trips and 4.5 for multi day trips, ***50% when deadheading to training, ****200% when designated by the company.
	12.E.1	4.D.2	12.C		4.C.1.b			4.C.1.c	8.A.1 & 2	3.C.3	5.F.3		Contract 2018, as ammended
Sun Country Airlines	12 / 10 or 11*	Yes**	FAA 117	196	4		1:2	1:4.2	75%	150%	100%	Supplied in AC	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F	12.C				4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)	11/13	Yes*	60 Mins < FAA FDP	159	3.5	-	-	-	50% or 3.5 min	100%*	Initial paid for by company, then \$230** per year	None	*Unless picked up at premium pay it is 150% add pay. **\$30 per year for shipping costs. Merging with Alaska Airlines
	5.D.4	7.C.3.d.i	7.B.3.a.iii		App. G				8.F.3	3.b	2.D.1		Rule book 2014
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Cargo Airlines													
Atlas Air	13 in 30 14 in 31	None above minimum guarantee	14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more	332	None	None	None	1/4.95	1/2.85 Biz Class or better* or \$300 comp	100%	Provided by the company	None	*Biz class only on international DH or when duty day exceeds 16 hours with DH.
			12.C						8.D, 8.A.3		30.A.2		
ABX Air	13 in 30 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 carier
	13.D.4		18.C		19.M.4				19.K	19.E	15.A		
FedEx Express (FedEx)	14.96 or 18.75*	Yes		466	6, 4.75**		1:2, 1:1.92, 1:1.5	1:3.75	100%		Initial paid by company, \$200 / year		*Days off based on TAFB, 4 wk or 5 wk bid period, **Reserve pilots
	25.D.1	4.F			4.F.2.b		4.F.2.d	4.F.2.a	8.A.1		26.B.3		Contract 2006 as ammended
Kalitta Air	13 or 14*	Yes	Dom 16, 18, 20** Int 18, 26, 30**	127	1 hr or 3.65 (on Day off)				50%	150% on days off	\$200 after first year. Initial paid by crewmember.	None	*13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double.
	2, pg 13		18.B.5		5.E & G				19.H	5.G	6.D.1 & 2		
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2016 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

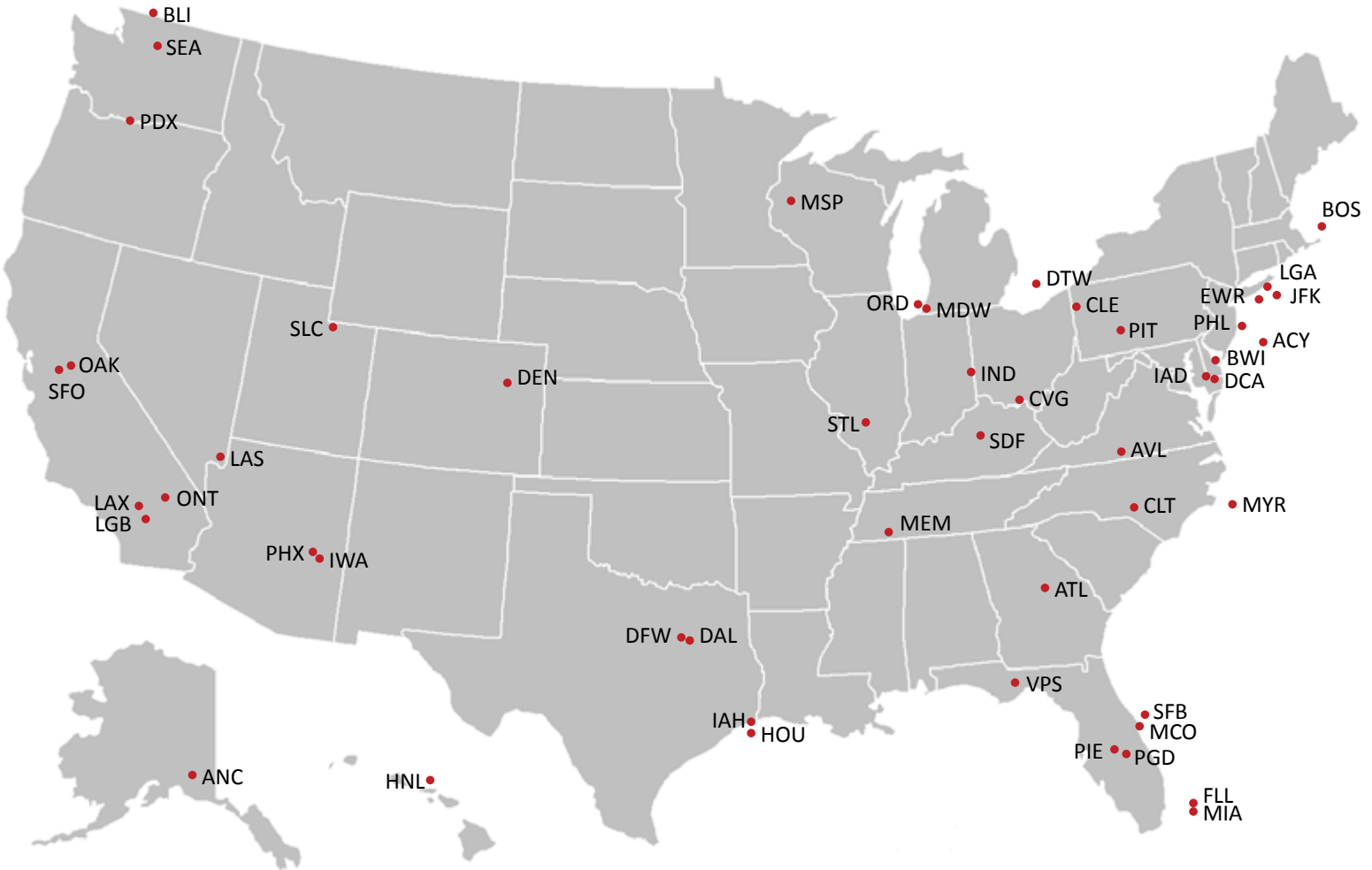
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
American Airlines (American)	Group I*	\$116.38	72	\$100,552.32	\$170.42	\$147,243	Legacy Airlines 1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M** Max 60****		None		*Numbers based off of 12 years experience. **Accumulated time can only be used for the year after it is accumulated, except after first six months you may use up to 30 hours. ***January 1st sick accrual either goes to long term or gets paid out to the pilot. See sectoin 10.B for more information.
	Group II*	\$179.48		\$155,070.72	\$262.77	\$227,033						
	Group III*	\$188.85		\$163,166.40	\$276.50	\$238,896						
	Group IV*	\$220.65		\$190,641.60	\$323.04	\$279,107						
		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B				Contract 2015, as amended
Alaska Airlines (Alaska)	B737, A319 A320	\$168.68	75	\$151,812	\$251.00	\$225,900	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	15%	20%	*New hire pilots receive 1 vacation day per every full month of employment.
		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28.D		Contract 2013, as amended
Delta Air Lines (Delta)	747, 777	\$219.07	72	\$189,276	\$320.71	\$277,093	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days 19+ = 35 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 7 Yrs = 195 8 Yrs = 220 9-19 Yrs = 240 20+ Yrs = 270	0%	15%	22%	International pay override is \$6.50 for CA and \$4.50 for FO. Section 3.C, *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80.
	787	\$209.85		\$181,310	\$307.24	\$265,455						
	767-4, A330	\$206.91		\$178,770	\$302.94	\$261,740						
	767-3,2, B757	\$183.35		\$158,414	\$268.45	\$231,941						
	B737-9	\$176.74		\$152,703	\$258.76	\$223,569						
	B737-8 & 7	\$175.82		\$151,908	\$257.42	\$222,411						
	A320/319	\$169.66		\$146,586	\$248.39	\$214,609						
	MD-88/90	\$166.62		\$143,960	\$243.94	\$210,764						
	B717, DC9	\$158.19		\$136,676	\$231.63	\$200,128						
	EMB-195	\$132.84		\$114,774	\$194.48	\$168,031						
	EMB-190, CRJ-900	\$112.99		\$97,623	\$165.46	\$142,957						
		3.B.2.d	4.B.1.b*	HRxMMGx12	3.B.2.d	HRxMMGx12	7.B.1.a	14.D.1		26.C.2	25.B.2	Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	B717	\$121.53	75	\$109,376	\$174.11	\$156,699	1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33	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*											
United Airlines (United)		3.D	3.F	HRxMMGx12	3.C	HRxMMGx12	6.B.1	12.A.1, 2 & 3				Contract 2010, as amended
	B777 B787 B767-400 A350*	\$240.34	70	\$201,886	\$351.87	\$295,571	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%	*A350s are currently on order and deferred until 2022.
	B767-200 B757-300	\$200.43		\$168,361	\$293.46	\$246,506						
	B737-8/9, A320	\$193.44		\$162,490	\$283.22	\$237,905						
	A319, B737-700	\$185.54		\$155,854	\$271.64	\$228,178						
		3-A-1	3-C-1-a	HRxMMGx12	3-A-1	HRxMMGx12	11.A.3	13.A.1		22-A	24-B-5	Contract 2012 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

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

Additional Compensation Details

THE GRID

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	\$145.17	70	\$121,943	\$216.42	\$181,793	1 = 7 Days 2-4 = 14 Days 5-8 = 21 Days 9+ = 28 Days	4 H/M Max 600	5% at 200%*	None	EE - \$134 EE+Child - \$177 EE+Spouse - \$281 EE+Family - \$394	*The company will match 200% of what the pilot contributes up to 5%.
Frontier Airlines (Frontier)		3.CC	3.C	HRxMMGx12	3.CC	HRxMMGx12	9.A.1	10.A	4.C	4.C	5.A	Contract 2016, as amended
	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	\$148.71	70	\$124,916	\$218.66	\$183,674	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	\$133.82		\$112,409	\$196.83	\$165,337						
Southwest Airlines (Southwest)			3.C*	HRxMMGx12		HRxMMGx12	3.J**	3.J	3.E	3.E	3.F.I	Agreement 2013, Currently in negotiations
	B737	\$157.36	85	\$160,507	\$224.80	\$229,296	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 TFP 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*	HRxTFPx12	4.C.1	HRxTFPx12	11.B.2	12.B.1	19.B.2			Contract 2016, as amended
	A319 A320 A321	\$157.54	72	\$136,115	\$237.50	\$205,200	> 1 = 7 Days 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	5 H/M* 700 Hrs Max	0%	11%**	\$34 to \$754 depending on plan single, single +1, or family plan	*New hires start with 33 hours of sick time and accrue 3 H/M until 12 months of service, **1% annual increases up to 15%
Sun Country Airlines		3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1		28.C	27.B	Contract 2018, 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 single, single +1 or family plan	
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. Merging with Alaska Airlines
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				Rule book 2014
Cargo Airlines												
Atlas Air	B747 B767*	\$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%	*B767 pay is 91.97% of B747 pay, **First year is 50 hours MMG, Out-Base is 105 hours MMG, ***Catastrophic sick days accrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank, ****Company will match 50%
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**	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, ***65 CH in 4 wks, 85 CH in 5 wks, 102 CH in 6 wks.
	Wide Body	\$174.15		\$177,633	\$245.65	\$250,563						
	Narrow Body	\$153.22		\$156,284	\$211.75	\$215,985						
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	\$168.70	64	\$129,562	\$249.67	\$191,747	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	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes



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

Regional Airlines

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



Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

Airline	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	4
ExpressJet (LXJT) (Accey)	EMB-145XR	\$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*	4
	EMB-135									
	60-76 Seat C****	\$49.98		\$44,982	\$107.83	\$97,047				
ExpressJet (LASA) (Accey)	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	
	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%	
	CRJ-700, CRJ-900	\$48.48		\$43,632	\$109.33	\$98,397				
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	
SkyWest Airlines (Skywest)	EMB-120	\$37.15	75	\$35,664	\$76.21	\$73,162	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1.2-6%****	
	CRJ-200	\$45.77		\$41,193	\$106.67	\$96,003				
	CRJ-700	\$48.52		\$43,668	\$113.07	\$101,763				
	EMB-175	\$48.70		\$43,830	\$113.20	\$101,880				
	CRJ-900	\$50.00		\$45,000	\$117.00	\$105,300				

Sample only; refer to adjacent pages for actual information

Abbreviations and Definitions:

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

ALPA: Air Line Pilots Association

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

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

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

IBT: International Brotherhood of Teamsters

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

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

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

UTU: United Transportation Union

YOS: Years of Service with the company.

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 CRJ-200	EV	\$40,000*, \$1,000 Referral, EQO**	\$300 / week & \$1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	\$1.95/hr	Sept 2011	2,530	United	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE	*Up to \$40,000 company discretion; **EQO = Earned Quarterly Override, \$10,000 for FO's \$8,000 for CA per year paid out each quarter, restrictions apply.
			Online		Feb/15	4.C.2	Dec/2017						Contract 2018 as amended
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	EV	\$7,500 w/ CRJ type*, \$1,000 Referral, \$10,000 Ret.****	\$300 / week	Paid for by company; single occupancy	\$1.85/hr	June 2007**		Delta***, American	ALPA	Surface 3 LTE	ATL, DFW, DTW, LGA***	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remain after first year, **Will reduce from 5/2008 to 9/2010, ***Delta Connection in ATL, DTW & LGA closing by Nov. 2018; ****Bonus if on property until the end of contract with DAL
			Online	3.C.1		5.A.1	Sep/2017	Dec/2017					Contract 2007 as amended, Currently in negotiations;
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175	OO	\$7,500*	65 Hours	Paid for by company; single occupancy**	\$1.95	October 2016	4,550	United, American, Alaska, Delta	None	iPad	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; **Depends on location, some may be double occupancy ***SGU is not a base, only HQ.
			Online	3008.19.A	3015.6.A.1	3009.1.A	Nov/2018	Nov/2018					Pilot Agreement signed August 2015
Republic Airway (Republic)	EMB-170 EMB-175	YX	\$17,500*	\$1,600 first mo. then MMG	Paid for by company; single occupancy	\$2.05/hr Dom \$2.60/hr Int.***	November 2016	2,221	United, American, Delta	IBT	iPad Air	CMH, DCA, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR, IAH	*\$1,500 paid on first check, \$8,500 after the completion of training, \$2,500 after first year, \$2,500 after 18 months, and \$2,500 after 2 years. ***International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Jan/2019	Aug/2018					Contract 2015
Envoy formerly American Eagle (Envoy)	CRJ-700, EMB-145, EMB-175	MQ	Up to \$22,100* plus \$20,000 retention bonus**	64 hr MMG + 16 hrs per diem per day	Paid for by company; single occupancy	\$1.85/hr + \$0.05 increase in 2018, 2021 & 2024	Sept 2017	2,173	American	ALPA	iPad Air 2	DFW, ORD, LGA	*Dependent on aircraft assignment once hired; **Paid over two years in quarterly installments and after one year of service; ***Company projects less than 3 years for new hires to upgrade and 6 years to flow to American Airlines.
			Online	4.A	4.B	5.B.1	Dec/2017	Dec/2017					Contract 2003 as amended
500 - 2,000 Pilots													
Endeavor Air (Endeavor)	CRJ-200 CRJ900	9E	\$10,000*	MMG, but no per diem	Single Occupancy paid by company	\$1.80/hr	October 2017	1,905	Delta	ALPA	iPad 2**	JFK, DTW, MSP, LGA, ATL	Pay based on DOS+2 years, 1% increases every year, \$10,000 training completion bonus, Starts Jan 1, 2018, **Company supplied
			Online	3.D.1, 5.D.4		5.D.1	Dec/2017	Dec/2017					Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	OH	\$16,520, \$5,000*, \$1000**, \$20,000***	\$38.50 / HR MMG & Per Diem	Paid for by company; single occupancy	\$1.75/hr	November 2016	1,582	American	ALPA	iPad	CLT, DCA, CVG DAY, TYS, PHL ORF	*Additional with CRJ type, **Referral bonus, **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time. ****20,000 retention bonus starting year 2, (\$2,500 per quarter for 2 years).
				3.F.1		5.A.1	Dec/2017	Dec/2017					Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200 CRJ-700 CRJ-900 EMB-175	YV	\$22,100* \$20,000**	76 Hours during training	Paid for by company; single occupancy	\$1.60/hr	March 2017	1,220	United, American	ALPA	iPad***	PHX, DFW, IAD, IAH	*Paid after completion of training **Paid after completion of year 3 ***Pilot must have an iPad, but company pays \$40 a month
			LOA 37	5.A.1	5.B.1	5.A.2	Dec/2017	Dec/2017					Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200	ZW	Yes \$33,000 \$4,000 or \$4,500*	2.5 hours per day	Paid for by company; single occupancy	\$1.75/hr dom \$1.80/hr int	Jan 2014	534	American United	ALPA	iPad	ORD, IAD, MKE	*\$33,000 min bonus for all new hires. \$4,000 or \$4,500 referral bonus, later for Airmen Training Program
			Website	4.C	5.A.1	LOA 37	Dec/2017	Dec/2017					Contract 2003, Pilot data from 10/6/2014 seniority list.
Horizon Air (Horizon Air)	DH-8-Q400 ERJ-175*	QX	None	16 credit hours per week & per diem	Paid for by company; single occupancy**	\$1.80/hr	Sept 2018	860	Alaska	IBT	iPad 2	BOI, GEG, MFR, PDX, SEA	*By the end of 2018, the projected fleet will be 26 E175s and 37 Q400s. **Upgrades available to new hires that meet Part 121.436(a) minimums.
				5.I.4	6.C	5.G.1	Jan/2019	Jan/2019					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	CP	\$17,500 Signing \$1,500 Referral Bonus	MMG & Per Diem*	Paid for by company; double occupancy	\$1.65/hr**	October 2015	659	Delta, American	ALPA	iPad	PHX, 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	Dec/2017	Dec/2017					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	G7	\$12,000** \$5,000***	\$23/hr @ 60 hr	Paid for by company; single occupancy	\$1.60/hr	December 2017	600	United, Delta	IBT		ORD, RDU, STL, DEN	*7 CRJ-900s being delivered by the end of 2015. **New hire bonus, ***With CL-65 type.
			Jan/2017	5.B.3	6.C	5.O	Dec/2017	Dec/2017					Contract 2016 as amended

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
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	January 2017	350	American	ALPA		PHL, MDT, ROA, SBV	*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	Dec/2017	Dec/2017					Contract 2013 as amended
Trans States Airlines (Waterski)	ERJ-145	AX	\$30,000*	\$35.81 @ 75 hrs or 4 hours per day	Paid for by company; Single occupancy	\$1.90/hr	June 2016	600	United, American	ALPA	iPad	IAD, STL, ORD DEN, RDU	*Paid out over 3 years, restrictions apply. Attendance Bonus 0 Sick Days Used \$1000, 1 Sick Day Used \$700, 2 Sick Days Used \$500, 3 Sick Days Used \$300
				3.C.1	5.A.1	5.C.1	Dec/2017	Jun/2016					Contract 2015 as amended
Cape Air (Kap)	ATR-42 C402 BN2	9K	None	40 Hours per week	Paid for by company; Single occupancy	\$37/overnight	Upon Reaching ATP Mins	100	Hyannis Air Service DBA Cape Air	IBT	No	New England, New York, Montana, Midwest, Caribbean & Micronesia (See Notes)	HYA, EWB, BOS, PVC, ACK, MYY, RUT, LEB, RKD, AUG, PVD, ALB, OGS, MSS, SLK, HPN, BIL, SDY, GDV, OLF, GGW, HVR, UIN, MWA, CGI, IRK, TBN, OWB, SJU, MAZ, STX, STT, EIS, GUM
				3.K.A	6.E.5.A	6.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Silver Airways (Silverwings)	Saab 340b	3M	\$12,000*	MMG & Per Diem	Paid for by company; single occupancy	\$1.85/hr	18 months	160	Self**	IBT		FLL, TPA, MCO, IAD	*\$3,000 after IOE, \$3,000 after 1 year, \$6,000 after 2 years; **11 Codeshares
						5.C	Jul/2015	Jul/2016					Contract 2011 as amended
AmeriFlight, LLC (AMFlight)	EMB-120 EMB-110 BE1900 & 99 SA227 C208 PA31	AM	None	\$9 - \$12.50 per hour* \$35 / Day Per Diem	Paid for by company; Single occupancy	\$1.45/hr	Immediate	185	UPS FedEx DHL Lantheus ACS Mallinckodt	None	iPad	DFW, BFI, PDX, SFO, BUR, ONT, PHX, ABQ, SLC, SAT, OMA, LAN, CVG, SDF, BUF, MHT, EWR, MIA, BQN, SJU	*Hourly rate in training depends on PIC, SIC and aircraft type.
							Oct/2015	Oct/2015					
CommuteAir (CommuteAir)	DH-8-100 DH-8-200 ERJ-145	C5	Up to \$15,000*	MMG	Paid for by company; single occupancy	\$1.80/hr	Apr/2017	291	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 \$8,000 **BTW is only HQ
			Online	3.G	5.A.8	5.B.3	Dec/2017	Dec/2017					Contract 2015 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
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	C208, C207, PA31, B1900 DH-8	7H	\$15,000 for all pilots in 2017, \$5,000 referral	MMG	None, except during SIMs in SEA, Single	\$40.00 per over night	March 2015**	215	Ravn Alaska	None	iPad	ANC	*After 6 months pay goes to \$40 on B1900, first year pay adjusted for this. **Hageland pilots can transfer at any time once they hit ATP mins, so much uncertainty abounds
							Jun/2017	Jun/2017					Need contract
Total Pilots								20,809					
	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

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**	276	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 2018 as amended
ExpressJet (LASA) (Accey)	12*/11	Yes	12.5, 14, 13.5, 11**	571	3:45	None	1:2**	None	100% Air / 50% ground	150%	\$17 / month after 90 Days	None	*Bid period with 30 days line holder is only 11 days off; **Based on start time ****1:1 after 12 hours of duty;
	12.D.2	3.G.4	12.B.1	-	3.F.1 & 2	-	3.F.1 & 2	3.F.1 & 2	8.A.1 & 2	13.G	5.D.4	-	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	12	Yes*	FAA Part 117	198	4:12	None	1:2**	1:4	100%	150%***	\$200 / year***	None	*Must remain on reserve for that period; **1:1 after 12 hrs; ***130% pay on awarded flying credit over 87 hours. Six holidays full pay for all pilots (working that day or not); ****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	438*****	4:12	See Trip Rig	1:2	1:4	75%	100%, 150%, and 200%***	Provided by company****	Company provided	*2 Golden Day Off (GDO) Periods per year, 1 GDO Period has 3 days off. **Only line holders and available for reassignment. ***Company Discretion, 130% or 150%, ****Includes luggage *****Includes 2018 LOA
	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	75%	150% or 200%*	Pilots pay 50% except leather jacket 100%	Company provided	*200% only when critical coverage declared by company
	10.B.1	3.F.2	10.A.2	-	3.E.1 & 2	-	-	-	3.K	LOA	6.A	-	Contract 2003 as amended

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 (Endeavor)	12	Yes	14	501	4	25 Hours 5 Day Trip	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.A.1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	11	Yes*	FAA Part 117	187	None	None	None	None	62.5%	100% or 200%**	Company pays half of hat, topcoat, jacket, two pairs of pants.	None	*To line guarantee, **200% for junior manning and improper reassignments.
	12.B	3.G	12	-	-	-	-	-	6.A	3.H.9	5.E.2	-	Contract 2017 as 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% or 200%***	\$260 / yr****	\$50*	*Once trip is awarded or assigned for all pilots **Based on start time. ***200% for critical trips. ****After completing first year
	25.E.8.a	3.D	12.B.1	-	3.C.1.c	-	3.C.1.a	3.C.1.b	3.E	3.B.1/LOA 37	18.C.2	18.E	Contract 2003 as 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)	11/12	Yes	FAA Part 117	165	4*	4*	None	None	75% 100% 2 DOS	150% 200%**	\$25 / Month	None	*With restrictions, report before Noon, finish after 5pm, **At company discretion,
	7.A.2.a	5.B.1	7.B	-	5.B.1	5.B.1	-	-	5.E	5.D	26.L.5	-	Contract 2016 as 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
Trans States Airlines (Waterski)	12 line holders 11 reserves	Yes*	14	246	4**	None	None	None	100%	150% 200%***	\$25 / month	None	*Line Holders have Cancellation Pay - 100% line by line, block or better, **For reserves only, ***At discretion of company.
	25.B.3.a.2 & d.2	3.F	12.E.1	-	LOA 2011-07	-	-	-	3.H.1	3.E.2	5.F.3	-	Contract 2011 as amended
Cape Air (Kap)	10	Yes	14	170	5	None*	None*	None*	100% for 135 50% for 121	100% or 150%**	Paid in full by company, no set amount per year. Reasonable amount.	Yes as needed	*Pilots are paid per duty hour not flight hour. **Paid above minimum, if it is over 40 hours per week, then it will be paid at 150%
	14.E.2	3.I	14.B	-	3.B.V.I.	-	-	-	3C1B	-	-	25.A.5	Contract 2012 as amended
Silver Airways (Silverwings)	11	Yes*	14	161	3, 4 on lost day	Greater of min day, credit, duty rig	1:2	None	50% for first 5 hours, then 100%	100%	\$150 / yr**	None	*Greater of line value or actual flown except for named storms, than 50%; **For replacement only.
	6.D.3 & 4	6.H.8.a	8.A.1	-	3.H	3.B.1	3.B.1.c	-	7.D.1	3.D	5.J	-	Contract 2011 as amended
Ameriflight, LLC (AMFflight)	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	*Additionally 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
Peninsula Airways (Peninsula)	5 on 2 off												
Seaborne Airlines (Seaborne)	13												
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	10	No	FAA Part 117	NA	2.4	0	0	0	30%	100%	New Hire Paid by Company then \$80 per year	No	
	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
Over 2,000 Pilots												
ExpressJet (LXJT (Accey)	EMB-145, CRJ-200	\$47.87	75	\$43,083	\$105.06	\$94,554	< 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% 20+ = 8% Vesting*	<5 = 2.5% 5<10 = 4% 10<15 = 5% 15<20 = 5.5% 20+ = 6% (New hires not eligible)	30%	*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. ****New contract scope includes 20 E175s to be flown for UAL.
	70-76 Seat A/C****	\$47.87		\$43,083	\$110.48	\$99,432						
-	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 2018 as amended
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=50% of 6% 7=75% of 6% 10=75% of 6%	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	\$60.50	75	\$54,450	\$116.00	\$104,400	<6m = 30.8 Hrs >5 = 36.96 Hrs >10 = 46 Hrs >15 = 49 Hrs >16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1-4 yrs, 4% 5-9 yrs, 6% 10-14 yrs, 8% 15-19 yrs, 10% 20+ yrs, 12%	None	30%	*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.
	CRJ-700				\$122.83	\$110,547						
	EMB-175				\$123.29	\$110,961						
	CRJ-900				\$125.10	\$112,590						
-	3027.2	3008.5 A.3	HRxMMGx12	3027.1	HRxMMGx12	3011.1**	3012.1			-		Pilot Agreeemnt signed August 2015
Republic Airways (Republic or Shuttle)	EMB-170 EMB-175	\$57.43	75	\$51,687	\$129.39	\$116,451	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 = 4.25 H/M 2 Yr = 4.94 H/M 3 Yr = 5.55 H/M 4-6 Yr = 6.00 H/M 7-9 Yr = 8.00 H/M 10-12 Yr = 12.00 H/M 13-15 Yr = 9.30 H/M 16+ Yr = 10.00 H/M No Max	1-5 = 3% 6-12 = 5% 13-15 = 7% 16+ = 8%	None	35% for Legacy PPO Medical Plan 25% for PHP Pilot Health Plan 35% for TPO Traditional PPO Plan	*Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4. Vacation is taken out of a PDO bank @ 4 hrs per day.
	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8.A.1***	8.A.1	14.K	14.E		Contract 2015
Envoy formally American Eagle (Envoy)	EMB-145	\$39.78	75	\$35,802	\$89.12	\$80,208	<1yr = <7 dys*** 1-2yrs = 7 dys >2yrs = 14 dys >7yrs = 21 dys >16yrs = 28 dys	90dys=5yrs = 3.5hrs/month; >5 yrs = 4hrs/month	1-4 = 3.5% 5-9 = 5.25% 10-14 = 6.4% 15-19 = 7% 20+ = 8%	None	31% to 35% 1% increases per year	*New-hires are capped at 12th year pay for CA and 4 years for FO. **<1 is prorated.
	EMB-175				\$93.90	\$84,510						
-	LOA**	LOA	HRxMMGx12	LOA*	HRxMMGx12	8	9.A	28.B**	28.B	28.A.3.b		Contract 2003 as amended
500-2,000 Pilots												
Endeavor Air (Endeavor)	CRJ-200	\$65.74	75	\$59,166	\$117.70	\$105,930	<1yr=<7 dys*** 1-2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	3.5 H/M	100% Match: 1-5 = 3% 5-10 = 5% 10-20 = 8% 20+ = 12.5% 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	\$67.09		\$60,381	\$122.20	\$109,980						
-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A.3.b	14.A	28.B	28.B	27.A.2		Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200	\$41.78	75	\$37,602	\$98.37	\$88,533	< 1 = 7 days > 2 = 14 days > 7 = 21 days >14 = 28 days	0-5 = 3.5 H/M 5+ = 4 H/M 485 Max	50% Match: -5.5 = 2% 5-7 = 4% 7-10 = 8% 10+ = 8%*	-5.5 = 1.5% 5-7 = 2% 7-10 = 2.5% 10+ = 3.5%	27%	*75% after 10 YOS, **Vesting after 3 YOS.
	CRJ-700 CRJ-900	\$43.29		\$38,961	\$106.67	\$96,003						
-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A	14.A	28.C**	28.C	27.B.4		Contract 2013 as amended
Mesa Airlines (Air Shuttle)	C200/E145	\$52.00	76	\$47,424	\$92.58	\$84,433	< 1 = 7 days > 2 = 14 days > 5 = 21 days >15 = 28 days > 20 = 35 days	0-1 = 1.52 H/M 2-4 = 2.17 H/M +5 = 3.0 H/M	50% Match: 0-9 = 6% 10+ = 10%	None	Based on rates set by company and insurance provider	
	C700/E170				\$99.65	\$90,881						
	C900/E175				\$105.08	\$95,833						
	C900-C				\$108.00	\$98,496						
-	3.A	4.A.1*	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A		Contract 2017 as amended
Air Wisconsin (Wisconsin)	CRJ-200*	\$49.98	75	\$44,982	\$109.29	\$98,361	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days	3.75 H/M Max 375	3-4% = 1% 5-6% = 2% 7% = 3% 8% = 4% 9% = 5%	3%	25%	*1.5% Pay Raise every year on October 1st. 3.A.2. **Pilot must contribute first percentages to get company matching (second percentage)
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.B.2	14.A.1	28.B**	28.A	27.D.2.a	Contract 2003 as amended
Horizon Air (Horizon Air)	Q-400 ERJ-175	\$49.43	80.5	\$41,383	\$119.19	\$99,786	<5 = 14 days > 5 = 28 days	3 H/M	6%	None	Company Discretion	*MMG based on 35 day bid period. Approximately 10.4 bid periods per year
	-	App. A.D	5.B.1	HRxMMGx10.4	App. A.B	HRxMMGx10.4	13.B	14.A.1	27.C	27.C	27.A	Contract 2012 as amended
Compass Airlines (Compass)	E-170, E-175	\$45.80	75	\$41,220	\$111.24	\$100,116	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	0-2 = 3 H/M 2-5 = 3.25 H/M 5+ = 3.5 H/M Max 450	50% Match: 9m-4 = 4% 3-5 = 6% 6+ = 8%	None	29% Employee, 34% Family	*Contract is based on months of service for vacation 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	\$44.33	75	\$39,897	\$111.24	\$98,781	> 1 = 7 days 2-5 = 14 days 6-13 = 21 days +14 = 28 days	0-2 = 2 H/M 2-6 = 3 H/M +6 = 4 H/M Max 300	9mo-2yr 4% 3-6 = 6% +7 = 8%*	None	Emp: \$147.78 Emp + 1: \$363.85 Emp + 2 or more \$554.44	Reserve MMG is 70, Line holder MMG is 74, *Company match 50%
	-	5.A.1.b	5.N.1	HRxMMGx12	5.A.1.a	HRxMMGx12	13.A.1	14.A	27.D.1	27.D	27.B.1	Contract 2016 as amended

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.
Trans 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	\$45.67	75	\$41,103	\$106.07	\$95,463	< 1 = 7 days** 2 - 5 = 14 days 6 -13 = 21 days +14 = 28 days	0-2 = 3 H/M 3-5 = 3.5 H/M +6 = 4 H/M 450 Max	9+ mos = 4% 3-6 = 6% 7+ = 8% 50% Match	None	35% Employee, 35.9% Emp +2	*Line holder lines built to a minimum 80 hours, **First year is prorated.
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
Silver Airways (Silverwings)	-		Per week*	HRxMMGx52		HRxMMGx52	8.A.1		5.G.1	-	5.A & B	Need contract
	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
Ameriflight, LLC (AMFlight)	-	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
	All	Salary	160 Units of Pay	\$31,000	Salary	\$89,650	1.16 Days per month		5%	None	\$198 per month	
CommutAir (CommutAir)	Q-200, Q-300, ERJ-145	\$45.62	75	\$41,058	\$106.36	\$95,724	1 = 7 days 1-5 =14 days 5-11 = 21 days 11+ = 28 days	2.5 H/M	up to 6%**	None	30.0%	*FO max out at 6 years, CA max out at 20 years ERJ. **50% based on YOS
Peninsula Airways (Peninsula)	-	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
	Saab 340A, Saab 340B*											
Seaborne Airlines (Seaborne)	-											Need contract
	DHC-6-300	\$44.00	75	\$39,600	\$93.00	\$83,700			Yes*			*Based on profitability
	S340	\$40.00		\$36,000	\$69.00	\$62,100						
	-			HRxMMGx12		HRxMMGx12						Need contract
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	B1900, DH-8	\$64.00	60	\$37,440	\$117.00	\$84,240	2.9 Hours Per Week	2 Days Per Year	2%	None	\$450-\$500 / Mo. \$750-\$800 / Mo.	
	-			HRxMMGx12		HRxMMGx12						Need contract
	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.

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
Endeavor Air

AUG Augusta, ME
Cape Air

BFI Seattle, WA
Ameriflight, LLC

BIL Billings, MT
Cape Air

BOI Boise, ID
Horizon Air

BOS Boston, MA
Peninsula Airways
Cape Air

BQN Aguadilla, PR
Ameriflight, LLC

BUF Buffalo, NY
Ameriflight, LLC

BUR Burbank, CA
Ameriflight, LLC

CGI Cape Girardeau, MO
Cape Air

CLE Cleveland, OH
ExpressJet Airlines

CLT Charlotte, NC
PSA Airlines

CMH Columbus, OH
Republic Airways

CVG	Cincinnati, OH Ameriflight, LLC PSA Airlines	IAD	Washington, DC Mesa Airlines Trans States Airlines	MVY	Martha's Vineyard, MA Cape Air	ROA	Roanoke, VA Piedmont Airlines
DAY	Dayton, OH PSA Airlines		Silver Airways CommutAir	MWA	Marion, IL Cape Air	RUT	Rutland, VT Cape Air
DCA	Washington, DC Republic Airways PSA Airlines	IAH	Houston, TX ExpressJet Airlines	OGS	Ogdebsburg, NY Cape Air	SAT	San Antonio, TX Ameriflight, LLC
DEN	Denver, CO Skywest Airlines GoJet Airlines Great Lakes Airlines		Skywest Airlines Mesa Airlines Republic Airways	OLF	Wolf Point, MT Cape Air	SBY	Salisbury, MD Piedmont Airlines
DFW	Dallas, TX ExpressJet Airlines Envoy Ameriflight, LLC Mesa Airlines	IND	Indianapolis, IN Republic Airways	OMA	Omaha, NE Ameriflight, LLC	SDF	Louisville, KY Ameriflight, LLC
		IRK	Kirkville, MO Cape Air	ONT	Ontario, CA Ameriflight, LLC	SDY	Sidney, MT Cape Air
DTW	Detroit, MI ExpressJet Airlines Endeavor Air Compass Airlines	JFK	New York City, NY Endeavor Air	ORD	Chicago, IL ExpressJet Airlines Skywest Airlines Republic Airways Envoy GoJet Airlines Trans States Airlines Air Wisconsin	SEA	Seattle, WA Skywest Airlines Horizon Air Compass Airlines
		LAN	Lansing, MI Ameriflight, LLC	ORF	Norfolk, VA PSA Airlines	SFO	San Francisco, CA Skywest Airlines Ameriflight, LLC
EIS	Tortola, BVI Cape Air	LAX	Los Angeles, CA Skywest Airlines Compass Airlines	OWB	Owensboro, KY Cape Air	SJU	San Juan, PR Ameriflight, LLC Seaborne Airways Cape Air
EWB	New Bedford, MA Cape Air	LEB	Lebanon, NH Cape Air	PDX	Portland, OR Skywest Airlines Horizon Air Ameriflight, LLC	SLC	Salt Lake City, UT Skywest Airlines Ameriflight, LLC
EWR	Newark, NJ ExpressJet Airlines Republic Airways Ameriflight, LLC CommutAir	LGA	New York City, NY ExpressJet Airlines Republic Airways Endeavor Air	PHL	Philadelphia, PA Republic Airways PSA Airlines Piedmont Airlines	SLK	Saranac Lake, NY Cape Air
FAT	Fresno, CA Skywest Airlines	MAZ	Mayaguez, PR Cape Air			STL	St. Louis, MO GoJet Airlines Trans States Airlines
FLL	Fort Lauderdale, FL Silver Airways	MCI	Kansas City, MO Republic Airways	PHX	Phoenix, AZ Skywest Airlines Mesa Airlines Ameriflight, LLC Great Lakes Airlines	STT	St. Thomas, USVI Cape Air
GDV	Glendive, MT Cape Air	MCO	Orlando, FL Silver Airways			STX	St. Croix, USVI Seaborne Airways Cape Air
GEG	Spokane, WA Horizon Air	MDT	Harrisburg, PA Piedmont Airlines	PIT	Pittsburgh, PA Republic Airways	TBN	Fort Leonard Wood, MO Cape Air
GGW	Glasgow, MT Cape Air	MFR	Medford, OR Horizon Air	PSP	Palm Springs, CA Skywest Airlines	TPA	Tampa, FL Silver Airways
GUM	Guam Cape Air	MHT	Manchester, NH Ameriflight, LLC	PVC	Provincetown, MA Cape Air	TUS	Tucson, AZ Skywest Airlines
HNL	Honolulu, HI Island Air	MIA	Miami, FL Republic Airways Ameriflight, LLC	PVD	Providence, RI Cape Air	TYS	Knoxville, TN PSA Airlines
HPN	White Plains, NY Cape Air	MKE	Milwaukee, WI Air Wisconsin	RDU	Raleigh-Durham, NC GoJet Airlines	UIN	Quincy, IL Cape Air
HVR	Havre, MT Cape Air	MSP	Minneapolis, MN Skywest Airlines Endeavor Air Compass Airlines	RKD	Rockland, ME Cape Air		
HYA	Hyannis, MA Cape Air	MSS	Massena, NY 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	
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	Contract 2014, As Amended
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						

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