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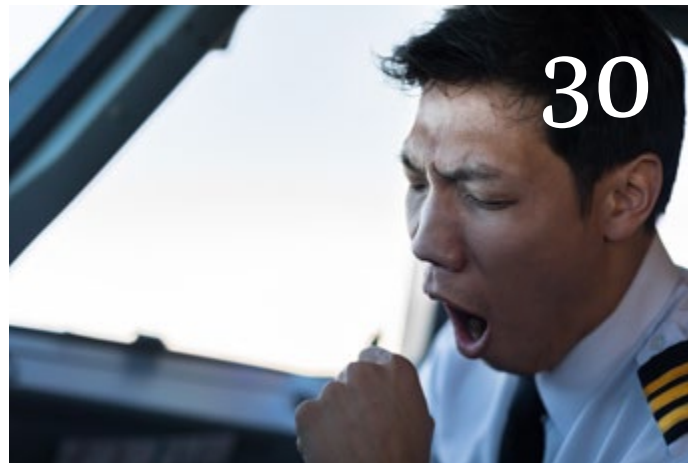
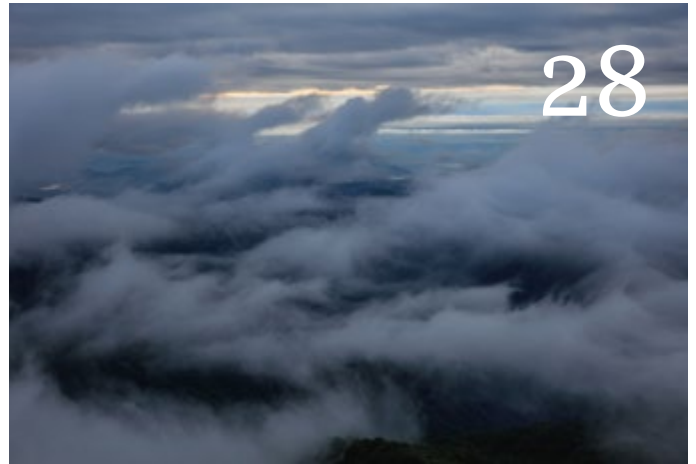
Adding 36 ERJ145s in 2020!



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MARCH 2020




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UPCOMING EVENTS

NGPA CAPE COD CLASSIC / PROVINCETOWN, MA 9.18-20/2015

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



REACH AN AFFLUENT COMMUNITY OF LGBT AVIATORS AT THE NGPA INDUSTRY EXPO. E: DAVID.PETTET@NGPA.ORG



Dear readers,

This month's feature article is compelling and I urge you to read it. The topic is controlled rest in position (CRIP) or allowing pilots to nap while at cruise (Pilots sleeping in the cockpit could improve airline safety). Some may regard the notion as controversial. Interestingly, Canada and Australia currently allow CRIP (under strict rules) which was news to me. As a pilot, I can see how CRIP could be a very useful tool for pilots to combat fatigue if allowed in the United States. I've broached the subject with a few others with whom I've shared the flight deck and their reactions and the ensuing conversations have been interesting and insightful.

The piece was written by two Ph.D. professors at Embry-Riddle Aeronautical University in Daytona Beach, Florida – Dr. Stephen Rice and Dr. Scott Winter. If you click over to read their profiles, you'll learn how their two areas of discipline have contributed to the research. We are grateful to have been allowed to publish this feature and we are particularly proud to put it in front of our readership. We would love to read your thoughts on the subject. Please email us at info@aerocrewnews.com.

It is March, so that means we are headed to the 31st annual Women in Aviation, International conference which is taking place in Orlando (March 5-7). The work this organization does to promote our industry and support students who aspire to make their professions in all aspects of aviation is commendable and appreciated. If you have never been, I urge you to plan to attend (regardless of your gender), if not this one, in the future. They are held annually rotating from the east coast, to mid-America and the west coast. Visit their site at <https://www.wai.org/>.

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.

February 2020

Last month we reflected on how our love for aviation often transcends our profession. Because it is a passion, we bring our love of all things aviation into our lives far beyond that of most other vocations.

Some jokingly call our obsession a sickness or a disease, but from as far back as my memory will take me, I loved looking up into the sky at airplanes and anything aviation-related captured my fascination. I loved going to the airport and traveling. As a child, my favorite part was taking off and watching the world below us seemingly grow smaller. I longed to reach out and move those small Matchbox cars that looked so much just like the ones I had at home.

I admit that my love for aviation goes beyond my job, which has contributed in large part, to the why and how Aero Crew News came to fruition. We are ever-grateful to our readers and our contributors. If you have favorite aviation stories you would like to share, we would love to hear from you. Please email us at info@aerocrewnews.com. We must continue to feed our passion.

To view this and previous issues, visit our archive at aerocrewnews.com/category/issues/



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CREDITS

Publisher / Founder
Craig Pieper

Aero Crew Solutions, CEO
Scott Rehn

Editor
Deborah Bandy

Layout Design
Michelle Harvey

Additional Contributors
Kristopher Olsen, Reini Thijssen,
Charlie Mattingly, Anthony Lorenti,
Dr. Scott R. Winter, Dr. Stephen Rice

Aviator Bulletins

Provided by the companies listed

Photographs By
Photographs as noted.

Grid Updates Email:
GridUpdates@AeroCrewNews.com

Social Media Marketing By
Aero Crew Marketing
Nate Racine, Tyler Sutton
Aerocrewsolutions.com/marketing



AVIATOR BULLETINS



Bill Royce



Brian Goodman

Jet Linx Appoints New Base Presidents for its Chicago & Detroit Private Terminals

Brian Goodman To Helm Jet Linx Chicago & Bill Royce To Lead Jet Linx Detroit

Jet Linx, the leading private jet management and Jet Card membership company in the United States, today announced the appointment of two new Base Presidents; Brian Goodman, Base President of Jet Linx Chicago, and Bill Royce, Base President of Jet Linx Detroit. Mr. Goodman and Mr. Royce will be responsible for leading daily flight and ground operations, as well as for driving development, expansion and growth at the Chicago and Detroit locations which originally opened in 2018 and 2016, respectively. The announcement was made by Jamie Walker, President & Chief Executive Officer of Jet Linx.

“We are thrilled to welcome Bill Royce and Brian Goodman as Base Presidents at two of our rapidly-growing locations in Chicago and Detroit,” said Mr. Walker. “Mr. Goodman and Mr. Royce bring many years of experience and expertise to Jet Linx that will undoubtedly enable our teams to further expand our footprint in the Midwest and ensure we continue delivering unparalleled and personalized client services to new and existing clients.”

For over 20 years, Mr. Goodman has worked in brand advertising, marketing, business strategy and media sales, with a deep knowledge of brand and business development. In addition to significant experience spanning marketing and media giants, including Procter & Gamble, Microsoft, Allstate, McDonald’s, Viacom and National Geographic, Mr. Goodman helped launch the Sean Combs-backed startup REVOLT before turning his focus to co-founding and spearheading the development of an online EdTech platform and a data-driven niche healthcare SaaS service.

“I’m delighted to join the Jet Linx team on their continued mission to provide clients with global private jet solutions from the local level,” said Mr. Goodman. “Jet Linx’s philosophy of providing a personalized approach to guaranteed private jet travel solutions is truly unique, and I am honored to have the opportunity to lead the Chicago team at such a pivotal time for the Company.”

With more than 30 years of experience in sales and marketing in the automotive industry, Mr. Royce specializes in strategic businesses through cultivating client relationships and leading high-performing teams. Prior to joining Jet Linx, Royce held senior leadership roles at R. L. Polk & Co. for nearly 15 years. While with that company, he held the positions of Vice President of Business Development, in which he spearheaded numerous successful partnerships that resulted in multimillion-dollar growth for the company, and Vice President of Global Price & Specifications, where he managed the integration activities in the acquisition of ROADTODATA.

“I am excited to join the Jet Linx team and apply my many years of leadership experience and knowledge of the local community to the growing Detroit market,” said Mr. Royce. “I look forward to supporting Jet Linx in exceeding goals on both a local and national scale and providing hyper-personalized services to the region’s most discerning clients.”

For more information on Jet Linx’s Chicago or Jet Linx Detroit, please visit www.jetlinx.com.



Nominator Jessica Rooney @yogameetstravel (left); January #SkyproHero winner Shelby Sharp @shelbybythesea (right). Photo credit: Jessica Rooney

SKYPRO Announces First Winner of its #SkyproHero Initiative

Campaign Honors Airline Cabin Crew Who Go Above and Beyond at 35,000 Feet

Administering CPR. Evacuating an entire plane in under 90 seconds. Providing help to passengers with special needs. Ensuring the safety and security of those onboard. Working at 35,000 feet comes with its challenges, and everyday airline cabin crew go far beyond their standard job responsibilities to make sure passengers have the best possible flight experience.

To spotlight cabin crew who champion extraordinary situations while on duty, SKYPRO, IATA's only strategic partner in the development of uniforms and shoes that are specifically made to improve the health and wellbeing of aviation professionals, launched a recognition campaign – Sky Hero – this year, and will recognize a flight crew member every month in 2020 for his or her heroic moments. Today, SKYPRO is announcing its first Sky Hero recipient.

SKYPRO is honoring Shelby Sharp (@shelbybythesea) as its January Sky Hero. Nominated by her colleague Jessica Rooney (@yogameetstravel), Shelby experienced an event within the first six months on the job of losing a passenger onboard a cross country flight. When the situation occurred, Shelby's flight attendant training kicked in. She assisted in administering CPR as well as using the automated external defibrillator (AED) on the passenger. Throughout the event, Shelby not only maintained the dignity and respect of the passenger, but she also kept the rest of the passengers calm during this situation.

"Often times, we forget that cabin crew are not only trained to, but often perform significant duties that go beyond meal and drink service," said SKYPRO Chairman and CEO Jorge Pinto. "Administering CPR, defusing a conflict or passenger argument, safeguarding the cockpit by being the first line of defense, or even knowing how to deliver a baby while in flight are just a few of the more critical skills crew members possess. That is why we at SKYPRO launched the #SkyproHero Initiative – to recognize crew talent that often goes unnoticed."

How to Participate in the #SkyproHero Initiative

At SKYPRO, we live to care for the health and wellbeing of these Sky Heroes, which is why every month in 2020 we will be honoring their heroic moments. To participate we invite airlines, passengers and crew to nominate a Sky Hero for something amazing they have accomplished:

- 1. POST their story on either your Facebook, LinkedIn or Instagram**
- 2. TAG your Sky Hero and show them you recognize their work**
- 3. HASHTAG #SkyproHero so we can find your post**


The monthly winner and their nominee will each receive a free pair of shoes from the SKYPRO collection, developed with SkyHealth Technology for the specific needs of aviation professionals.



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United

SkyWest has finalized an agreement to operate 25 additional E175 aircraft for United Airlines under a multi-year contract. These aircraft are scheduled to enter service by the end of the first quarter of 2021. Each of the E175s will be in a 70-seat configuration with 12 seats in First Class. They are expected to fly primarily out of the Chicago O'Hare and Houston hubs.

American

SkyWest also announced a new, 10-year agreement to purchase and operate 20 E175s for American Airlines. These will be SkyWest's first E175s flying for American and continue growing the great relationship that exists between the two carriers. The first 10 aircraft are expected to be delivered in late 2020 with the rest arriving in the first half of 2021.

With these new agreements SkyWest will be United's largest E175 operator and the largest operator of the E175 in the United States. For pilots who are ready to upgrade their career, SkyWest offers industry experience credit. Those with FAR Part 121 experience can receive a year-for-year pay match up to 10 years! Plus, new pilots will receive a \$7,500 bonus if they have a current RJ-type rating.

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Which Offer Should I Take?

How to compare job offers

WRITTEN BY: KRISTOPHER OLSON

If you've been observing the industry, you know that this is a great time to be a pilot. Pay, benefits and status are on the rise. Upgrade times are dropping and fleets are growing. Just a decade ago, few airlines were hiring; pilots today may have multiple conditional job offers (CJO) with the regionals, ultra-low-cost carriers (ULCC), legacies and corporate flight departments. For those fortunate enough to have options, how should you compare prospective employers?

Almost immediately, pilots will look at two things; pay rates (to include signing bonuses) and status of the airline (Is the airline one of the "Big 6?"). Next, they'll evaluate domiciles (Is XXX fleet junior? How long to hold XXX airport?). After that, the decision-making process becomes more muddled, particularly at the regional level where there can be more than five offers for a qualified candidate. So, what else should you consider when evaluating prospective employers?

I suggest you look at retirement options next. Even if your plan is to change companies in under three years, you cannot predict the future and you should evaluate every job as if it were your last. Importantly, if you are deciding between two competing offers, ask about the companies' match and their vesting schedules, if this applies. A vesting period is the time it takes for you to "own" the company match. If you plan to change companies before that vesting time frame is up, you may lose a company's matched dollars, which could equate to thousands.

After looking at the retirement, consider whether each company offers stock options and/or profit sharing. While you shouldn't budget yourself based on these variable benefits, they can easily amount to 10-15% of your total compensation. A company with a 5% profit sharing can add thousands of dollars to your paycheck in healthy years, helping pad your savings account.

Often pilots don't consider sick, vacation and paid-time-off (PTO) until we are out flying the line. However, there is significant variation in how companies provide these to their pilots, which can impact quality of life, pay and productivity. Some companies allow pilots to bid for vacation in weekly blocks while allotting "sick time" to pilots on an hourly basis accrued monthly (two to five hours of sick leave per month, for instance). A pilot calls out sick as needed and receives pay if they have the appropriate amount of time in the "bank." You should also ask if the company allows "pyramiding" on vacation days. This means that if you fly on your vacation days, you get paid your vacation rate plus your trip rate. For those who like to stay at home rather than travel for vacation, this can be an excellent way to pad your income.

Other companies lump sick and vacation together, as (PTO). Pilots can use this whenever they want to get time off for family needs, holidays, illness and more. For those with lower seniority, this system allows more flexibility. You no longer bid for your vacation days with every other pilot, but rather take time off when needed using your bank of PTO. Further, many companies buy back sick, vacation or PTO hours at a premium (say 25-50% of your hourly rate). If you are paid \$60 an hour, with five hours of sick time per month, you stand to earn \$5,400 per year if your company offers 50% buybacks. If you are on the fence about various companies, ask their pilots and/or your interviewers for the details of their benefits package. This may help you make decisions that best fit your needs and goals.

Many pilots scoff at considering company culture or market niche, but this aspect of your work will impact your day-to-day more than any other considerations. You'd be surprised at the diversity of work schedules in the industry. ACMI, FedEx and corporate operators frequently offer 14-on-13-off or 7-on-7-off type schedules. Each airline builds trips according to their collective bargaining agreement, which can result in some having 6-day trips while competitors offer 3- to 4-day trips. Others like

Allegiant Air or the recently announced Breeze Air, offer day turns. Some companies out-station bases in smaller cities like Knoxville or Norfolk versus large hubs like New York or Chicago. Knowing your coworkers, driving to work daily (or weekly) and lower costs-of-living are all factors to consider in your decision.

You've likely applied to particular companies because the domicile is desirable. You should also consider asking how that domicile is set up and run for each airline. For instance, some airlines require LAX-based pilots on reserve to cover Ontario, Orange County and San Diego, on the 737 but not the A320. Similar situations arise for New York- and Miami-based crews. Also, consider reserve callout times and how they can help or hinder your quality of life. If you require every second of your reserve callout to make it to the airport on-time, you will be "on house arrest" during your work days. Simply commuting to a base with better seniority or changing fleet types can improve your lifestyle.

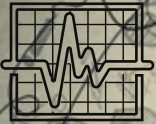
In summary, there are many differentiators between potential employers. While the pay rates and domiciles may be the same, other tangible and intangible aspects can tilt the scale in favor of one airline, corporate flight department or charter company versus another. This outline can be used at any level of the industry, whether NetJets, JetBlue or a private owner. Ask these questions of current employees or your interviewer and take the job that provides you the best overall option.



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...](#)



FITNESS



Twelve Phases of Burnout

WRITTEN BY: REINI THIJSEN

Every year, reported numbers of stress and burnout rise. Because airline jobs rank among the most stressful jobs in the United States, there is value for us to recognize the signs. Stress, in itself, can be helpful – it sets one in motion, makes one smarter, more alert, faster and it can help improve performance. However, too much, and continuous, stress is unhealthy and can lead to detrimental outcomes including health issues, depression, and burnout. People who are confronted with burnout often do not realize it – until it is too late.

Burnout and what exactly causes its symptoms are not exactly clear. It is not an acknowledged disease and everyone has their own interpretation. These facts do not make it less real but do make it difficult to effectively help those who suffer with it. Medical guidelines state that someone with burnout has been mentally and physically exhausted for at least six months. Symptoms can include trouble sleeping, emotional instability, excessive worry, anxiety, nervous feelings, concentration problems, and forgetfulness. Physical problems, such as headaches, abdominal pain and palpitations can occur as well.

Understanding stress is extremely complicated. How someone copes with stress is specific to the individual, e.g., where one performs well under pressure, another becomes mired. The individual's character, genetics, and sociological aspects are all factors that can determine how someone experiences and responds to stress.

Researchers have defined 12 distinct phases of burnout. Understand that this is not a linear progression toward burnout, and you can occupy more than one phase at a time. This is to help you identify your situation so that you can remediate if you feel you are on a path toward burnout.

The 12 phases are:

1. An obsessive need to prove yourself. The extreme urge to prove yourself and desire to make people proud is an important component that can add stress and hint at future burnout.

2. Working harder and harder. Stopping work becomes difficult and you take on more responsibilities.

3. Ignoring personal needs and neglecting yourself. Work is becoming more important and other important needs such as sleep, healthy eating and maintaining a social life are ignored.

4. A conflict-avoiding attitude. The result of repressing conflict can propel one into a constant feeling of panic and threat which can lead to sleeping disorders and nervousness.

5. Changing priorities. Work is most important leaving less time for friends, family, and hobbies. Self-worth is linked to work.

6. Problem denial. Problems are considered a consequence of the workload, nothing else. Often, this presents itself through a harsh and cynical attitude towards others.

7. Social isolation. There is no longer a close connection to friends and family, colleagues are discouraged from working with you. Often, substance abuse is part of this phase.

8. Behavior change. People are noticing a change in your behavior and start to worry. Often, the resultant behavior is more cynical, harsh and unreachable.

9. Depersonalization. You view yourself and others as worthless. Performing in the workplace becomes difficult and you no longer understand what you need.

10. Inner emptiness. You feel empty inside. Excessive exercise, sexual contact, alcohol or drugs can be distractions to compensate for this empty feeling.

11. Depression. You feel lost and completely exhausted. You have a hard time identifying a way out.

12. Burnout. In this stage, you have mentally and physically collapsed. Professional help is necessary.

Do you recognize yourself in one or more of these 12 phases? Talk to your spouse, family, or friends about what is going on and look for professional help before it is too late. Do not ignore the signals and contact a doctor, a therapist or counselor. There is always help once you recognize that it is needed.



About the Author

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



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We Have Met the Enemy (of Wealth) and He is Us!

How small changes in the way we think can have great impact on our investment returns and quality of life?

WRITTEN BY: CHARLIE MATTINGLY

I just returned from annual training for my airline. It's nice to have another year before I have to study again, right? (I'm kidding, of course!) Every year in training we discuss human factors, crew resource management, and the Risk and Resource Management (RRM) model that's been in the airline world for some time now. I was interested to learn, that in addition to our RRM model, next year's training syllabus will include even more material on mental models; the way we think in the cockpit, how we work together, etc. Many of you know this as human factors and crew resource management (CRM).

Additionally, it appears the airlines are learning that incidents and accidents don't happen due lack of technical or flying expertise but are owed to poor decision making as a result of one's current state of mind. I know all this may sound crazy to some pilots but the evidence is compelling as well as interesting.

What in the world does this have to do with your personal finances and investing? Everything! We've all learned in our flight training that small changes in crew behavior make flying the airplane safer. The same is true when it comes to retirement planning. Making small changes in the way you think, behave (human factors) and make decisions, will improve your chances of successful retirement planning and investing.

Studies clearly demonstrate that we are programmed with behavioral biases that help us survive and thrive in life. Some of these behaviors serve us very well in most aspects of our lives. Unfortunately, these same behavioral biases often sabotage our attempts at saving for the future and achieving the highest level of investment return available to us in the markets.

A [recent study by the National Bureau of Economic Research](#) (NBER) demonstrated that our behavioral biases could be costing us a lot of money when it comes to achieving our highest potential in our 401(k) and retirement plans. For example, according to the NBER study, the "present bias," along with other biases, are holding back millions of Americans from saving enough money for retirement.

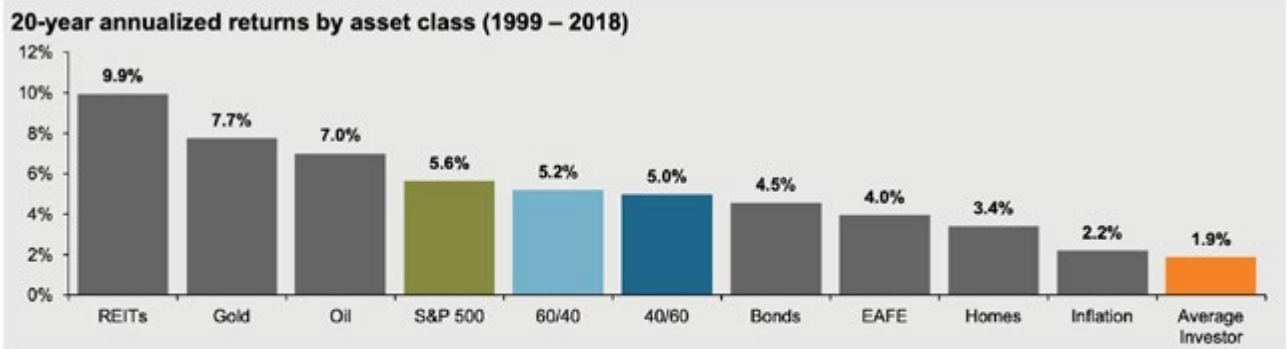
[From the Bloomberg article on the same topic](#); "... How much money? Try \$1.7 trillion on for size. That's 12 percent of the \$14 trillion in U.S. individual retirement and 401(k) accounts."

Dalbar Inc. annually releases a study that shows how the average equity investor's investment performance stacks up against different equity indices. According to Dalbar, for the 20-year period ending 2018, the average equity investor earned a compound annual return of 1.9% versus the S&P 500 Index that returned an annual compound rate of return of 5.6%. (Interesting side note: This 5.6% rolling 20-year U.S. Stock return is one of the lowest since the 1950s!)

Clearly, we're all above average investors, right? Other studies showed when a group of participants was asked if they were above average drivers over 80% of the group claimed to be above average drivers. Yes, you guessed it, this is another one of our well-researched behavioral biases called the "overconfidence bias."

One final example that I can't help but share is the "optimism bias." This bias is absolutely necessary in our everyday lives. After all, who wants to be around a pessimist all the time? Furthermore, those who lack the optimism bias are more prone to be depressed.

On the other hand, when this bias is applied to our financial life it can lead to negative results. In a [Ted Talk I recently viewed given by Tali Sharot](#), she stated that 80% of us have the optimism bias. The optimism bias sometimes causes us to think the future will turn out to be better than it actually does.



Source: J.P. Morgan Asset Management; (Top) Barclays, Bloomberg, FactSet, Standard & Poor's; (Bottom) Dalbar Inc. Indices used are as follows: REITs: NAREIT Equity REIT Index, EAFE: MSCI EAFE, Oil: WTI Index, Bonds: Bloomberg Barclays U.S. Aggregate Index, Homes: median sale price of existing single-family homes, Gold: USD/troy oz., Inflation: CPI, 60/40: A balanced portfolio with 60% invested in S&P 500 Index and 40% invested in high-quality U.S. fixed income, represented by the Bloomberg Barclays U.S. Aggregate Index. The portfolio is rebalanced annually. Average asset allocation investor return is based on an analysis by Dalbar Inc., which utilizes the net of aggregate mutual fund sales, redemptions and exchanges each month as a measure of investor behavior. Returns are annualized (and total return where applicable) and represent the 20-year period ending 12/31/18 to match Dalbar's most recent analysis. *Guide to the Markets – U.S.* Data are as of December 31, 2019.

J.P. Morgan
Asset Management

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How many of you, as I was doing in the late 1990s right out of college, were projecting investment returns to be a “conservative” 15% annually? That’s a pretty optimistic (unrealistic) view of the future! As a young second lieutenant, I thought I would be ready to retire from the Air Force after ten years of service. Not so! Of course, there were other factors (behavioral biases) that caused me to be overly optimistic, even unrealistic, but this extreme example illustrates the simple truth.

Large organizations understand that our optimism bias can lead to faulty planning and therefore they factor that into the planning process. We should do the same.

So what should we do about the harmful effects of these biases?

1. Know thyself!

- We must be aware that some of the attitudes and beliefs that serve us so well in most aspects of our lives tend to work against us when it comes to investing and saving for the future.
- Investing and saving for the future requires a different way of thinking, often counter-intuitive, in order to be successful.
 - We must strike a balance between the good that comes from our optimism, overconfidence, etc., and the harm it can cause when it comes to investing and retirement planning.

2. You must have a plan for your future.

- Simply put, those that have a plan, set goals and make decisions based on reaching their financial goals will do better than those who do not.
 - Do not base your plan on overly-optimistic assumptions. We want to know: Does the plan hold up under difficult circumstances?
 - Act like a contingency planner. Always ask yourself; what could go wrong in the future? What has actually happened in the past and could it happen again? How will that affect my desired result or goal?

3. Control the controllable.

- Use your valuable time, energy and other resources to control or worry about things that you have some control over. In other words, don't waste your time and mental energy trying to control the short-term performance of the stock market. In the short term, the stock market is uncontrollable as well as unpredictable.
 - On the other hand, there are many things that are within our control. Knowing and paying attention to the things that are within our circle of influence can have a dramatic impact on our quality of life now and in retirement. For example: How much we save, spending habits, proactive tax planning, low-cost investing, etc.

4. Don't operate in a vacuum.

- Seek out trusted counsel, friends, family, and advisors.
 - Successful business CEOs, athletes, and musicians have coaches and mentors and so should you.
 - Anyone who's trying to do something difficult and important should not operate in a vacuum.

Luckily for us, we don't have to be Chuck Yeager to fly our passengers safely from Chicago to Los Angeles. (Although, clearly, we're all above average airline pilots!) Likewise, we don't have to be Warren Buffett to have a great airline retirement and achieve solid investment returns. As demonstrated in this article, one of the most important areas to focus on to help you reach your financial goals is not a secret investing solution or silver bullet. We must focus on our own behaviors!



About the Author



Charlie Mattingly a CERTIFIED FINANCIAL PLANNER™ professional, is a first officer for Southwest Airlines based in Atlanta.

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SQUALL LINE

The “All Weather” Machine

Expanding your understanding of weather phenomena and routinely rechecking conditions will make you a better, safer pilot

WRITTEN BY: ANTHONY LORENTI

The very nature of commercial flight and the capabilities of transport category aircraft combine to make flight into the wild blue on a daily basis all but certain. We are gifted with machines with weather avoidance and mitigation capabilities that seem to give Mother Nature a run for her money. Weather radar, deicing/anti-icing, and high-altitude capabilities rank as some of the tools we use to mitigate nature’s hazards. The key to remember is that these tools moderate weather hazards, but they do not conquer them.

The technological capability of aircraft mandates that we check the weather prior to every flight. At the Part 121 level, we are going to try to conquer Mother Nature, to the best of our abilities. Remember, with transport category aircraft, we have the right stuff (our equipment) in order to get into the wrong stuff (foul weather). But, the final tool in our arsenal against weather is the flight crew. If you rely too much on the right stuff, you may find it won't always work against the wrong stuff.

Roselawn, Indiana, Dallas Fort-Worth and Air Florida in DCA are some of the fatal accidents wherein weather conditions were contributing factors. While I am unqualified to speak to the other contributing causes of these tragedies, I am qualified to say that technology was overcome by nature. Life is part luck — and sometimes luck runs out.

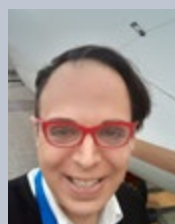
It's in the FAR's

Regulations aside, you have a moral and self-serving obligation to check the weather. (New captains, are you listening?) Failure to equip yourself with a healthy respect and knowledge of weather could render your highly capable airplane rather incapable. We are the brains of these formidable craft. Remember the aviation adage, "It's better to be on the ground wishing you were flying, than being in the air wishing you weren't." Know what you're getting into prior to every flight.

Just because something can be done doesn't mean it should. E.g., a wood and fabric airplane could fly into a hurricane but it wouldn't end well. Apply this to Part 121 — you don't always have to go. There are pilots who don't check the weather and those who even brag that they don't. Since many airlines upgrade pilots to captain rather quickly, spreading the word about the importance of weather is paramount.

There are myriad atmospheric threats that humble humans in airplanes. Turbulence, wind shear, icing, microbursts, and high winds are but a few of these hazards. The breadth of your knowledge before every flight makes you a safer pilot. Only your knowledge makes it possible for you to make a go/no go decision. Imagine the pilot who espouses, "Why check the weather? We're going anyway." Because these cavalier attitudes exist is exactly why you should check the weather! Imagine further that in your check of the weather, you find a hazard that would prevent you from going or at least might lead to delay? You have done your job well.

While checking the weather is a rather basic activity. It is a practice that should be habit and routine — applicable to old and new aviators alike. Veteran pilots can grow complacent owed to their experience, and newer pilots can be largely uninformed of weather's potential for a wallop. Only a fool goes into an adversarial situation uninformed about the foe they face. Learn all you can about weather and soon, your routine checks will arm you with your greatest weapon against an angry Mother Nature.



About the Author



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



Pilots Sleeping in the Cockpit Could Improve Airline Safety

WRITTEN BY: DR. SCOTT R. WINTER & DR. STEPHEN RICE

[ARTICLE WAS ORIGINALLY PUBLISHED ON THE CONVERSATION](#)

THE CONVERSATION

Airline pilots are often exhausted. An extreme example happened in 2008, when a pilot and a co-pilot both fell asleep at the controls, missing their landing in Hawaii – earning pilot’s license suspensions as well as getting fired. More recently, overtired pilots came very close to landing on top of another airplane at San Francisco International Airport in 2017.

It’s not uncommon for a pilot for a major commercial airline to, for instance, start work in Florida at 5 p.m., with her first flight departing an hour later for a five-hour trip across the country, arriving in California just after 8 p.m. local time. Then she might get a short break and fly a 90-minute short-hop flight to to another California city. When she lands from this second flight, she has spent six and a half hours of the last nine in the cockpit. She is also three time zones from where she started work, and her body thinks it’s 2 a.m. There’s no doubt she’s tired – and she’s lucky not to have encountered any schedule adjustments for aircraft maintenance or weather delays.

The airline industry and the government agency that regulates it, the Federal Aviation Administration, have taken steps to reduce pilot fatigue, but many pilots and others remain worried that two pilots are required to remain awake and alert for the entire flight, though one or both may be dealing with symptoms of fatigue. One possible suggestion is letting pilots take brief naps in the cockpit. As researchers of consumer opinions about the airline industry, we’ve found that the American public is wary of this idea, but may feel better about it once they’ve heard an explanation of how it actually makes their flights safer.

Limiting pilots’ work time

Pilot fatigue can be difficult to predict or diagnose – especially since tired pilots usually manage to take off, fly and land safely. Even when something goes wrong, accident investigators may have little evidence of fatigue, except perhaps the sound of someone yawning on cockpit audio recordings.



An aircrew rest and sleep area is tucked away off the business class section on this Boeing 747. AP Photo/Ted S. Warren

In 2014, the FAA imposed the first new pilot-rest rules in 60 years, limiting overall on-duty time and flight hours per day depending on when a pilot's shift starts. The rules also established a process by which pilots can report fatigue without being disciplined by their airlines or the government.

Resting in the cockpit

It's widely known that a short nap can improve a pilot's alertness. Some planes, such as those commonly used on long international flights, have beds their pilots and other crew can use, but smaller planes don't have the space. Only flights that are longer than eight hours require an additional pilot to be on board so one pilot at a time can rotate out for rest. On shorter flights, U.S. regulations expect both pilots to remain alert for the entire length of the flight, without any chance for rest during the flight.

Some countries, including Canada and Australia, allow for pilots to nap in the cockpit. In an example from China, a pilot was caught napping and faced disciplinary action for napping in the cockpit. The official procedure to allow for pilots to nap in the cockpit is called "controlled rest in position." CRIP has established policies and procedures to allow pilots to rest.

The rules are strict. The Air Canada Flight Operations Manual, for instance, says a pilot who wants to rest must notify the co-pilot and a flight attendant. The pilot can sleep for no more than 40 minutes, and must wake up at least half an hour before the descent for landing. They get the first 15 minutes after the nap to fully awaken, during which they can't resume actually flying the plane, unless they need to help deal with an emergency.

Consumers' opinions

As consumer opinion experts, we have conducted a series of studies to see what members of the public think about letting pilots use this CRIP procedure to nap in the cockpit. In general, people are less willing to fly when they know a pilot might be allowed to sleep at the controls, and women are less willing than men.

In our research, we find that this is mostly attributed to fear, because they don't understand the benefits of pilot naps. Some of our earlier work has shown that when consumers understand the value of a new procedure, they'll feel better about it. It seems likely that explaining to people how better-rested pilots makes a flight safer could help more people feel comfortable flying in a plane where the CRIP procedure is allowed.

What do pilots think?

In a follow-up study, we asked pilots what they thought about being allowed to rest in the cockpit during flight – and they were much more enthusiastic than nonpilots. Seventy percent of pilots favored allowing CRIP. On average, all participants who completed the survey felt that naps of 45 minutes should be approved, which was closely related to the 40 minutes suggested by scientific evidence. They also recognized the need for the pilot to be awake at least 30 minutes before beginning the descent to landing. Overall, the participants thought there were very few potential problems with CRIP and said it would be useful.

However, some pilots did express worry about unintended consequences of CRIP implementation. The airlines, knowing that pilots could take naps during the flight, might be tempted to impose more rigorous flight schedules that would eliminate any benefits derived from CRIP. Lastly, participants commented on how this procedure is already being used by international carriers such as Air Canada and Qantas with success. So far, those companies' crews have not registered widespread complaints about abuse of scheduling practices, and none of the survey respondents who fly for those airlines complained about this potential problem.

Will the US allow it?

It is hard to say whether the FAA would ever move to let U.S. pilots nap in the cockpit. The scientific research provides empirical evidence as to its advantages, and while consumers are somewhat hesitant, pilots seem very supportive of it.

What is clear is that fatigue in the cockpit remains a threat to the aviation industry worldwide. Given the scientific evidence supporting CRIP to counter fatigue, clearly there is value in considering how it could improve aviation safety. Perhaps it's time to listen to the pilots we trust to fly these airplanes and let them rest when they need to – within reason, and so they can fly more safely.



About the Author

Dr. Scott R. Winter is an Assistant Professor of Graduate Studies in the School of Graduate Studies, College of Aviation at Embry-Riddle Aeronautical University, Daytona Beach. [Read More...](#)



About the Author

Dr. Stephen Rice was born and raised in Indonesia. He is currently a professor in the Human Factors and Behavioral Neurobiology Department at Embry Riddle Aeronautical University. [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 III	\$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:	
3.A.3		4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B			28	
Delta Airlines (Delta)	747, 777	\$184.59	72	\$159,486	\$270.25	\$233,496	1-5 = 14 Days 6-11 = 21 days 12-19 = 28 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170	0%	15	
	787	\$176.83		\$152,781	\$258.90	\$223,690					
	767-4, A330	\$174.35		\$150,638	\$255.28	\$220,562					
	767-3,2, B757	\$154.50		\$133,488	\$226.21	\$195,445					
	B737-9	\$148.93		\$128,676	\$218.05	\$188,395					
	B737-8 & 7	\$148.93		\$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:

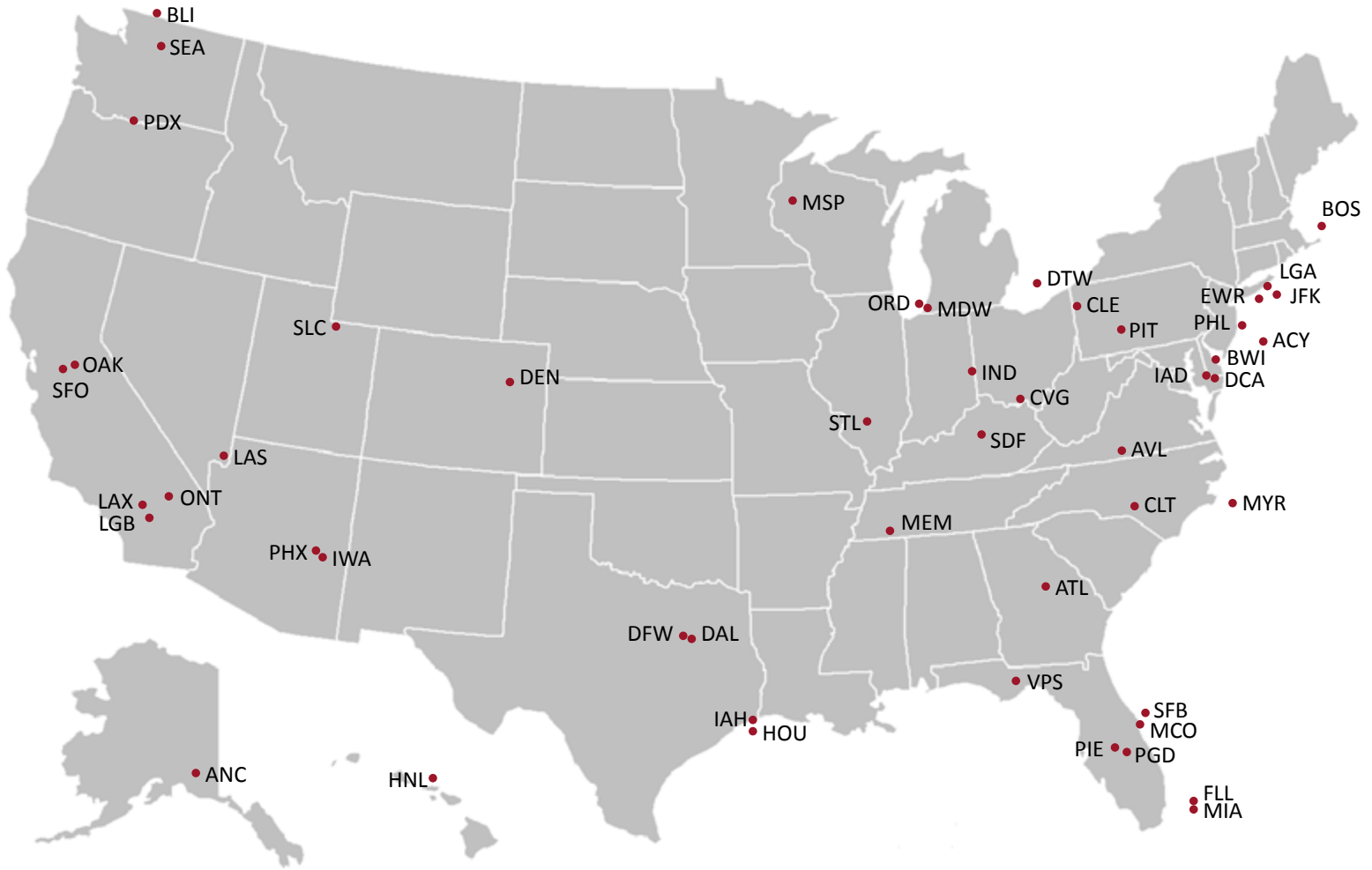
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Additional Compensation Details

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)		3.CC	3.C	HRxMMGx12	3.CC	HRxMMGx12	9.A.1	10.A	4.C	4.C	5.A	Contract 2016, as amended
	A319, A320, A321*	\$100.01	75	\$90,009	\$166.68	\$150,012	1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days	1 Day / Month Max 120 Days	5% 1:2	After 3 years 2.2% up to 6% at 9 years		*A321 coming end of 2015
JetBlue Airways (JetBlue)		4.3		HRxMMGx12	4.3	HRxMMGx12	8.B	15.B.2 & 3	16.B.2	16.4		
	A320 family	\$148.71	70	\$124,916	\$218.66	\$183,674	0-5 = 108 Hrs 6-10 = 126 Hrs 11-15 = 144 Hrs 16-20 = 162 Hrs 21+ = 180 Hrs	Based on PTO accrual	5% 1:1	5% + 3%	None Specified	*70 line holder, 75 reserve: **Hours is based on PTO per year. Reference contract for more information
	E190	\$133.82		\$112,409	\$196.83	\$165,337						
Southwest Airlines (Southwest)			3.C*	HRxMMGx12		HRxMMGx12	3.J**	3.J	3.E	3.E	3.F.I	Agreement 2013, Currently in negotiations
	B737	\$157.36	85	\$160,507	\$224.80	\$229,296	1-5 = 14 Days 5-10 = 21 Days 10-18 = 28 Days +18 = 35 Days	1 TFP / 10 TFP** Max 1600 TFP	9.7% 1:1	-		*85/87/89 TFP based on days in bid period, **Trip for Pay (TFP) is the unit of compensation received.
Spirit Airlines (Spirit Wings)		4.C.1	4.H, 4.M*	HRxTFPx12	4.C.1	HRxTFPx12	11.B.2	12.B.1	19.B.2			Contract 2016, as amended
	A319 A320 A321	\$157.54	72	\$136,115	\$237.50	\$205,200	> 1 = 7 Days 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	5 H/M* 700 Hrs Max	0%	11%**	\$34 to \$754 depending on plan single, single +1, or family plan	*New hires start with 33 hours of sick time and accrue 3 H/M unit 12 months of service, ***1% annual increases up to 15%
Sun Country Airlines		3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1		28.C	27.B	Contract 2018, as amended
	B737NG	\$112.93	70	\$94,861	\$168.55	\$141,582	0-8 = 15 days 9-13 = 22 days +14 = 30 days	4 H/M	4%	2%	\$0 to \$300 depending on plan single, single +1 or family plan	
Virgin America (Red Wood)		Appendix A	4.A.1	HRxMMGx12	Appendix A	HRxMMGx12	7.A.1	14.A		28.B.2	27.A.2	
	A320	\$107.00	70	\$89,880	\$172.00	\$144,480	0-1 = 5 Days 1-5 = 15 Days +5 = 20 Days	5 H/M 80 and 480 Max**	125% of 6% contributed	-	-	*Reserves have a MMG of 75, 10.D.1, **Two sick banks, normal and catastrophic. Merging with Alaska Airlines
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				Rule book 2014
Cargo Airlines												
Atlas Air	B747 B767*	\$149.33	62	\$111,102	\$213.32	\$158,710	>5 = 14 days <6 = 21 days	1 Day / Month Max 24 Catastrophic 2 Days / Month*** No Max	10%****		Health 14-25% Dental 20-30%	*B767 pay is 91.97% of B747 pay, **First year is 50 hours MMG, Out-Base is 105 hours MMG, ***Catastrophic sick days accrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank, ****Company will match 50%
ABX Air		3.A.1	3.B.1**	HRxMMGx12	3.A.1	HRxMMGx12	7.A.1	14.A	28.A.1		Appendix 27-A	
	B-767	\$153.03	68	\$124,872.48	\$218.61	\$178,385.76	>1 = 1 Day/Mo 1-5 = 14 Days 5-15 = 21 Days 15+ = 28 Days	1 Day / Month No Max				
FedEx Express (FedEx)		19	19.D.1	HRxMMGx12	19	HRxMMGx12	10.A	9.A				
	A380	\$186.33	85	\$190,057	\$262.84	\$268,097	>1 = >15 days* 1-4 = 15 days 4-5 = 15 days** 5-9 = 22 days 9-10 = 22days** 10-19 = 29 days 19-20=29 days** +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.
	Wide Body	\$174.15		\$177,633	\$245.65	\$250,563						
	Narrow Body	\$153.22		\$156,284	\$211.75	\$215,985						
Kalitta Air		3.C.1.a	4.A.1**	HRxMMGx12	3.C.1.a	HRxMMGx12	7.B	14.B.7.C		28	27.G.4.a	Contract 2006 as amended
	B747	\$168.70	64	\$129,562	\$249.67	\$191,747	1-4 = 14 Days 5+ = 21 Days	7 Days on first day; After 1st year .58 Days / Month Max 42	>10 2.5%* <10 5%*	None	>5 Yrs \$20/\$40** <5 Yrs No Cost	*The company will match 100% of the amount contributed. **\$20 for individual, \$40 for family (per mo nth)
UPS (UPS)		5.B.2	5.K	HRxMMGx12	5.B.1	HRxMMGx12	8.A	7.A	10.A		9.C.3	
	B757, B767, A300, B747, MD-11	\$212.69	75	\$207,373	\$300.00	\$292,500	1-4 = 14 Days 5-10 = 21 Days 11-19 = 28 Days 20+ = 35 Days	5.5 Hours Per Pay Period No Max		12%	\$50 to \$410* Per Month	*Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.
		12.B.2.g	12.D.1	HRxMMGx13*	12.B.2.g	HRxMMGx13*	11.A.1.b	9.A.1		15.A.1	6.G	Contract 2016 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

THE GRID



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	\$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*
	60-76 Seat EMB-145XR	\$49.98		\$44,982	\$107.83	\$97,047			
	-	3.A.1		3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A
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%
	CRJ-700, CRJ-900	\$48.48		\$43,632	\$109.33	\$98,397			
	-	3.A		4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1
	SkyWest Airlines (Skywest)	EMB-120	\$37.15	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***
	CRJ-200	\$45.77	75	\$41,193	\$106.67	\$96,003			
	CRJ-700	\$48.52		\$43,668	\$113.07	\$101,763			
	EMB-175	\$48.70		\$43,830	\$113.20	\$101,880			
	CRJ-900	\$50.00		\$45,000	\$117.00	\$105,300			

Sample only; refer to adjacent pages for actual information

Abbreviations and Definitions:

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

ALPA: Air Line Pilots Association

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

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

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

IBT: International Brotherhood of Teamsters

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

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

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

UTU: United Transportation Union

YOS: Years of Service with the company.

General Information

THE GRID

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
Over 2,000 Pilots													
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	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, MVD, RUT, LEB, RKD, AUG, PVD, ALB, OGS, MSS, SLK, HPH, BIL, SDY, GDV, OLF, GGV, HVR, JIN, 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, BTW**	*With ATP/CTP: \$7,000; Without ATP/CTP: \$2,000 free ATP/CTP course; \$5/121 PIC qualifying hour up to \$8,000 **BTW is only HQ
			Online	3.G	5.A.8	5.B.3	Dec/2017	Dec/2017					Contract 2015 as amended
Peninsula Airways (Peninsula)	Saab 340A, Saab 340B*	KS				\$50/day	2012	120		None		ANC, BOS	*\$1,100/Mo. Base Salary
							Oct/2014						Need contract
Seaborne Airlines (Seaborne)	DH-8-300 S340	BB				\$30/dom, \$50/int	January 2013	90				SJU, STX	
							Oct/2014						Need contract
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	C208, C207, PA31, B1900 DH-8	7H	\$15,000 for all pilots in 2017, \$5,000 referral	MMG	None, except during 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%of6% 7=75% of 6% 10=75%of8%	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	-	-	-	Pilot Agreeemnt signed August 2015
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	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	\$84,433	< 1 = 7 days > 2 = 14 days > 5 = 21 days >15 = 28 days > 20 = 35 days	0-1 = 1.52 H/M 2-4 = 2.17 H/M +5 = 3.0 H/M	50% Match: 0-9 = 6% 10+ = 10%	None	Based on rates set by company and insurance provider		
	C700/E170			\$99.65	\$90,881							
	C900/E175			\$105.08	\$95,833							
	C900-C			\$108.00	\$98,496							
-	3.A	4.A.1*	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A	Contract 2017 as amended	
Air Wisconsin (Wisconsin)	CRJ-200*	\$49.98	75	\$44,982	\$109.29	\$98,361	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days	3.75 H/M Max 375	3-4% = 1% 5-6% = 2% 7% = 3% 8% = 4% 9% = 5%	3%	25%	*1.5% Pay Raise every year on October 1st., 3.A.2, **Pilot must contribute first percentages to get company matching (second percentage)
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.B.2	14.A.1	28.B**	28.A	27.D.2.a	Contract 2003 as amended
Horizon Air (Horizon Air)	Q-400 ERJ-175	\$49.43	80.5	\$41,383	\$119.19	\$99,786	< 5 = 14 days > 5 = 28 days	3 H/M	6%	None	Company Discretion	*MMG based on 35 day bid period. Approximately 10.4 bid periods per year
	-	App. A.D	5.B.1	HRxMMGx10.4	App. A.B	HRxMMGx10.4	13.B	14.A.1	27.C	27.C	27.A	Contract 2012 as amended
Compass Airlines (Compass)	E-170, E-175	\$45.80	75	\$41,220	\$111.24	\$100,116	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	0-2 = 3 H/M 2-5 = 3.25 H/M 5+ = 3.5 H/M Max 450	50% Match: 9m-4 = 4% 3-5 = 6% 6+ = 8%	None	29% Employee, 34% Family	*Contract is based on months of service for vacation accrual, converted to years for comparison, first year is prorated;
	-	3.D	4.A.1	HRxMMGx12	3.D	HRxMMGx12	7.A.2**	14.A	28.B.2	-	27.B.2	Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700	\$44.33	75	\$39,897	\$111.24	\$98,781	> 1= 7 days 2-5 = 14 days 6-13 = 21 days +14 = 28 days	0-2 = 2 H/M 2-6 = 3 H/M +6 = 4 H/M Max 300	9mo-2yr 4% 3-6 = 6% +7 = 8%*	None	Emp: \$147.78 Emp + 1: \$363.85 Emp + 2 or more \$554.44	Reserve MMG is 70, Line holder MMG is 74, *Company match 50%
	-	5.A.1.b	5.N.1	HRxMMGx12	5.A.1.a	HRxMMGx12	13.A.1	14.A	27.D.1	27.D	27.B.1	Contract 2016 as amended

Additional Compensation Details

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	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 7-10 = 21 days +11 = 28 days	4 H/M 160 Max	4%*	None	40% for employee, 75% for family	*25% matching, **First year prorated
	-	3.L	3.G	HRxMMGx12	3.L	HRxMMGx12	11.A.1	13.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
Ameritflight, LLC (AMFlight)	All	Salary	160 Units of Pay	\$31,000	Salary	\$89,650	1.16 Days per month		5%	None	\$198 per month	
CommuatAir (CommuatAir)	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						
	-			HRxMMGx12		HRxMMGx12						Need contract
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	B1900, DH-8	\$64.00	60	\$37,440	\$117.00	\$84,240	2.9 Hours Per Week	2 Days Per Year	2%	None	\$450-\$500 / Mo. \$750-\$800 / Mo.	
	-			HRxMMGx12		HRxMMGx12						Need contract
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



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	
												Contract 2014, As Amended
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	No hourly wage, \$24/day per diem	DoubleTree or Holiday Inn Express	\$24/day (\$1/hour)	1,000	TWU*		N/A**	N/A	BLI, FLL, HNL, IWA, LAS, OAK, PGD, PIE, SFB	*(currently in contract negotiations) **F/A candidates are allowed to give preference of base during interview process. We do our best to accommodate those requests, but cannot always place candidates at their first preference.
						May/2016						
Total Flight Attendants						1,000						
	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Number of FA's	Union	Average Reserve Time	Most Junior Base	Most Senior Base	Bases	Notes

Contractual Work Rules

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

Additional Compensation Details

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

Regional Flight Attendants

General Information

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

Contractual Work Rules

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

Additional Compensation Details

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

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