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JANUARY 2020

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Dear readers,

Today marks the start of a new decade. I hope that you and your families had safe and happy holidays, and I wish for you all a successful new year and decade!

Our industry outlook is nothing short of terrific! It is reported that this will be a year with significant hiring within the major airlines. If the projections hold true, there will be thousands of new pilots at the major airlines! This demand is not only due to retirements and attrition — every airline has plans for substantial growth.

If you are among those vectoring toward a position with a major airline, 2020 has your name written all over it. Step one is to get your application and résumé updated. A great resource to help is our partner company, Aero Crew Solutions which will review and refine your documents to ensure you present your very best. Learn more at <https://www.aerocrewsolutions.com/application-review> Make your resolution to get started by January 14 to receive 10% off your order if you mention Aero Crew News.

Happy New Year, from all of us at Aero Crew News and Aero Crew Solutions!

Your comments are always welcome at info@aerocrewnews.com.

Fly safe,

Craig D. Pieper

Craig D. Pieper

About the Publisher

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



December 2019

Last month's feature introduces you to FlyGIRL, its founder and its purpose. In Perspectives, Prepare to be Prepared, by Joseph Schmidt, reminds us the importance of planning and preparation as we move through the various phases of our careers. James C. Knapp continues to provide sound financial guidance in our Money column with Making Financial Sense. Do captains need to know more about the weather? Anthony Lorenti thinks so and will tell you why in his Squall Line entry for the month. December is notorious for bringing on the blues and Reini Thijssen's Fitness column offers some meds-free ways to deal with them.

Be sure to check in with our publisher in his letter. He's got some valuable tips on dealing with stress that he has learned from experience. All of the staff and contributors of Aero Crew News hope our readers enjoy a joyous holiday season. Join us in 2020 for bigger, better, more! If you have an idea for something we can do to improve or if you wish to share a thought, please email us at info@aerocrewnews.com. We all look forward to reading what our readers are thinking. We are doing our part in keeping the skies safe with you.

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United Airlines Sets a Course for the Future With Order of 50 Airbus A321XLR Aircraft

New aircraft will improve operational efficiency, elevate the inflight travel experience and reduce environmental impact

Airline expects to operate new aircraft on transatlantic routes out of its East Coast hubs in 2024

United Airlines announced December 3, 2019 an order to purchase 50 new Airbus A321XLR aircraft, enabling the carrier to begin replacing and retiring its existing fleet of Boeing 757-200 aircraft and further meet the airline’s operational needs by pairing the optimal aircraft with select transatlantic routes. The state-of-the-art aircraft, which United expects to introduce into international service in 2024, will also allow United to explore serving additional destinations in Europe from its East Coast hubs in Newark/New York and Washington.

“The new Airbus A321XLR aircraft is an ideal one-for-one replacement for the older, less-efficient aircraft currently operating between some of the most vital cities in our intercontinental network,” said Andrew Nocella, United’s executive vice president and chief commercial officer. “In addition to strengthening our ability to fly more efficiently, the A321XLR’s range capabilities open potential new destinations to further develop our route network and provide customers with more options to travel the globe.”

The next-generation A321XLR offers customers an elevated inflight experience and features modern amenities including LED lighting, larger overhead bin space and Wi-Fi connectivity. Additionally, the new aircraft lowers overall fuel burn per seat by about 30% when compared to previous generation aircraft, enabling United to further minimize its environmental impact as the carrier moves towards its ambitious goal of reducing its carbon footprint by 50% relative to 2005 levels by 2050.

United plans to begin taking delivery of the Airbus A321XLR in 2024. Additionally, the airline will defer the delivery of its order of Airbus A350s until 2027 to better align with the carrier’s operational needs.



A little Journey into the past of Fabian Bello To bring us to the present at Journey Aviation

Journey Aviation – a worldwide private jet charter operator and aircraft management company – continues to grow its large cabin, long range heavy jet charter fleet with the recent acquisition of Gulfstream GIVSP, N927JA as their first wholly owned aircraft. With the latest addition, now the company has a fleet of 15 heavy jets and growing – all available for international and domestic charter flights.

The partners of Journey made the decision to purchase the aircraft earlier this year as a result of the company's notable growth and success since its inception in 2014. As it's tradition to change the aircraft registration after purchase, Founding Member and CEO, Fabian Bello, was chosen to select the new number. The letters JA were a given choice standing for Journey Aviation but as far as the numbers that took him some time to ensure they were mindfully selected with meaning and not the customary "birthdate."

Fabian Bello was born in Havana, Cuba and migrated to Miami, Florida at the age of three. It was on September 27th, 1979 that Fabian's parents were given the opportunity to make the brave and bold move to leave Cuba. They were determined, like so many others, to come to America for a brighter future in the land of the free. 9/27 not only changed the future path for the Bello family, but also represents the epitome of freedom and opportunity for many proud naturalized citizens who also once migrated to this Country. Therefore, the numbers representing that special date, seemed fitting for the aircraft registration as they symbolize opportunity, growth and tremendous achievement, which parallels in Fabian's life and at Journey Aviation.

Bello shared, "The numbers 927 not only reflect the date and special honor to my parents but they also signify the essence of being afforded the opportunity to live in a capitalistic country that promotes the idea that you can start with nothing and end up with something many would consider "out of this world." What I have achieved is practically unachievable in most of the world, including the land where I was born."

Bello's success in the private aviation industry has been remarkable. What he's built not only with Journey Aviation but also in his personal life happened because of that one very special day in September a little over four decades ago. "Only in America can you come here as an immigrant with literally nothing but the clothes on your back and somehow achieve unfathomable success. You can attend average schools, live in low to middle income neighborhoods where there are limited networking opportunities and somehow catapult yourself into environments of growth and prosperity. What my parents were clear on and the lesson everyone should learn, is that if you cherish the opportunities you're given in this life, take nothing for granted and above all, make good choices, anything is possible," Bello stated.

If you want to see proof of that statement, all you have to do is look up in the air and catch the tail of Journey's Gulfstream GIVSP that embodies the privilege and honor of the American Dream.

Mindfully selected and purposefully chosen, N927JA carries a meaning that transcends most aircraft registration numbers. As Journey continues its growth into 2020, this story will forever be instilled in the Company's history and foundation.

Journey specializes in 24/7, on demand, charter flights worldwide with a stringent focus on achieving excellence in personalized service and quality product. With the addition of N927JA, Journey's fleet of 15 aircraft comprises of Gulfstream G550, Gulfstream GV, Gulfstream G450, Gulfstream GIVSP, Gulfstream GIV, Falcon 2000 and Hawker 4000 models with future plans to add several more aircraft over the next year. The company holds the highest industry standard safety certifications ARG/US Platinum, Wyvern Wingman and ISBAO.



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Jet Linx Launches Flight Funds Program to Culminate Its 20th Anniversary

Private Jet Company Introduces New Cash Back Program to Reward Its Valued Clients

Jet Linx, the preeminent private jet management and Jet Card membership company in the United States, today announced the release of Flight Funds, a new and pioneering rewards program available exclusively for Jet Linx clients. Launched in celebration of the Company's 20th anniversary and the culmination of a record-breaking year that encompassed significant acquisitions, expansions and strategic partnerships, the Flight Funds program provides Jet Linx clients with the ability to earn up to four percent cash back annually. The announcement was made by Jamie Walker, President & Chief Executive Officer of Jet Linx.

“For the past 20 years, we have been dedicated to becoming the finest and safest private jet management and Jet Card membership company, serving our clients in a way no other private aviation business can – by providing guaranteed private jet services on a local level to personally serve each client’s individual needs. It is our Jet Linx clients who are responsible for our tremendous growth, and the Flight Funds program is our way of saying ‘thank you’ and further enhancing the Jet Linx experience as we reflect on what has been our most successful year yet,” said Mr. Walker. “Our incredible success over the last twenty years is due to our unique and innovative local business model and, most especially, to our exceptional team at Jet Linx who go above and beyond as a matter of course. I am very proud of what we have achieved and excited about what is yet to come.”

The launch of the Flight Funds comes on the heels of a milestone year for Jet Linx that included the opening of new Base terminal locations in Austin, Boston, Chicago and New York, a new and expanded private terminal in Nashville, and a second Base terminal in St. Louis.

In 2019, Jet Linx also forged two groundbreaking and unprecedented partnerships; the first with Forbes Travel Guide and the second with Southwest Airlines. The collaboration with Forbes Travel Guide – the world renowned and only independent, global rating system for luxury hotels, restaurants and spas – enables Jet Linx to be the first and only company in private aviation to establish and implement Forbes Travel Guide’s preeminent and unparalleled standards of service excellence, as well as partner with Forbes Travel Guide in the creation of customized, proprietary Jet Linx standards of excellence. Jet Linx also joined forces with Southwest Airlines, the nation’s largest domestic carrier, to create the Destination 225° program, which provides a unique career pathway and lifecycle solution for pilots, facilitating entry into the

aviation industry and providing opportunities for pilots to elevate and extend their careers.

As an integral part of its growth strategy and national expansion across the United States, Jet Linx acquired Elliott Aviation’s private jet management business. As part of this strategy, the Company plans to acquire other respected and established private jet management companies, including planned future Base locations in Florida and California.

Throughout the year, Jet Linx continued to demonstrate its commitment to delivering the highest and most stringent safety standards in the private aviation industry. The Company hosted its third annual Safety Summit in June, voluntarily grounding its fleet of 100+ aircraft and bringing together more than 500 employees to focus on advancing safety culture and participate in a special keynote session led by Jim Hall, former National Transportation Safety Board (NTSB) Chairman. Taking safety one step further, Jet Linx also hosted its first-ever Aviation Safety Symposium. The event invited industry partners to share, educate and advance safety efforts in Part 135 operations.

Over its 20 years, Jet Linx has become the preeminent Jet Card membership and private jet management company in the United States due to its unique and innovative business model that offers a more personalized approach to guaranteed private jet travel solutions through individual, city-specific, local services that are supported by a national operation and robust technology platform. With 2020 on the horizon, Jet Linx will continue to elevate, enhance and enrich the Jet Linx private jet travel experience through new initiatives, Base locations and exclusive benefits.

For more information on Jet Linx, visit www.jetlinx.com or contact a local Jet Linx Base.



Desert Jet Charter Adds Trio of Industry Veterans on Heels of CEO Hire and New FBO Opening

Desert Jet, a leading full-service business aviation organization based in the Palm Springs area, announces the addition of three, talented industry professionals. The expertise and experience that Shaun McQuain, Jeff Irvine and Suzanne Temesvari bring to the charter company's leadership team will be instrumental to its growth and aligns with the new direction Desert Jet has taken under the leadership of CEO, Jared Fox.

Shaun McQuain, Desert Jet Charter's Vice President of Charter Operations and the 14 CFR 119.69 Director of Operations, provides day-to-day leadership for all Desert Jet Charter safety initiatives, flight operations, and operational control. Shaun works closely with the Federal Aviation Administration to maintain the highest level of safety and regulatory compliance. He leads recruitment efforts, hiring the right people to ensure seamless execution to exceed performance expectations. Shaun is also a pilot for Desert Jet Charter and has more than 6,000 hours of flight experience, having flown for both the airlines and previous on-demand charter companies. Shaun will strive to motivate and develop a strong, high-performing operations team.

Jeff Irvine brings 15 years of aviation and leadership experience to his new role as Chief Pilot. Jeff joined Desert Jet more than five years ago as a senior Captain, training Captain and Check Airman. Formerly a flight academy flight instructor, Jeff was credited with spearheading a new program for flight students that would later grow into a full division at the academy and has since trained hundreds of students. As Desert Jet's Chief Pilot, Jeff's effective leadership style will be beneficial to building a strong team of professional pilots dedicated to safety, efficiency and teamwork. Jeff also continues to fly Desert Jet charter missions and has nearly 6,000 hours of flight experience.

As one of Desert Jet's newly appointed Director of Charter Sales and Logistics, Suzanne Temesvari oversees the day-to-day functions of the charter sales team and develops processes to maximize the efficiency of the Desert Jet fleet. With 14 years in the aviation industry, Suzanne's background spans worldwide charter sales, operations, and customer service. She began her career in charter operations and sales as a dispatcher for a California-based light jet operator, and eventually oversaw a sales team for one of the largest heavy jet charter operators in the world. Suzanne's wealth of experience and exceptional leadership skills will be instrumental to the development of a high-performing charter sales team.

CEO Jared Fox said, "We are very pleased to have Shaun, Jeff and Suzanne on our team. Enhancing our leadership is a vital step that supports the changes we're making at Desert Jet. I feel very lucky to get to work with such talented people and look forward to the contribution they each will make to our organization."





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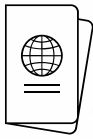


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PERSPECTIVES



I've Got My Certificates, Now What?

Planning to answer the enduring question

WRITTEN BY: KRISTOPHER OLSON

I am frequently asked, "I've got my private/commercial/airline transport certificate, now what?" And I always think to myself, "Why are you asking me? Was your goal to acquire that certificate or was your dream to become a pilot? What does being a pilot mean to you? Shouldn't you have thought about this before you earned the certificate? The certificate is a means to an end, not the end in itself, isn't it?"

So, what do you do when you finally earn the title of pilot? If you haven't already, establish your priorities. If you dream of being an airline pilot, nail down specifics. Do you want to travel internationally and fly widebodies or would you prefer a career in the charter industry? What about full-time flight instructing? What is a satisfactory income? What hobbies would you like to pursue outside of aviation? How would your spouse/partner fit into this dream? Where would you like to live? Are you willing to commute? If you don't establish goals, you'll never be satisfied. Human want knows no end.

With the long-term goals outlined, determine what is needed to get there. Consider both short- and intermediate-term requirements. First, look at tangible requirements, then at intangible requirements. For example: I chose to become an airline pilot. Basic requirements for most major airlines include a four-year degree, 1,500–3,000 hours flying, and jet experience. Take the intermediate goals (1,500 hours and a four-year degree) and turn them into short-term goals.

If you have a CFI with 400 hours, you could aim to fly 600 hours per year and be at a regional airline in two years, therein obtaining the jet experience needed for major airlines. If you haven't started working toward your degree, plan to take courses year-round and have three quarters of your schooling completed by the time you reach 1,500 hours. Investigate on-line education options. Turn that one-year goal into a monthly goal; 50 hours each month equals 600 in a year. If you miss one month, make up for it in the subsequent month.

If you are dreaming of learning to fly, sit down and evaluate your finances and workload. Can you pay for flight training immediately with cash on hand? If yes, jump right in. If no, evaluate your financing options. Consider working overtime, saving monthly, and studying for the written exams. In a year or less, you could hit the ground running on your flight training.

If you want to own a flight school, be an Alaskan bush pilot, or fly Part 135 charters, follow the same process. Achieving anything as complex as learning to fly is hard, but identifying steps and making a plan of action is all that is needed to succeed. Take that big challenge and repackage it into bite-sized goals. You'll be amazed by what can be accomplished in one or two years of dedicated effort.

What intangible things make an ideal pilot? What hobbies are out there that can contribute to personal wellbeing, character development, and (indirectly) career development? Good airline pilots are leaders, strong communicators, charismatic, and experts in their craft. What hobbies exist that can promote those attributes? Playing competitive sports can promote leadership and communication skills. Continuing to fly general aviation or seeking additional ratings such as seaplane or lighter-than-air will advance your knowledge of the field. Reading books on the history of aviation, physics, or leadership can round out your knowledge. Joining a public speaking group or volunteering with nonprofits could benefit communication and interpersonal skills. By no means is this list comprehensive, but use it as a guide. Find hobbies that can benefit your overall character and advance your goals.

Along the way, you will meet people of diverse backgrounds. Leverage their knowledge. Are you a financial wizard? If not, ask your friends about their investments, retirement accounts, etc. Seek professional advice. Are you a first-generation pilot? Make friends with captains, flight instructors, and retired military folks who can fill you in on the nuances of the industry. Focus on building as many bridges as you can and look for mentors in everyone you meet. Most people are willing to help in any way possible — you just have to ask.



About the Author



Kristopher Olsen 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...](#)



Happy New You

Five steps to keep your New Year's resolutions

WRITTEN BY: REINI THIJSEN

Recharged and full of inspiration for New Year's resolutions

With a little luck, this is the predominant feeling after the holidays. After all, the advertisements for various 21-day challenges make it look so easy. This seems to be the perfect time to finally get started with dormant plans to improve your life. However, drastically and radically changing your life does not necessarily get you the results you were hoping for. Here are five tips that will help to make your resolutions evolve into behaviors that will last!

Step 1 - Set the bar low

Take tiny steps. It is more effective to consistently take small, incremental steps that can actually be sustained. Wanting to learn or change too many habits at the same time can be counterproductive. Ultimately, the outcome can cause the opposite effect – feelings of despair and demotivation of not sticking with any habit at all. Focus on changing one habit at the time. Keep the two-minute rule in mind: Start a new habit with a time investment of two minutes a day. This helps to practice behavior with minimum effort, which leads to the end goal. If it takes less than two minutes, do it right away. Instead of reading one book a week, start reading one page a day. Starting small and with the right focus, will lead to success.

Step 2 - Formulate a clear plan

Instead of formulating vague plans such as “I am going to eat healthier,” or “I am going to invest more time in my marriage,” it is important to form a clear plan. Without a concrete plan, there is little chance that your plan will actually succeed. Write down the habit that will fit into the existing schedule, when and where. Use an existing habit as a trigger to provoke the new, desired behavior. For example: “I will call my family ten minutes every day after breakfast/before going to sleep,” or “After waking up in the morning, I will immediately put on my workout clothes.” The more concrete the plan is, the better.

Extra tip: Remind yourself as often as possible. Set an alarm, leave notes or put reminders on your agenda. The more frequent you are facing your resolutions, the more it helps you stick with them!

Step 3 - Make it pleasant

The rewarding hormone dopamine plays an important role in learning and unlearning habits. The production of dopamine in the brain ensures that certain behaviors produce a “kick.” The expectation of that reward ensures you do it again. By ensuring that the desired behavior becomes irresistible, makes it easier to stick with it. Link new, more difficult behavior to things you enjoy doing. Do something difficult first, then reward yourself after with something you enjoy. For example, get in the workout first – reward it with a hot bath later. Sometimes your personal environment can impact your goals, positively and negatively. It can be helpful to share your goals with people who are close and spend time with like-minded people who are striving toward the same thing. If people around you eat healthily, it is easier to also eat healthier.

Extra tip: Avoid unhealthy reward systems that contradict the newly learned behavior. Try to focus on more constructive rewards that might even help to reach the goals, like buying new workout clothes or finally making time to read a magazine.

Step 4: Avoid distractions

It is easier to be successful in reaching your goals when you are less likely to be tempted to make bad decisions. Take a critical look around to see what triggers certain behaviors. When distracted by your phone while working, leave it in another room on silent. Want to snack? Do not buy the snacks. It is easier to avoid temptation than to resist it. It works the other way around too. If a goal is to read more, always have a book. Want to drink more water? Always have a bottle of water with you.

Step 5: Do not give up!

When starting a new habit, everyone can encounter a relapse. Make sure not to get stuck and keep going strong afterward. Even when you miss a day, pick up where you left off the next day.

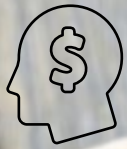
Final thoughts:

Beginning is often difficult, which applies to both habits and large tasks. Every day, every hour and every minute can be a good time to start with new goals and habits. However, there are indicators that after the hustle of the holidays and the beginning of a new calendar year is an opportune time focus on changes in behavior and to take action. Take advantage of the momentum and get started now! Happy New Year!



About the Author

Reini Thijssen is a Dutch certified life coach and avid traveler. [Read More...](#)



MONEY



No Regrets!

WRITTEN BY: CHARLIE MATTINGLY

In the last few days alone, I have learned about three fellow pilots what have lost, or are losing, their battles with cancer. A good friend of mine from the Air Force will soon be put into hospice care to make his last days here on Earth as comfortable as possible. His doctors recently determined that he cannot handle any more chemo treatments. In the last four years, he has received about 90 rounds of chemo, radiation and several surgeries.

A UPS pilot I know, is battling a rare form of cancer called esthesioneuroblastoma. His stark reality is that he will likely lose his vision entirely within 6-12 months. Furthermore, his life expectancy is perhaps only two to three more years, barring a miracle.

Recently, another pilot I knew passed away from cancer. A friend of mine was at his bedside during the last moments of his life. Fortunately, he died in peace knowing that he had done all he could to ensure his family would be taken care of after he was gone. "He was happy and had no regrets," my friend said to me.

I haven't written this to depress or upset anyone. These situations are difficult to comprehend and it's hard to know what we can do for our friends and loved ones in these difficult moments. I have written this because I know there are things our friends would want us to learn from their terrible circumstances. For starters (and I am preaching to myself here), I think they would want us to slow down a little, spend a little more time trying to create special moments and maybe spend a little less time working and striving.

I'm very much a planner in everything I do, and sometimes I struggle with being "in the moment." I have a fear of missing out on that next achievement, the next goal, and sadly, maybe even the next dollar. Maybe I should trade in my next three-day trip for a lesser paying "two-day" so I can attend my daughter's homecoming festivities at her school. What is it worth, in dollar figures, to see my daughter during this special moment? Which is more valuable to her? I'm pretty sure I know how my friends battling cancer would answer that question.

Of course, there are other practical things we should do now to ensure that if we were in similar circumstances we could also leave this world with no regrets.

1 – Work to create special moments and great memories. Many people believe the quality of their relationships and memories are a better measure of wealth than their money. I tend to agree. No one on their deathbed ever wished they had spent more time working!

2 – Get the appropriate amount and the right type of life insurance for your circumstances. I think it's a safe generalization to say that most people do not have enough life insurance. The amount of life insurance depends on several variables; your net worth, family dynamics, age, etc. Additionally, there is rarely a need for any type of life insurance other than term life. Do the math on the amount of life insurance you need and consult someone you can trust to help determine what type of life insurance is right for you.

3 – Make sure your Last Will and Testament and your beneficiaries are current. A new client mentioned to me the other day, "Every time I get in the car with my wife for date night, I wonder what would happen to our kids if we died in a car accident." This is a terrible feeling. Let's not wonder anymore and ensure that our wills clearly articulate what needs to happen in case of our untimely deaths. We know of someone who died and their ex-wife was the beneficiary on their life insurance. "We'll never know if that was intentional or not," said one of the family members.

4 – Make a financial plan. We end almost every article with this advice. The reason I think this is an important step in this context, is that almost every family, including my own, struggles with the following question; "How do we balance preparing for the future and still enjoy our time now while our kids are young and we're healthy?" Financial planning will help clarify the answer to this question. Planning will help bring balance and confidence to our daily lives because we'll know that we are doing our best to enjoy our time now, staying in the moment, while still giving ourselves the best chance at achieving our financial goals for the future.

Finally, I am going to give up my three day trip for a two-day in order to go to my daughter's homecoming festivities. It's the right thing to do and when my time on this Earth has come to an end, I want to be able to say, "I have no regrets."



About the Author

Charlie Mattingly a CERTIFIED FINANCIAL PLANNER™ professional, is a first officer for Southwest Airlines based in Atlanta.
[Read More...](#)



Rough Road Ahead!

WRITTEN BY: ANTHONY LORENTI

I am often asked by laymen, “What airplane do you drive?” As pilots, we routinely refer to ourselves as “drivers.” So, what better segue is there than to address the “rough road ahead” during the winter months? This month, I will touch on atmospheric turbulence.

As always, a disclaimer or two — I am a pilot, not a meteorologist, and turbulence can happen anytime. As a non-meteorologist, I share only a limited amount of knowledge with you. My primary goal is to motivate you to learn more about turbulence and to remind you of the available resources for avoiding the painful experience of turbulence, which comes in a variety of forms occurring in any season.

My focus here is high altitude, non-convective turbulence. This article reeks of the jet stream, which as you know, is much more active in the winter months due to the greater ranges in temperatures between cold and warm air masses.

Turbulence is where you find it

Often, Air Traffic Control and the Aviation Weather Center will begin to issue weather products related to turbulence as a result of PIREPS. Not always, but sometimes, we are test vessels for what's out there. We are the ones who start all the trouble.

As a pilot, the types of weather products you must be aware of are:

- 1) **Center Weather Advisories (CWA).** These are products initiated by Air Traffic Control (usually because of PIREPS) that advertise turbulent conditions. CWA's are warnings that meet or approach national in-flight advisory criteria. Simply, they are a lesser version of SIGMETS/AIRMETS. Said yet another way, CWA's can be thought of as precursors to SIGMETS/AIRMETS.
- 2) **SIGMETS/AIRMETS:** I'll spare you of the definition of these two weather products. Suffice it to say, you should already know what each of these is and their differences.

Before every flight you should be intimately aware of the existence of these weather products. Fortunately, this is easily done. Go to www.aviationweather.gov and look for visual depictions. Insure you know how to navigate this website.

What are you doing about it?

Now that you have a rough idea of where you might encounter turbulence, what is your plan? First, reference your specific SOP/FOM and see if there is specific prohibition for flying in areas of known, or forecast, severe turbulence. This doesn't mean cancel the flight. It means take an active role in avoiding these conditions. There are two ways in which this can be accomplished:

- 1) **Vertically** — See that your flight is planned above or below the area in question. If it isn't, pick up the phone and call dispatch. Make the effort to avoid rough conditions by planning your flight to duck under or climb above the area in question. Whatever options you chose, remember to bring enough fuel. You can plan your route to be one cruise altitude or two different cruise altitudes.
- 2) **Horizontally** — You can also see about planning your flight around the area of turbulence (particularly severe) by filing a circuitous route. Without getting into the science of turbulence, there are specific sides to the jet stream that favor turbulence. The boxed areas of SIGMETS/AIRMETS/CWA's have defined areas for a reason. The conditions for turbulence are believed to be greater inside and less outside the boxes. Changing altitude is not the only way to avoid turbulence. Lateral deviations could be the ace in your pocket.

Jet stream — the serpent in the sky

The jet stream plays a role in turbulence and there are ways to identify the jet stream and certain things to watch for by going to www.aviationweather.gov. The two most prevalent indicators of high-altitude turbulence are pronounced troughs in the jet stream and jet streaks. I have already discussed troughs in previous issues. Jet streaks are pockets of accelerated air within the overall flow of the jet stream. Overall, the jet stream and jet streaks can both be identified at www.aviationweather.gov. This is a hugely beneficial and informative site.

Hunkering down

As I always warn, I will deny giving any advice regarding flying. I will share what I do if I encounter a rough ride. Below are some things I might do, or keep in mind, when I encounter severe turbulence. Of course, your training, FARs, and your company's and aircraft's SOPs prevail.

- 1) **Slow down to turbulence penetration speed.**
- 2) **Seat belt sign goes on with corresponding passenger announcements. Repeat your passenger PAs for good measure.**
- 3) **Seat your cabin crew.**
- 4) **Tighten up your belts. Are you wearing your harness? Do you know where your harness lock is located and how to use it?**
- 5) **Require that your passengers discontinue use of portable electronic devices. (This helps reduce the chance for flying laptops.)**
- 6) **Request block altitude.**
- 7) **Give consideration to disconnecting the autopilot and flying attitude and not altitude.**

Are there others? Consider what other options you have for minimizing the pain of turbulence.

To date, I know of no on-board technology nor ground-based technology that depicts turbulence. We infer turbulence by the things we can see with our eyes, radar or varying wind speed and intensities. Clear-air turbulence is invisible by definition. Until something changes technology-wise, each of us will be pathfinders for identifying rough spots in the air. PIREPS get the ball rolling. Make them. Once things begin to unravel upstairs in the ride department, it's up to us to take an active roll in avoiding what can be very dangerous conditions. Remember, we can start this process on the ground.



About the Author



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



“It’s what you know for sure, that just ain’t so, that gets you in trouble.”

Mark Twain

Airline Delays and Congestion Can’t be Fixed Because _____ (fill in the blank)

WRITTEN BY R. MICHAEL BAIADA

Airlines know “for sure” (despite of all of the independently verified evidence to the contrary) that:

- **Airline Operational Excellence can’t be accomplished: weather, ATC, too many variables, too many things are out of the airline’s control (just ain’t so)**
- **Airline Operational Excellence is too expensive, not profitable (just ain’t so)**
- **ATC will prevent airlines from reaching Operational Excellence, ATC is going to fix airline delays/cancelations (just ain’t so)**

Airlines harbor a fear that dramatically increasing efficiency at their hubs would open landing slots, but that would put the hubbing airline in an elevated competitive position. More operations impacted by greater efficiency is going to have a greater c positive impact on the airline with the greater number of operations. And the costs of airline delays and congestion are huge.

GOOD NEWS! There is an independently validated (by the FAA, Embry-Riddle Aeronautical University, GE Aviation, and others) system solution available that can dramatically improve on-time performance, that can recapture 50% of the airline’s annual delay losses within months (Airline Business Based Flow Management (BBFM) White Paper 2018-02-06) and take the pressure off ATC.



DEPARTURES

18:02

TIME	DESTINATION	FLIGHT	GATE	REMARKS
18:08	NEW YORK	AC 103	13	CANCELLED
18:16	BERLIN	CI5723	22	CANCELLED
18:38	LONDON	MU5984	12	CANCELLED
18:49	TOKYO	JL 608	14	DELAYED
19:07	HONG KONG	CX6471	25	CANCELLED
19:18	MADRID	IB3941	03	DELAYED
19:29	SYDNEY	LH5021	17	CANCELLED
19:35	TORONTO	KA 197	11	CANCELLED
19:44	PARIS	AF5870	02	DELAYED
19:50	ROME	FM 324	04	CANCELLED

BAD NEWS! Unfortunately, airlines aren't interested.

It can't be fixed because . . .

Following are the invalid reasons that everyone erroneously cites why delays and congestion can't be fixed.

1 Delays and congestion are ATC problems – Billions of dollars spent and decades have passed to revamp the ATC with the results always pushed further into the future with more billions of dollars attached. They've been given the shot over and over again. This alone should convince everyone that ATC will never fix delays/congestion. But there is an even bigger reason that ATC can't efficiently fix delays - it's not ATC's job to make business decisions. For example, in a queue of ten tightly packed aircraft from the same airline approaching the hub, which aircraft should go first? Factors to consider include schedule, connections, gate availability, ramp assets, fuel, weather,

diversion possibility, crew legality, maintenance, etc. Only the airline has the data to determine which is the "right" aircraft to move forward in the queue and which is the "right" aircraft to move backward in the queue, especially when balancing the goals of the 10 to 20 other aircraft trying to land around the same time. In fact, even with the exact same data, two different airlines would likely make different business decisions. How could ATC ever make an informed, efficient decision? It can't.

2 There are too many variables – Yes, there are too many variables days or weeks prior to the flight. But, "day of", two to five hours prior to landing, the situation has clarified dramatically. The data are there but not acted upon. Compiling the information the airline has readily available (FAA and Eurocontrol data showing aircraft position, altitude, speed, intent, aircraft position, weather data from the aircraft, Automatic Dependent Surveillance

(ADS-B/C), ramp data from the airline, aircraft to ground digital data link [CPDLC], local radar data, accurate weather, etc.) reduces the variables to near zero from data available hours prior to landing. The next time you fly, consider the variables for your flight and you'll find there are very few. Of course, we can't know everything, like a blown tire closing a runway, but events like that are rare.

3 **There are too many things the airline can't**

control – Of course, airlines can't control things like the weather, other airlines, an emergency, etc., but these impact less than 10% to 15% of an airline's operation. That leaves upwards of 85% of the operation that an airline can control, yet doesn't.

4 **We need new technology to fix anything** - ATC

has been working on the "next great technological breakthrough" for decades, going through a host of alphabet-soup programs like the 1970s Microwave Landing System (MLS - cancelled), FAA's 1980s Advanced Automation System to rebuild the ATC system (AAS - cancelled), FAA's early 1990s downsized AAS rebuild proposal Initial Sector Suite System (ISSS - canceled), onboard navigation (RNAV), Global Positioning System (GPS), aircraft Traffic Alert and Collision Avoidance System (TCAS), Future Air Navigation System (FANS), CPDLC, ADS-B/C and now NextGen and Sesar, with little to no improvement. Today, all of the required technology is already in place in the aircraft and on the ground to dramatically reduce delays and congestion. Let's use what we already have installed (and paid for) to develop new processes before spending more on new, untested and yet-to-be developed technology. We need a solution now and can't keep waiting for highly complex programs like Artificial Intelligence, highly complex airspace structure, new technology, etc. to solve delays. This doesn't mean stop the research, but it does mean build new, more efficient processes with the tools already in place. Currently this is not a focus for anyone.

5 **Airports are full** - Simply because you are on a 25-mile final doesn't mean the airport is full. It does mean is that the airport is overloaded at that time. Even Boise, which no one would call full, is overloaded when two aircraft want to land at the same time. On-time capacity exists even in the busiest airports, but it is forward in time. In fact, most of the congestion around an airport is actually the symptom of the unmanaged, highly random aircraft arrival flow.

So, what can, and should be done to prevent the overload in the first place? Consider two aircraft at the front of a tightly packed arrival queue of 30 aircraft. By identifying and accelerating the first two aircraft by moving them forward two minutes (accomplished hours prior to landing) the entire arrival queue moves forward. In other words, moving two aircraft forward at the front of a large arrival queue doesn't just save two minutes, but saves two minutes for every aircraft in the queue behind the first two flights. The entire queue has moved forward. Dr. Clark of Georgia Tech labeled this "draft effect" that would drop 60 minutes of flight time (and delays) from this one arrival queue alone.

6 **There is nothing you can do when a thunderstorm pops up at the airport** - Thunderstorms really don't just pop up out of nowhere. Thunderstorms need three ingredients; moisture, unstable air and lift, and usually associated with fronts. So, if a front is 60 miles northwest of the airport, moving southeast at 20 mph, it will impact the airport arrival fix (30 to 40 miles from landing) and the aircraft departure path in one hour and the airport in two to three hours. Despite this predictability, little to nothing is done until the thunderstorm directly impacts the operation.

So, the question remains - what can be done to mitigate this outcome? We all know the weather is coming, so the airline could reroute the aircraft to another arrival fix before ATC does it, speed up the inbounds to get them on the ground early, or slow down the aircraft to save fuel and avoid a divert. Or what about departure weather reroutes? What business person, knowing that west departures will be closed in 30 minutes, would taxi their \$100 million capital asset (aircraft) from the gate and allow the government to manage it once in line for takeoff (ATC weather reroute)? Yet that is exactly what airlines do. The data exist to very accurately predict the arrival or departure constraints hours prior to departure, when airlines could easily act to prevent or lower the negative impact.

7 Airlines are doing everything possible to fix this

– If this was accurate, airlines would not have a 30% daily defect rate (A0 around 70%, or less). Sadly, for passengers, shareholders and employees, airlines are comfortable with their current 1950s, “day of” production process, even when a much more efficient, independently validated, 21st century solution exists and has been field-tested for years.

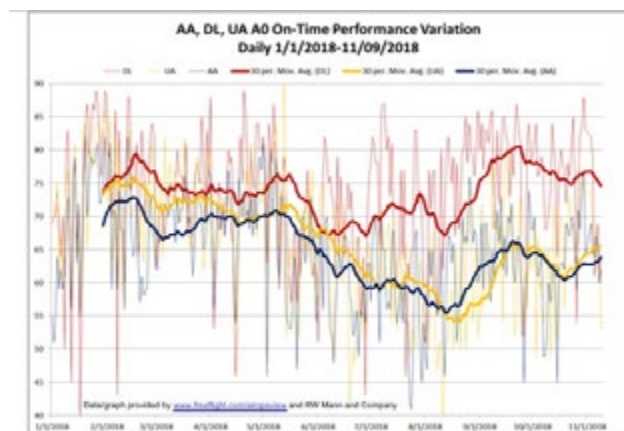
8 NextGen/Sesar will fix airline delays

– NextGen and Sesar, like other past ATC-centric programs that tried to fix delays, are just more of the same – high cost, extremely complex, technology-driven programs, with benefits always a decade and billions of tax dollars away. And what if they did succeed? The ultimate NextGen/Sesar goal is full ATC tactical control over the movement of the airline’s aircraft and customers, adding further inefficiencies. Consider a nor’easter under NextGen. ATC would manage the departure time, enroute speed, and most likely altitude and path of every east-bound flight.

The communication and workload required by individual controllers, who, along with separating aircraft – their primary job, would be forced to sequence each of these aircraft from takeoff to landing. That doesn’t sound like a recipe for either efficiency or safety.

Variance

Variance is the root cause of most airline delays and the congestion we see in our airspace and airports. To better understand variance and its impact on arrival queuing, and therefore delays, we need to look at logistics and queueing. When variation increases, time in queue grows exponentially. Driving out variation is something only the individual airlines can efficiently achieve because only the airline has all of the business data to understand the “day of” variance in the first place (schedule, fuel, connections, gate availability, crew legality, maintenance requirements, deicing, ramp assets, etc.). Airlines could. Airlines should. Airlines don’t.



Customers Feel Variation, Not Averages
(Making Six Sigma Last, George Eckes, 2001)

Unforced Errors

Given the linear nature of airline operations (e.g. cleaning must be done before boarding, the repair must be done before the paperwork is completed, the departing aircraft must leave the gate before the next aircraft can park, etc.) any error, while small by itself, has a huge negative impact on the efficiency of the overall operation. How many times has an aircraft pulled up to its gate and had to wait for someone to guide the aircraft to parking or for a jetway driver? How many times has the aircraft sat at the gate for ten minutes waiting on the “final paperwork?” How many times did your flight land without a gate, but there were gates open, just not yours? These are all internal airline process errors which should simply never happen – not once, not ever.

Consider that to move an airplane from gate to gate requires about 15 vital processes, Now if each process in the task averages a 97% success rate (complete and on time), it sounds pretty good. But given the compounding nature of a linear process, 15 processes at a 97% success rate will only achieve a 63.3% success rate for the overall task (.97 to the 15th power). For the same 15-step linear task to achieve an 86% success rate requires a 99% rate of success for all of the processes. Failure of each of the individual process can be harmful by themselves. For example, in what operational model does it make sense to shut down (park) a \$100 million production facility (aircraft) 50' from the gate for the want of a \$30/hr. employee? Outside of our industry, it wouldn't happen.



Production Math

- Approx 15 Processes Gate to Gate
- 97.0% to the 15th power = **63.3%**
- 99.0% to the 15th power = **86%**

.....
*Internal airline's silo over system
processes generate most airline delays*

The Costs

The analysis is quite clear - the airline industry's poor "day of" operational quality (30% daily A0 defect rate) costs billions annually. ATC, airports and weather unfairly get the lion's share of the blame and governments spend billions of tax dollars in unsuccessful efforts to find a fix.

In a 2019 analysis of airline delay costs in a recent Forbes.com article, The Fastest Airlines in the US , they looked at every US city pair and compared the delay performance of the individual flights (8.1 million of them).

The research concluded that in 2018, the total costs of delays to airlines, travelers and the economy was \$88 billion. The cost of delays and inefficiency is HUGE – huge for everyone; airlines, passengers, shareholders, ATC, airports, governments, taxpayers, crews, employees, the economy and the environment.

Bottom line is that the current locally based, ATC/ controller/government centric aircraft sequencing solution has never, and will never make airspace, airports and/or airlines efficient and costs will continue to rise.



The Solution

The culprit is variance and unforced errors that only the airlines could fix, airlines should fix, but airlines don't fix. As a first step, airlines must manage their aircraft in real time, hours prior to landing, to precondition the aircraft arrival flow before it reaches the airport

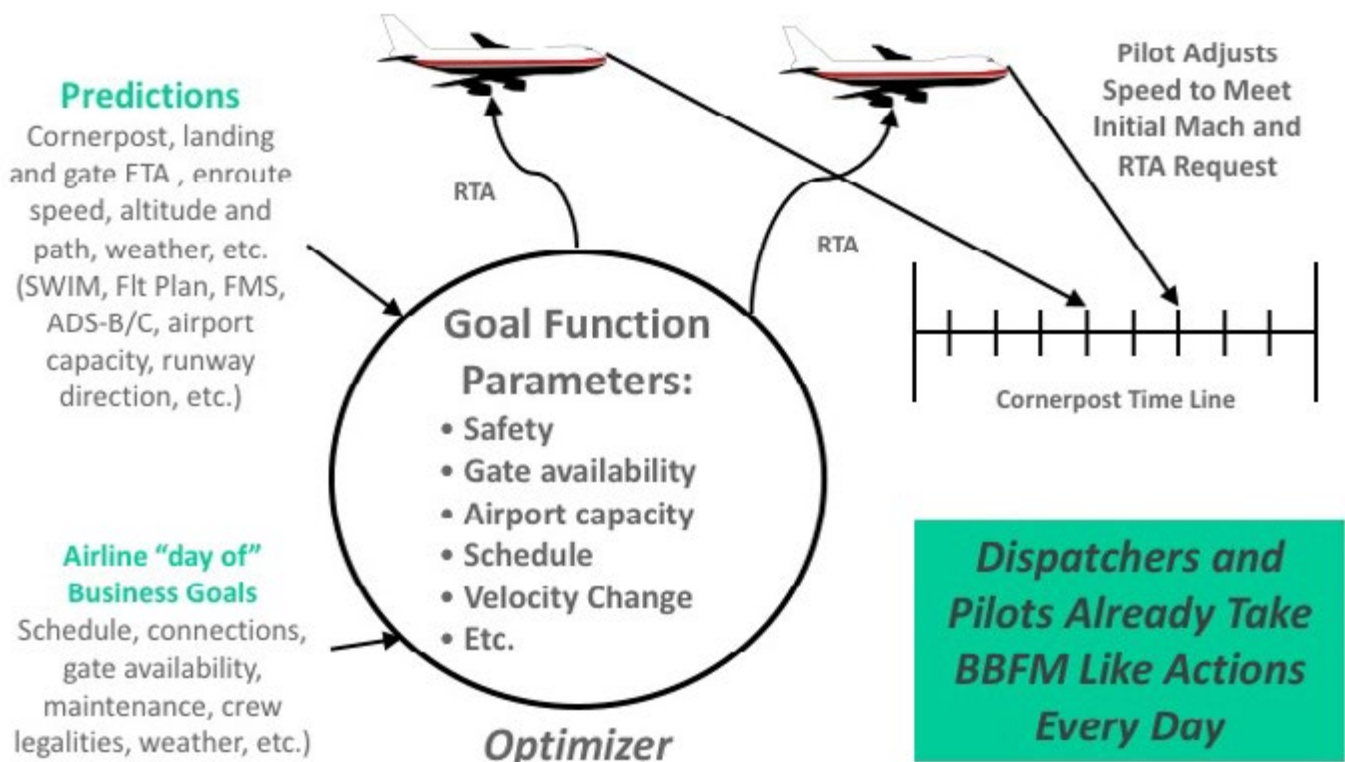
– i.e., don't overload the box.

Within months, airlines could tactically control their aircraft to deliver a more rational, efficient, stable flow to ATC near the airport, eliminating many of the problems we accept as normal (delays, congestion, ATC structure, etc.). In other words, if instead of forcing ATC to play 52-card pickup with highly variant arrival flows, airlines could reduce delays, congestion and make ATC's job much simpler by tactically managing the arrival queue to deal ATC a much better hand to start with.

Consider the example of a single airport, with four arrival fixes. If this airport can handle 60 arrivals per hour, 1 per minute, and the airlines randomly throw 45 arrivals at the airport in 30 minutes, the airport is overloaded. ATC very predictably sequences and queues up the arrivals backwards in time, first-come first-served, on a 20 to 30 mile final. Conversely, with the data available today, the airline could easily predict this negative outcome and act to prevent it hours prior to landing. The reactionary response in the scenario is defect correction. Our goal is defect prevention.

And there is a readily available, low cost solution — Business Based Flow Management (BBFM).

BBFM is the only real-time, independently validated, system optimized, “day-of”, flight arrival queue management solution, based on the airline's defined



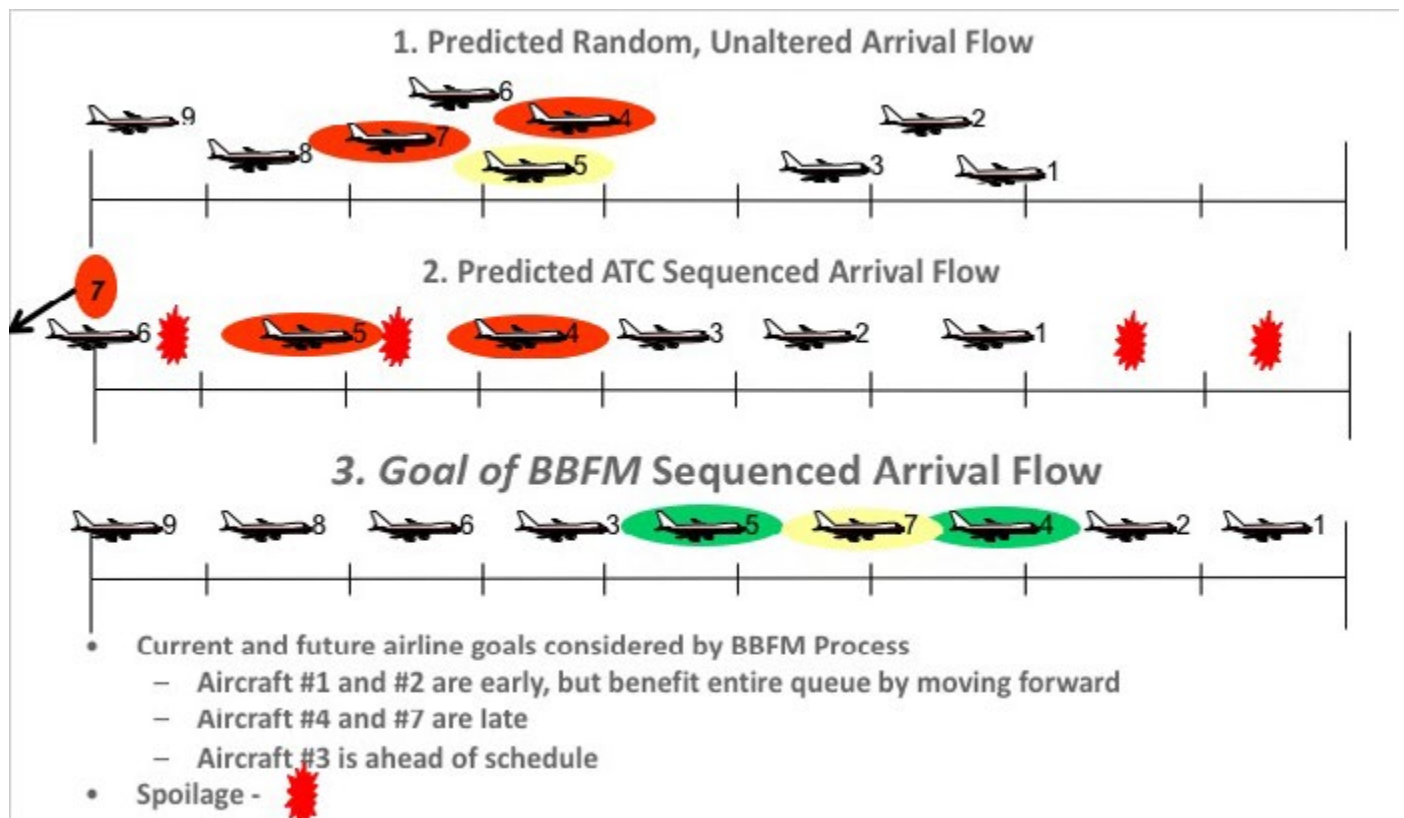
business rules and airport demand/capacity, which can be coordinated with ATC and the airport in real time. BBFM has been independently validated to improve on-time performance, improve product quality, lower costs, lower CO2 emissions and generate highly accurate ETAs worldwide. It uses a stepped implementation and current systems and technology.

BBFM does this by identifying every arrival to the airport, tracks its position, speed and altitude in real-time, as well as the flight plan path and real-time winds to accurately predict the arrival fix, runway and gate ETAs. BBFM then evaluates the value of the outcome of the predicted gate arrival time for each aircraft at that airport from a system perspective (taking into account; schedule, gate availability, ramp, fuel, capacity, demand, maintenance, crew legality, etc.) for all of the airline's arrivals. Within seconds, BBFM evaluates literally thousands of iterations of speeding up some aircraft, slowing down others to find a better "system" outcome.

BBFM then automatically sends each pilot a Required Time of Arrival (RTA) via ACARS, two to three hours prior to landing. The time changes average two to four minutes. The pilot adjusts speed for the arrival fix at the specified RTA. Typically, the speed change is 10 to 20 mph, well under the speed change that necessitates notifying ATC (10 mph or 5% of filed True Airspeed, whichever is higher).

Another unique benefit of the airline-centric BBFM solution is that it easily crosses sovereign airspace (FIR) and ATC sector boundaries. This is an absolute necessity for any successful "day of" queue management solution and a huge political and technical limitation inherent in any current and proposed ATC centric program.

This explanation, in the interest of time is space, is simplistic and likely has you formulating lots of questions and what-if scenarios. Research and real-world use have addressed every question. Over years of use by major airlines at major hubs has answered them all. But, what





needs to be our focus is that the industry and governments have long been focusing on the wrong problem. Your peers (pilots) have arrived at a solution, tested it and had it independently evaluated. Where we have landed is upon a solution that employs the predictive analytics in the same way we have come to rely on our traffic-enabled GPS systems in our cars (e.g. WAYZ). The system employs defect prevention not defect correction. (Let's prevent the problem, not scramble to correct it.)

If your airline were to invest in this system and save hundreds of millions of dollars, it might be a little easier for the unions to negotiate. Wouldn't we rather have our representatives argue for increased profits first then try to get us a slice of that? Start the conversation. It's coming to a future near you and the sooner it arrives the better for the lot of us – as pilots, cogs in the wheels of our economy, even as inhabitants of Planet Earth.

Additional articles outlining why the Operational Excellence solution (85% A0, <3% day to day A0 Standard Deviation, 8- to 10-minute scheduled block/gate time reduction per flight), driven by Business Based Flow Management (BBFM), is the path forward to make airlines dramatically better and more profitable. Like Toyota did in the 1980s for the auto industry, all it takes is one airline and/or ANSP to lead the way.

- [Air Traffic Control Is Not The Real Cause Of Airline Delays](#) (Forbes.com, 2017-03-23)
- Congestion - Who's to Blame (FAAMA Managing the Skies, Summer-Fall 2018)
- [Why Airlines Make Flight Longer on Purpose](#) (BBC Capital Smart Travel, 2019-04-09)
- [Not Working!](#) (ATCA Tech Symposium, Atlantic City, 2018-05-16)
- [Parked Planes Cost Airlines Billions](#) (Forbes.com, 2017-08-15)
- [Attila Arrives](#) (Aviation Week, 2013-01)
- [Airline Business Based Flow Management](#)
- [The Fastest Airlines in The U.S.](#)

For the record, my partner and I developed Business Based Flow Management (BBFM), previously branded as Attila™, and I have a vested interest in its success.

Aircraft Communications Addressing and Reporting System - Aircraft to ground data link communication process in place since the 1980s.



About the Author



R. Michael Baiada is President of ATH Group, Inc and a retired B747-400 Captain from United Airlines. [Read More...](#)

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	72	\$90,659.52	\$132,754	Legacy Airlines 1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M* Max 60**			
	Group II	\$160.28		\$138,481.92	\$202,755					
	Group II	\$170.27		\$147,113.28	\$215,395					
	Group IV	\$200.20		\$172,972.80	\$253,247					
	Group V	\$210.20		\$181,612.80	\$307.76					\$265,905
		3.C	15.D.1.b	HRxMMGx12	15.D.1.b					HRxMMGx12
Alaska Airlines (Alaska)	B737	\$143.32	75	\$128,988	\$213.26	\$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	> 5 Yr: 5-10 Yr: 10-15 Yr: + 15 Yr:
Delta Airlines (Delta)		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28
	747, 777	\$184.59	72	\$159,486	\$270.25	\$233,496	1-5 = 14 Days 6-11 = 21 days 12-18 = 28 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145	0%	15
	787	\$176.83		\$152,781	\$258.90	\$223,690				
	767-4, A330	\$174.35		\$150,638	\$255.28	\$220,562				
	767-3,2, B757	\$154.50		\$133,488	\$226.21	\$195,445				
	B737-9	\$148.93		\$128,676	\$218.05	\$188,395				
B737-8 & 7	\$148.93	\$128,676	\$216.92	\$187,419						

Sample only; refer to adjacent pages for actual information

Abbreviation and definitions:

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

ALPA: Air Line Pilots Association

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

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

FAPA: Frontier Airline Pilots Association

IBT: International Brotherhood of Teamsters

ISP: International Savings Plan

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

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

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

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

TFP: Trip for Pay

UTU: United Transportation Union

YOS: Years of Service with the company.

General Information

THE GRID

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 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
	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
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	November 2014	1180	180	FAPA		DEN, ORD, MCO	*2018 to 2028
						Dec/2017	Dec/2017	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.	May 2015	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	May/2016	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							65,741	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	17.1.1	24.O.2		Contract 2015, as amended
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 amended
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 amended
Hawaiian Airlines (Hawaiian)	12 or 13 / 12	Yes	14, max 16 For int pilots. 12, max 14* 10, max 12*	361	2** or 4.17 GOP*****		60% GOP****	1:4*** GOP*****	100% air, 50% ground		Initial paid for by company and every 12 months		*Based on local start time for interisland pilots. **For reserve to report but no flying assigned, ***International pilots only, ****Greater of Provisions; scheduled, flown, duty rig or trip rig.
	10.G.1	4.B.3	10.D.1.a		4.C.1.a		4.C.2	4.C.3.a.2	7.B.1		5.E.1		Contract 2010, as amended
United Airlines (United)	12 / 12 or 13*	Yes	FAA 117	508	5		1:2 or 1:1.75**	1:3.5	100% Blended pay rate	50%, 75% or 100% add pay***	Initial paid for by company along with certain dry cleaning	None	*Reserve pilots have 13 days off min on 31 day month bid periods; **1:1.75 between 2200 - 0559, ***At the 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		Contract 2012 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

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	36	Avg of 5 per day		1:2 or 1:1.45*	1:3.5	Schedule Block	150% over 78 Hrs	\$200 / year		*1 for 1:45 between 0100 and 0500
					Add. B.D.5		Add. B.D.4	Add. B.D.3	Add. B.D.1	Add A & A-2			Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	Max 15 Days on Per Month*	Yes	FAA 117	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 amended
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 thereafter	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 amended
Sun Country Airlines	12 / 10 or 11*	Yes**	FAA 117	196	4		1:2	1:4.2	75%	150%	100%	Supplied in AC	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F	12.C				4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)	11/13	Yes*	60 Mins < FAA FDP	159	3.5	-	-	-	50% or 3.5 min	100%*	Initial paid for by company, then \$230** per year	None	*Unless picked up at premium pay it is 150% add pay. **\$30 per year for shipping costs. 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 carrier
	13.D.4		18.C		19.M.4				19.K	19.E	15.A		
FedEx Express (FedEx)	14.96 or 18.75*	Yes		466	6, 4.75**		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, \$200 / year		*Days off based on TAFB, 4 wk or 5 wk bid period, **Reserve pilots
	25.D.1	4.F			4.F.2.b		4.F.2.d	4.F.2.a	8.A.1		26.B.3		Contract 2006 as amended
Kalitta Air	13 or 14*	Yes	Dom 16, 18, 20** Int 18, 26, 30**	127	1 hr or 3.65 (on Day off)				50%	150% on days off	\$200 after first year. Initial paid by crewmember.	None	*13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double.
	2, pg 13		18.B.5		5.E & G				19.H	5.G	6.D.1 & 2		
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2016 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Legacy Airlines												
American Airlines (American)	Group I*	\$116.38	72	\$100,552.32	\$170.42	\$147,243	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M** Max 60***		None		*Numbers based off of 12 years experience. **Accumulated time can only be used for the year after it is accumulated, except after first six months you may use up to 30 hours. ***January 1st sick accrual either goes to long term or gets paid out to the pilot. See section 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.
Delta Air Lines (Delta)		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28.D		Contract 2013, as amended
	747, 777	\$219.07	72	\$189,276	\$320.71	\$277,093	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days 19+ = 35 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 7 Yrs = 195 8 Yrs = 220 9-19 Yrs = 240 20+ Yrs = 270	0%	15%	22%	International pay override is \$6.50 for CA and \$4.50 for FO. Section 3.C, *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80.
	787	\$209.85		\$181,310	\$307.24	\$265,455						
	767-4, A330	\$206.91		\$178,770	\$302.94	\$261,740						
	767-3,2, B757	\$183.35		\$158,414	\$268.45	\$231,941						
	B737-9	\$176.74		\$152,703	\$258.76	\$223,569						
	B737-8 & 7	\$175.82		\$151,908	\$257.42	\$222,411						
	A320/319	\$169.66		\$146,586	\$248.39	\$214,609						
	MD-88/90	\$166.62		\$143,960	\$243.94	\$210,764						
	B717, DC9	\$158.19		\$136,676	\$231.63	\$200,128						
	EMB-195	\$132.84		\$114,774	\$194.48	\$168,031						
	EMB-190, CRJ-900	\$112.99		\$97,623	\$165.46	\$142,957						
	3.B.2.d	4.B.1.b*	HRxMMGx12	3.B.2.d	HRxMMGx12	7.B.1.a	14.D.1		26.C.2	25.B.2	Contract 2014, as amended	
Hawaiian Airlines (Hawaiian)	B717	\$121.53	75	\$109,376	\$174.11	\$156,699	1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33 Days +25 = 38 Days	7.5 H/M without a sick call. 5.65 H/M with a sick call Max 1080**	0%	15%	20%	*Coming in 2017, **No max after pilots 59th birthday.
B767 A330	\$144.58	\$130,119		\$207.13	\$186,417							
A350*												
United Airlines (United)		3.D	3.F	HRxMMGx12	3.C	HRxMMGx12	6.B.1	12.A.1, 2 & 3				Contract 2010, as amended
	B747, B777 B787 B767-400	\$208.59	70	\$175,216	\$305.39	\$256,528	1-4 = 14 Days 5-10 = 21 Days 11-24 = 35 Days +25 = 42 Days	5 H/M Max 1300 Hrs New hires receive 60 hours after completing training.	0%	16**	20%	
	B767-200 B757-300	\$173.96		\$146,126	\$254.70	\$213,948						
	B737-8/9, A320	\$167.89		\$141,028	\$245.80	\$206,472						
	A319, B737-700	\$161.02		\$135,257	\$235.76	\$198,038						
		3-A-1	3-C-1-a	HRxMMGx12	3-A-1	HRxMMGx12	11.A.3	13.A.1		22-A	24-B-5	Contract 2012 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

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

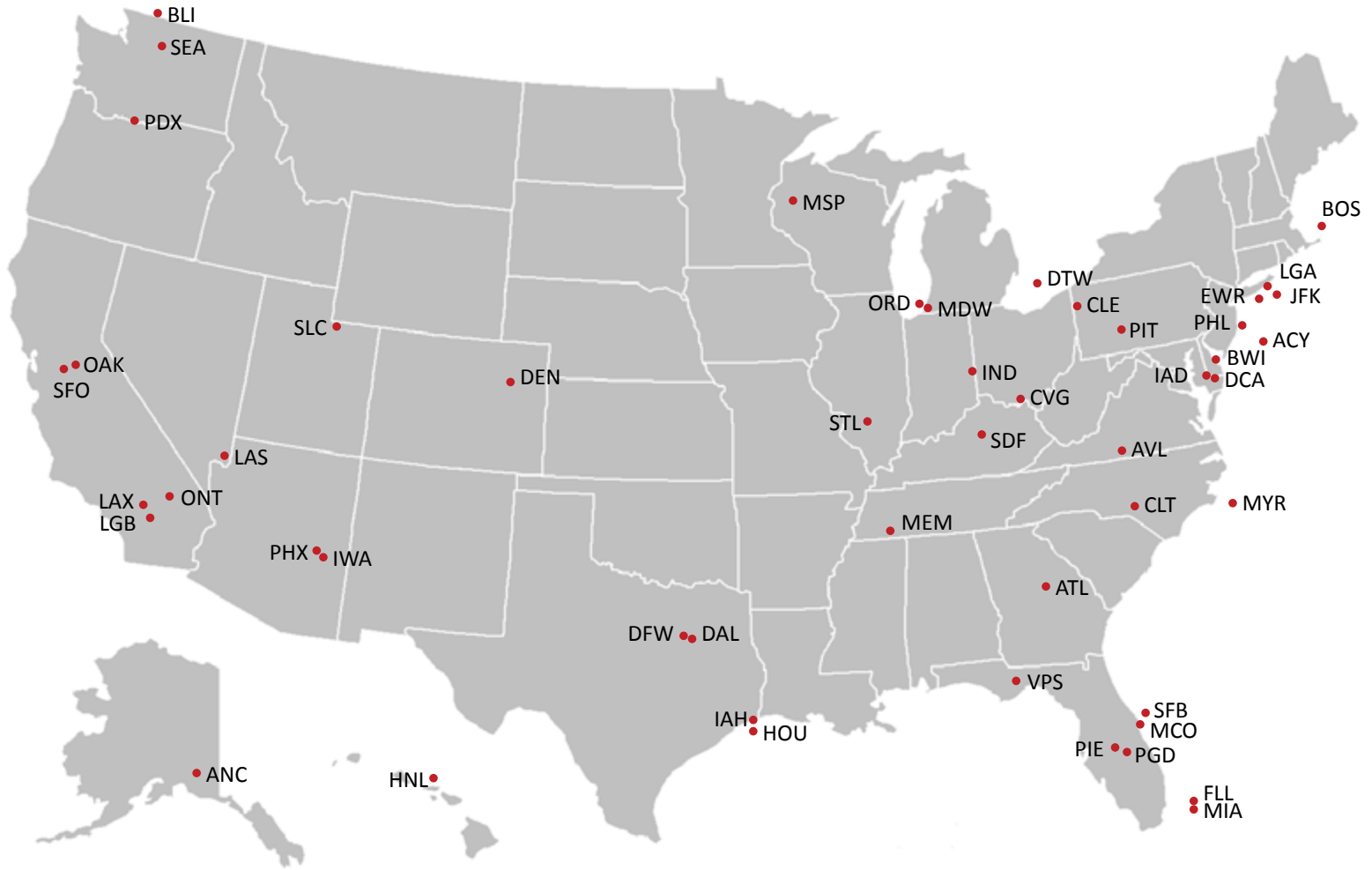
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Additional Compensation Details

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)	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		Contract 2016, as amended *A321 coming end of 2015
JetBlue Airways (JetBlue)	A320 family E190	\$148.71 \$133.82	70	\$124,916 \$112,409	\$218.66 \$196.83	\$183,674 \$165,337	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
Southwest Airlines (Southwest)	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	-		Agreement 2013, Currently in negotiations *85/87/89 TFP based on days in bid period, **Trip for Pay (TFP) is the unit of compensation received.
Spirit Airlines (Spirit Wings)	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 unit 12 months of service, ***1% annual increases up to 15%
Sun Country Airlines	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	Contract 2018, as amended
Virgin America (Red Wood)	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 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	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				Appendix 27-A
FedEx Express (FedEx)	A380 Wide Body Narrow Body	\$186.33 \$174.15 \$153.22	85	\$190,057 \$177,633 \$156,284	\$262.84 \$245.65 \$211.75	\$268,097 \$250,563 \$215,985	>1 = >15 days* 1-4 = 15 days 4-5 = 15 days** 5-9 = 22 days 9-10 = 22days** 10-19 = 29 days 19-20=29 days** +20 = 36 days	6 H/M		None, Pension plan(s) available	Pilot: \$61 / mo. Pilot + Family: \$230 / mo	*Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years, ***65 CH in 4 wks, 85 CH in 5 wks, 102 CH in 6 wks.
Kalitta Air	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** <5 Yrs No Cost	Contract 2006 as amended *The company will match 100% of the amount contributed. **\$20 for individual, \$40 for family (per mo nth)
UPS (UPS)	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.
		\$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	Contract 2016 as amended
		\$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	Contract 2016 as amended

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

Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)
Over 2,000 Pilots								
ExpressJet (LXJT) (Accey)	EMB-145XR, EMB-145, EMB-135	75	\$40,734	\$98.18	\$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5-10 = 5% 10+ = 6% Vesting*
	60-76 Seat C****		\$44,982	\$107.83	\$97,047			
ExpressJet (LASA) (Accey)	CRJ-200, CRJ-700, CRJ-900	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%
SkyWest Airlines (Skywest)	EMB-120, CRJ-200, CRJ-700, EMB-175, CRJ-900	80	\$35,664	\$76.21	\$73,162	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1.2-6%****

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	EV	\$7,500 w/ ERJ type*, \$1,000 Referral, \$10,000 Ret.**	\$300 / week & \$1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	\$1.85/hr	Sept 2011	2,530	United	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remaining after first year; **\$10,000 retention bonus at the end of 2018
			Online		Feb/15	4.C.2	Dec/2017						Contract 2004 as amended, Currently in negotiations,
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	EV	\$7,500 w/ CRJ type*, \$1,000 Referral, \$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* Referral up to \$4,000	65 Hours	Paid for by company; dual occupancy, Company will pay 50% for single room	\$1.95 Eff. 7/1/2017	February 2017	4,550	United, American, Alaska, Delta	None	Surface 3 LTE	COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SEA, SFO, SLC, TUS SGU**	*\$7,500 w/ Part 121, 135 or type rating for any turbo jet over 12,500 lbs. **SGU is not a base, only HQ.
				3008.19.A	3015.6.A.1	3009.1.A	Dec/2017	Dec/2017					Pilot Agreement signed August 2015
Republic Airway (Republic)	EMB-170 EMB-175	RW	\$10,000* \$12,500**	\$1,600 first mo. then MMG	Paid for by company; single occupancy	\$1.95/hr Dom \$2.50/hr Int.***	April 2014	2,061	United, American, Delta	IBT	iPad Air	CMH, DCA, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR	*No Part 121 Experience, **Part 121 Experience; ***International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Dec/2017	Dec/2017					Contract 2015
Envoy formally American Eagle (Envoy)	CRJ-700, EMB-145, EMB-175	MQ	Up to \$22,100* plus \$20,000 retention bonus**	64 hr MMG + 16 hrs per diem per day	Paid for by company; single occupancy	\$1.85/hr + \$0.05 increase in 2018, 2021 & 2024	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; double occupancy	\$1.80/hr	July 2014*	635	Alaska	IBT		ANC, BOI, GEG, MFR, PDX, SEA	*Upgrade time should be reduced as they explore more growth with the approval of the Alaska Air Group purchase of Virgin America.
				5.I.4	6.C	5.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	CP	\$17,500 Signing \$1,500 Referral Bonus	MMG & Per Diem*	Paid for by company; double occupancy	\$1.65/hr**	October 2015	659	Delta, American	ALPA	iPad	MSP, LAX, SEA	*Per diem only when not in base for sims; **DOS + 24 Mos. \$1.70,
				3.H, 5.B	5.B.3	5.B.1	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

	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, SBY	*1,000 Hours of Part 121 flight time. **\$5,000 pilot referral bonus for employees.
			LOA 16	5.D.4	5.A.3	5.D.1	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, MVB, RUT, LEB, RKD, AUG, PVD, ALB, OGS, MSS, SLK, HPN, BIL, SDY, GDV, OLF, GGV, HVR, JUJ, 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					
CommAir (CommAir)	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, BTV**	*With ATP/CTP: \$7,000; Without ATP/CTP: \$2,000 free ATP/CTP course; \$5/121 PIC qualifying hour up to \$8,000 **BTV is only HQ
			Online	3.G	5.A.8	5.B.3	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 SIme in SEA, Single	\$40.00 per over night	March 2015**	215	Ravn Alaska	None	iPad	ANC	*After 6 months pay goes to \$40 on B1900, first year pay adjusted for this. **Hageland pilots can transfer at any time once they hit ATP mins, so much uncertainty abounds
							Jun/2017	Jun/2017					Need contract
Island Air (Moku)	Q-400	WP	\$12,000	MMG*	Paid for by company if not in HNL; Single occupancy	None, On a RON, company will reimburse w/ receipt	July 2017	70	Codeshare with UAL	ALPA		HNL	Codeshare for United, Hawaiian and Go; *Reserve MMG at FO year one rate, if OE completed as a CA, CA year 1 rate paid retro
				3.C.1	11.P.3	4.J.1	Nov/2017	Nov/2017					Contract 2016 as amended
Total Pilots								20,604					
	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**	539	2 hr DPM***; 3.75 on day off	15 hours min per 4 day trip	None	None	100%	100% or 150/200% when red flag is up	\$150 / yr****	Company provided	*Reserves past show time only; **11 or 13 based on start time of duty, 15 hours max for reserve phone availability + duty time ***Duty Period Min; ****After completing first year
	21.D.1.b, 21.D.3.a	3.D.4	5.A & 21.I.4.b	-	8	3.D.5	-	-	6.A.2	21.H.9.d	24.H.3	-	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	12*/11	Yes	12.5, 14, 13.5, 11**	571	3:45	None	1:2**	None	100% Air / 50% ground	150%	\$17 / month after 90 Days	None	*Bid period with 30 days line holder is only 11 days off; **Based on start time ***1:1 after 12 hours of duty;
	12.D.2	3.G.4	12.B.1	-	3.F.1 & 2	-	3.F.1 & 2	3.F.1 & 2	8.A.1 & 2	13.G	5.D.4	-	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	12	Yes*	FAA Part 117	188	4:12	None	1:2**	None	100%	150%	\$100/6 mo***	None	*Must remain on reserve for that period; **1:1 after 12 hrs; ***After completing first year and \$400 max
	3017.7.C.1.g	3008.12.A	3016.1	-	3017.3.A	-	-	-	3008.14.A	-	3009.3.A	-	Pilot Agreeemnt signed August 2015
Republic Airways (Republic or Shuttle)	12*	Yes**	14	217	4:12	See Trip Rig	1:2	1:4	75%	100%. Over 87 hours 125%***	Provided by company****	Company provided	*2 Golden Day Off (GDO) Periods per year, 1 GDO Period has 3 days off. **Only line holders and available for reassignment. ***Premium pay when available is 115%, 130% or 150%, ****Includes luggage
	23.E.1	3.E & F	23.C.1	-	3.B.2	-	3.B.3	3.B.4	3.G.1	3.C	4.B, C, F	-	Contract 2015
Envoy formally American Eagle (Envoy)	11	Yes	FAA Part 117	616	3.9 Res 3.7 Line	None	None	None	75%	150% or 200%*	Pilots pay 50% except leather jacket 100%	Company provided	*200% only when critical coverage declared by company
	10.B.1	3.F.2	10.A.2	-	3.E.1 & 2	-	-	-	3.K	LOA	6.A	-	Contract 2003 as amended

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
Ameritlight, LLC (AMFlight)	Fly 4-5 days per week	Yes	FAA 135	NA	NA	NA	NA	NA	100%	100%	None	None	
CommutAir (CommutAir)	12/11	Yes	14	131	3.75	None	None	None	75%	100%*	\$17.50 per month (\$210 / yr)	None	*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	
Island Air (Moku)	11/12" Line Holder, 11/10** Reserve	Yes***	FAA Part 117	123	3.8	None	None	None	100%	150%	Company issues 3 shirts, pants, replaces as worn	None	*12 days off during 31 day months, **Reserves have 3 options, Standard (20 days on), Min (17) & Max (23); ***Average pay, can be reassigned
	10.C.1.d; 10.C.1.e.(4)	4.E.1	10.B		4.B	-	-	-	4.F.1	4.A.4	15.AA	-	Contract 2016 as amended
	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- 145XR, EMB-145, EMB-135	\$45.26	75	\$40,734	\$98.18	\$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640**)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	<5 = 2.5% 5<10 = 4% 10<15 = 5% 15<20 = 5.5% 20+ = 6%	25%	*Based on YOS; **Prorated 7/12ths of a day per month. ***110 Additional hours may be accrued for any illness longer than 30 days, if more than 255 hours used at once accrual is 7 H/M. ****60-76 seat aircraft pay rates added with new contract extension, currently there are none on property.
	60-76 Seat A/C****	\$49.98		\$44,982	\$107.83	\$97,047						
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	CRJ-200	\$46.44	75	\$41,796	\$101.80	\$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50% of 6% 7=75% of 6% 10=75% of 8%	None	30%	*Vesting based on YOS, **1.2 Days per month of employment.
	CRJ-700, CRJ-900	\$48.48		\$43,632	\$109.33	\$98,397						
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	CRJ-200	\$48.10	75	\$43,290	\$112.09	\$100,881	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1-4 yrs, 4% 5-9 yrs, 6% 10 yrs, 10%	None	38%	*MMG for reserve pilots is 76. **Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards. ***H/M based on MMG of 75 hours. ****Based on YOS.
	CRJ-700	\$50.99		\$45,891	\$118.82	\$106,938						
	EMB-175	\$51.17		\$46,053	\$119.27	\$107,343						
	CRJ-900	\$51.94		\$46,746	\$121.05	\$108,945						
	-	3027.2	3008.5.A.3*	HRxMMGx12	3027.1	HRxMMGx12	3011.1**	3012.1		-		
Republic Airways (Republic or Shuttle)	EMB-170 EMB-175	\$50.42	75	\$45,378	\$120.11	\$108,099	1 = 12.6 days 2 = 13.65 days 3 = 14.7 days 4 = 15.75 days 5 = 16.8 days 6 = 17.85 days 7 = 18.9 days 8 = 22.05 days 9 = 23.1 days 10 = 24.15	PDO* 1 Yr = 4.20 H/M 2 Yr = 4.55 H/M 3 Yr = 4.90 H/M 4 Yr = 5.25 H/M 5 Yr = 5.60 H/M 6 Yr = 5.95 H/M 7 Yr = 6.30 H/M 8 Yr = 7.35 H/M 9 Yr = 7.70 H/M 10 = 8.05 H/M No Max	<6 = 2.5% 6-13 = 4% 13+ = 6%	None	35% for Legacy PPO Medical Plan 25% for PHP Pilot Health Plan 35% for TPO Traditional PPO Plan	*Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day.
	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8.A.1***	8.A.1	14.K		14.E	Contract 2015
	Envoy formally American Eagle (Envoy)	EMB-145	\$39.78	75	\$35,802	\$89.12	\$80,208	<1yr = <7 dys*** 1-2yrs = 7 dys >2yrs = 14 dys >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
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						
PSA Airlines (Bluestreak)	-	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
	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						
Mesa Airlines (Air Shuttle)	-	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
	C200/E145	\$52.00	76	\$92.58	\$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	\$99.65	\$90,881						
	C900/E175			\$105.08	\$105.08	\$95,833						
	C900-C			\$108.00	\$108.00	\$98,496						
Air Wisconsin (Wisconsin)	-	3.A	4.A.1*	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A	Contract 2017 as amended
	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.
	-	3.B	3.C.1	HRxMMGx12	3.A	HRxMMGx12	7.A.4	14.A.1	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
Trans States Airlines (Waterski)	ERJ-145	\$45.67	75	\$41,103	\$106.07	\$95,463	< 1 = 7 days** 2 - 5 = 14 days 6 - 13 = 21 days +14 = 28 days	0-2 = 3 H/M 3-5 = 3.5 H/M +6 = 4 H/M 450 Max	9+ mos = 4% 3-6 = 6% 7+ = 8% 50% Match	None	35% Employee, 35.9% Emp +2	*Line holder lines built to a minimum 80 hours, **First year is prorated.
	-	3	3.C.1*	HRxMMGx12	3	HRxMMGx12	7.A.1	14.A	28.D	-	27.C.2	Contract 2011 as amended
Cape Air (Kap)	ATR-42, C402, BN2	\$12.72	40	\$26,458	\$30.02	\$62,442	1 = 7 Days 2 = 14 Days 5 = 21 Days + 10 = 35 Days		up to 4%**	None	50%	*Pay is per duty hour and minimum pay per week is 40 hours; **25% matching
	-		Per week*	HRxMMGx52		HRxMMGx52	8.A.1		5.G.1	-	5.A & B	Need contract
Silver Airways (Silverwings)	Saab 340b	\$39.03	75	\$35,127	\$83.07	\$74,763	< 1 = 7 days** 2-6 = 14 days 7-11 = 21 days +11 = 28 days	4 H/M 160 Max	4%*	None	40% for employee, 75% for family	*25% matching, **First year prorated
	-	3.L	3.G	HRxMMGx12	3.L	HRxMMGx12	11.A.1	13.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
Ameritflight, LLC (AMFlight)	All	Salary	160 Units of Pay	\$31,000	Salary	\$89,650	1.16 Days per month		5%	None	\$198 per month	
	-											
CommuteAir (CommuteAir)	Q-200, Q-300, ERJ-145	\$45.62	75	\$41,058	\$106.36	\$95,724	1 = 7 days 1-5 = 14 days 5-11 = 21 days 11+ = 28 days	2.5 H/M	up to 6%**	None	30.0%	*FO max out at 6 years, CA max out at 20 years ERJ. **50% based on YOS
	-	3.M	3.D.1*	HRxMMGx12	3.M	HRxMMGx12	7.A.1	14.A.2	28.D.1	28	27.C	Contract 2015 as amended
Peninsula Airways (Peninsula)	Saab 340A, Saab 340B*											
	-											Need contract
Seaborne Airlines (Seaborne)	DHC-6-300	\$44.00	75	\$39,600	\$93.00	\$83,700			Yes*			*Based on profitability
	S340	\$40.00		\$36,000	\$69.00	\$62,100						
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	B1900, DH-8	\$64.00	60	\$37,440	\$117.00	\$84,240	2.9 Hours Per Week	2 Days Per Year	2%	None	\$450-\$500 / Mo. \$750-\$800 / Mo.	
	-			HRxMMGx12		HRxMMGx12						Need contract
Island Air (Moku)	Q-400	\$61.88	80	\$59,405	\$123.60	\$118,656	< 1 = 15 days +3 = 19 days +5 = 23 days	7.6 H/M 480 Max 720 Max*	1-3 = 1% 3-6 = 5% 6-8 = 3% 8-10 = 2% 10-12 = 1% 12+ = 0%	1-3 = 1% 3-4 = 3% 4-5 = 4% 5-6 = 5% 6-8 = 7% 8-10 = 8% 10-12 = 9% 12+ = 10%	0% for employee, full cost for family, after 3rd year then 0% for all	*After 5 YOS.
	-	3.A	4.A.2	HRxMMGx12	3.A	HRxMMGx12	5.A	12.A.1	LOA 2	LOA 2	14.A	Contract 2016 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

Disclaimer: Gray blocks contain contract sections or date acquired. Data with contract sections may be abbreviated and/or inaccurate, please consult the most current contract section for specific contractual language. Data that 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: GridUpdates@aerocrewnews.com



ABQ Albuquerque, NM
Ameriflight, LLC

ACK Nantucket, MA
Cape Air

ALB Albany, NY
Cape Air

ANC Anchorage, AK
Horizon Air
Peninsula Airways
Corvus Airlines

ATL Atlanta, GA
ExpressJet Airlines
Endeavor Air

AUG Augusta, ME
Cape Air

BFI Seattle, WA
Ameriflight, LLC

BIL Billings, MT
Cape Air

BOI Boise, ID
Horizon Air

BOS Boston, MA
Peninsula Airways
Cape Air

BQN Aguadilla, PR
Ameriflight, LLC

BUF Buffalo, NY
Ameriflight, LLC

BUR Burbank, CA
Ameriflight, LLC

CGI Cape Girardeau, MO
Cape Air

CLE Cleveland, OH
ExpressJet Airlines

CLT Charlotte, NC
PSA Airlines

CMH Columbus, OH
Republic Airways

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

Application Review

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