December 2016

Aero Crew News
Your Source for Pilot Hiring Information and More...

Exclusive Hiring Briefing

Contract Talks
Line Bidding

Fitness Corner
Prevent Holiday Weight

Travel is my Religion™
How to find your Budget Hotel

Safety Matters
The Evolution of Aviation Safety
We have it all.
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Safety
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Career Progression
Your Future.

We have been committed to making our airline better. Your future depends on an airline with the operational performance and infrastructure to provide stability. Choose the airline that has it all. Make the smart choice for your future.
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Safety
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Career Progression

Your Future.
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There’s never been a better time to join the largest provider of regional service for American Airlines.

- Up to $22,100 sign-on bonus
- Make nearly $60,000 your first year ($37.90/hour + bonuses)
- $20,000 retention bonus after one year of service
- Convenient bases in Chicago (ORD) and Dallas/Fort Worth (DFW), with LaGuardia (LGA) base opening in 2017
- Flow to American Airlines in about six years -- no additional interview

Find out more on envoyair.com
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  Trans States Airlines

International
  Qatar Airways

Cargo
  ABX Air
  Ameriflight
  Atlas Air

FA
  PSA Airlines
  Piedmont Airlines

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  Eastern Air Lines
  Miami Air

Cargo
  Air Inuit
  Air Transport, Int.
  Evergreen
  World Airways

Regional
  Peninsula Airways

International
  Emirates
  IBEX Airlines

If the airline you are interested in or work for is not shown on this list please let us know. Email all contracts and updates to Craig.Pieper@AeroCrewSolutions.com
Dear Readers,

As we work diligently to try and update all the data in The Grid, we still need your help to keep this data current. If you happen to see anything that may be wrong, please send us an email and we will be glad to address it. This month we had a lot of updates and there are more to come next month.

Additionally, we added a new section at the beginning of our Aviator Bulletins section just for Pilot Hiring Numbers. If you don’t see your company there, be sure to send me an email with that information.

Fly Safe,
Craig Pieper

Here’s what you missed last month. Aero Crew News featured Silver Airways. Safety Matters starts a new column all about safety! Flying is my Religion™ provides tips for women traveling solo. Contract Talks looks at different Preferential Bidding Systems. Fitness Corner explains Essential Supplements. Plus more Aviator Bulletins; TA approved by DAL-MEC, several programs for future airline pilots and bonus pay!

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

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Aviator Bulletins
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If you wish to advertise with us please email Craig.Pieper@AeroCrewSolutions.com
Don’t have an ad? We work with a company that can produce an ad to your specifications.
Aviator Bulletins

The latest aviation industry hiring news and more.

Pilot Hiring by the Numbers

**United Airlines**
- Total pilots: 12,500 (11,500 active)
- Hired 2016: 487
- Projected 2017: 630

**Envoy**
- Total pilots: 1,850
- Hired 2016: 356
- Projected 2017: 750
- Junior CA DOH: October 2010

**FedEx**
- Total pilots: 4,400
- Hired 2016: 350
- Projected 2017: 200 to 250

**Horizon Air**
- Total pilots: 635
- Hired 2016: 111
- Projected 2017: 240
- Junior CA DOH: 7/7/2014

**JetBlue**
- Total pilots: 3,300
- Hired 2016: 248
- Projected 2017: 400
- Junior E190 CA DOH: JFK 7/7/2013
- Junior A320/321 CA DOH: JFK 10/17/2012

**Southwest**
- Total pilots: 370
- Hired 2016: 200+
- Projected 2017: 300+
- Junior CA DOH: October 2016

**Cape Air**
- Total pilots: 100
- Hired 2016: 58
- Projected 2017: 70 CA, 40 FO
- Junior CA DOH: ATP Minimums

**Spirit Airlines**
- Total pilots: 1,483
- Hired 2016: 257
- Projected 2017: 300-350
- Junior CA DOH: January 2014

**Allegiant**
- Total pilots: 794
- Hired 2016: 160
- Projected 2017: 160-170
- Junior CA DOH: 10/19/15

**Great Lakes Airlines**
- Total pilots: 60
- Hired 2016: 18
- Projected 2017: As many as possible
- Junior CA DOH: 5/26/2016

**Island Air**
- Total pilots: 53
- Hired 2016: 21
- Projected 2017: 80
- Hiring Street Captains
What’s next at United?

CEO Oscar Munoz is leading a new course at United, one that is defined by a shared purpose among employees to operate at the highest and most efficient level. This new direction is a flight plan for how United will become the best, most reliable airline in the world. From improving on-time performance to providing customers with options when it comes to their travel needs, United is redefining what it means to be the best in the industry. Besides setting a new direction for the airline, the company is also excited about a new fare offering, Basic Economy, for the price-sensitive consumer.

“As we approach the new year, our operations are running well, our employees are more energized than ever, and we are ready to unlock United’s full potential,” said Oscar. “Today, we are talking about what’s next for United. We now have the strategy and organization in place to be the best airline in the world - for employees, customers and investors.

Here’s how United plans to do it.

1. Run like clockwork

Continuing to improve on-time departure performance, working smarter to speed up aircraft turns, improving maintenance processes and getting better at controllable cancellations and long delays are all top priorities. We’re going to keep learning and refining everything we do to set the industry standard for reliability.

2. Keep the home court advantage

Like a team with home court advantage, we have all the assets we need to win at our airport hub locations and create the world’s leading network of routes. We’re committed to running a great airline with exceptional customer service, and we’ll continue to make the most of our unsurpassed route network.

3. When you win, we win

We know that our customers want more options when it comes to their travel needs, which is why we are customizing our product offering to include an all-new service, Basic Economy in addition to our premium fare, United Polaris. We will continue to make improvements to the ground and onboard experience, from renovating 12 United Club locations in 2017 to building the best Big Apple airport experience at New York/Newark International Airport.

4. It’s all about the team

We are building a culture where people are recognized and rewarded for the value they create. Employees are helping us to define our company purpose and values. With our energy and momentum, there’s no limit to where we can go when we’re all moving in the same direction together.

5. “Teching” off

We’re investing in getting the basics right and will keep building on the great reliability improvements we’ve already made by using innovation tools. We’re also putting more information directly into the hands of our customers, such as more rebooking options, electronic travel vouchers and full management of reservations. We know customers love our mobile app, and we are continually improving our website.

6. It’s about investing in our future

We’re investing in our people and our product. By improving our network, expanding options for travelers and introducing customer enhancements, we’ll set our course to be the best airline for both employees and customers.
In a continuing effort to produce the best-trained flight crews in the regional airline industry, Republic Airways Holdings Inc. (RJETQ/OTC) has taken delivery of a new state-of-the-art Cabin Trainer at the Indianapolis Training Center, where thousands of Pilots and Flight Attendants will use the facility each year.

“We’ll be able to do so many more things, and improve the overall training experience. The timing couldn’t be better, because it aligns perfectly with our plans for a single fleet type.”

The 15-ton, 60-foot-long Cabin Trainer is a scaled-down version of an Embraer 170/175 interior, complete with a cockpit, galley, two-class seating, lavatory, emergency escape slide and more. Among the facility’s special features:

- smoke-generating machines to simulate fires throughout the cabin (and extensive ventilation system to clear the entire facility within minutes);
- ultrasonic “fire extinguishers” to point at sensors throughout the cabin to extinguish virtual blazes;
- sound amplification devices under the floor to replicate the noise and vibration of takeoff, cruising and landing;
- An attached inflated emergency escape slide and working cabin doors to practice evacuation logistics and emergency protocols; and
- A cockpit with functional flight deck seats, windows and oxygen masks.

Instructors control the training environment via a computer screen hidden inside the wardrobe closet or a Wi-Fi tablet.

It is the first of its kind in the regional industry and the newest anywhere in the U.S., according to manufacturer RP Aero of England. Only a handful of countries have cabin trainers as complete, including Russia, Australia, Singapore and France. RP Aero has done similar modules for Republic’s codeshare partners American Airlines, Delta Air Lines and United Airlines, but none equals the size or functionality of Republic’s.

“Without a doubt it’s the most advanced piece of aircraft training equipment of its kind in the U.S.,” Republic COO Paul Kinstedt said. “This investment will allow us to simulate cabin functions with incredible detail, from boarding to gallery service to crisis situations like fires and evacuations. Safety and
Effective immediately, Envoy has increased our new hire pilot signing bonus to up to $22,100, ensuring new Envoy First Officers can earn up to $60,000 in their first year of their career.

“When you add up Envoy’s increased signing bonus, our $20,000 First Officer retention bonus and guaranteed flow-through to American Airlines, without any further interview – it’s clear that our pilots are among the most highly compensated in the industry, on day one at Envoy, and throughout their flying career,” said Ric Wilson, Vice President Flight Operations.

New hire pilots who choose to operate Envoy’s legacy fleets of Embraer 140/145 and Bombardier CRJ-700 aircraft will now receive $22,100 on day one. Our new hire signing bonus for pilots choosing to operate Envoy’s newest fleet of Embraer 175 aircraft has also increased, to $17,100. And, all new First Officers will enjoy a $20,000 retention bonus following one year of service, paid in quarterly $2,500 increments.

“Our ability to attract and retain the most talented pilots has been critical to our success,” added Wilson. “Hiring more new pilots allows us to compete for additional flying and provides swifter career progression for our First Officers looking to upgrade to Captain, and our Captains who are in line to flow-through to the mainline.”

For 2017, Envoy plans to hire at least 750 new pilots.

Envoy Announces New Rotor Transition Program for Military Helicopter Pilots

Envoy Air Inc., the largest wholly owned regional airline subsidiary of American Airlines Group, offers aspiring pilots benefits and advancement opportunities few other regionals can match – the most significant being an industry-leading flow-through agreement that creates a direct career path to American Airlines, the largest airline in the world.

And with its new Rotor Transition Program and exceptional training, Envoy can help any military pilot make a smooth transition to a civilian career. Envoy welcomes all military applicants and provides financial incentives to military pilots with fixed wing or rotor experience.

“Many helicopter pilots who are serving today may not realize that a career in commercial aviation is attainable,” said Captain Ric Wilson, Vice President Flight Operations. “With the solid foundation in aviation gained as a military pilot and the financial assistance and mentoring provided by Envoy, both rotor and fixed-wing pilots can achieve their dream of flying commercial jets in just a matter of months.”
Aviator Bulletins

Envoy Cont...

By using Veterans Administration (VA) benefits and Envoy financial assistance, former service members can take advantage of the reduced ATP minimum flight experience requirement of only 750 total flight hours. Pilots will obtain the necessary fixed wing experience and flight ratings at Envoy’s partner flight school, Coast Flight Training in San Diego, Calif. Once airline minimums are reached, pilots are eligible for the company-paid ATP-CTP course and receive up to $22,100 signing bonus on their first day of new hire training. Combined with industry-leading starting pay, Envoy First Officers can earn nearly $60,000 during their first year.

“By starting at Envoy, you’re already on a direct path to a long-term career as a commercial airline pilot,” said Capt. Wilson. “Pilots hired as Envoy First Officers today are projected to upgrade to Captain in less than three years, and flow through to American in about six years—without any additional interview. And American offers pilots the highest pay and youngest fleet in the industry.”

Pilots who flow through from Envoy to the mainline make up half of every American new hire class— in fact, more than 60% of American’s new hires since 2010 came from Envoy. American receives thousands of applications from qualified pilots, who are vying for less than 150 positions they plan to fill “off the street” this year. Envoy’s guaranteed flow means our pilots have a direct path to the world’s largest airline—without having to interview with American or compete against all those other applicants.

Envoy’s generous commuting policy and crew bases in Dallas/Fort Worth, Chicago and New York, three of the largest airports in the world, enable Envoy pilots to live where they choose, and enjoy full travel privileges on the largest airline network in the world—at the same boarding priority as mainline employees.

“With our new Rotor Transition Program, veterans can turn their love of flying into a full-time career,” added Wilson. “And with our industry-leading pay, a comprehensive package of life, health and retirement benefits and American Airlines Group profit sharing, your quality of life with Envoy is unmatched.”

Interested pilots should send their resume to envoy.rtp@aa.com and a recruiter will respond with information.
Delta Pilots Ratify New Contract

On December First, the pilots of Delta Air Lines, represented by the Air Line Pilots Association, Int’l (ALPA), ratified an amended collective bargaining agreement. The voting closed at 10AM EST, with 95% of the eligible Delta pilots casting a ballot. Of those 82% voted “In Favor” of the new agreement. The agreement is effective immediately through December 31, 2019.

Founded in 1931, ALPA is the world’s largest pilot union, representing more than 54,000 pilots at 31 airlines in the United States and Canada. Visit the ALPA website at alpa.org and the Delta MEC website at dal.alpa.org.

SOURCE: AirLinePilotsAssociation
CONTACT: Delta MEC, ALPA, Kelly Regus, 404-763-4925 or Kelly.Regus@alpa.org
ALPA Media, Media@alpa.org

Allegiant Air and Grand Canyon Scenic Airlines Flow-through

Local airlines connect: On November 2, 2016, Allegiant Air and Grand Canyon Scenic Airlines (GCSA) entered into their first flow-through agreement. With GCSA’s experience in scheduled and non-scheduled passenger service, innovative technologies for protecting the environment, and an impeccable safety record, we recognized how valuable GCSA could be to Allegiant Air as a pathway and mentorship program for exceptional pilots to join our Flight Operations team. With both Allegiant and Grand Canyon Scenic Airlines serving the leisure traveler, we believe that now is the perfect time to give back to our community and support our shared vision and growth opportunities.
Island Air Explorers Program Inspires Careers In Aviation

Are you or someone you know interested in exploring a career in the airline industry? If so, Island Air’s Explorers Program is the perfect opportunity to do just that. It’s a three-month mentorship program that gives high school and college students the chance to learn about careers in the aviation industry.

For the upcoming class, which starts on February 1, 2017, enrollment has been expanded to 20 students between the ages of 14 and 20 from O‘ahu high schools and colleges. Students who attend and submit an application on orientation night will be eligible. Orientation is scheduled for Wednesday, January 18, 2017 at 6:30 p.m. at Bishop Museum, Atherton Hālau.

“Island Air is honored to play a role in preparing Hawai‘i’s youth for careers in aviation,” said David Uchiyama, president and CEO of Island Air. “We are proud to pave the way for Hawai‘i’s future aviation leaders.

“The Explorers Program would not be possible without the mentorship of Island Air’s dedicated employees. The 2017 program is being coordinated by a committee made up of employees from different departments throughout the airline,” added Uchiyama.

The program offers participants a unique, hands-on introduction to the aviation industry. Students will learn everything from how airplanes operate to customer relations management and corporate responsibility. The program is divided into 10 weekly sessions that provide information for airline-related jobs such as pilots, flight attendants, ramp operators and aircraft mechanics. It also includes visits and lectures from members of the Federal Aviation Administration, the Transportation Security Administration and Air Traffic Control.

For the second year in a row, this class of Explorers will have the opportunity to participate in the same cockpit procedures training as Island Air’s pilots. Students will get to see a visual display of taxiings, takeoffs, landings and approaches in real time. With realistic sound, air traffic control chatter, weather, and the local Hawai‘i environment, Explorers will be able to practice the checklists used during different stages of flight operation.

Island Air Explorers is the only student workforce initiative in the aviation industry on O‘ahu. It became an official Explorer Post of the Boy Scouts of America when the program graduated its first class of students in April 2009. Since its founding, 136 students have completed the course. Many have returned to Island Air for internships or full-time employment. In addition to mentorship, the top two achievers in the program will earn the Jaime Wagatsuma Award, which provides each student with a $1,000 scholarship.

The 2017 Explorers Program Committee members and the departments they represent are:

- Explorers Co-Committee Chairpersons: Noa Kamawana, Airport Operations Susie Fujikawa, Commercial
- Tyler Nakasone, In-Flight
- Elima Pangorang, In-Flight
- Explorers Co-Committee Executive Officers: Diana Higbee, Flight Operations, Pilot Summer Harrell, Commercial
- Janna Frash, Commercial
- Kui Kinimaka, In-Flight

For more information and an application, visit www.islandair.com/explorers-program.
Air Choice One Expands Service To Minneapolis-Saint Paul International Airport

Air Choice One is pleased to announce that it has begun providing schedule air service for the Burlington Iowa area residents to Minneapolis-St. Paul International Airport from the Southeast Iowa Regional Airport as a new service. This added service began November 7th, 2016 with 5 weekly one stop flights through Mason City, IA to Minneapolis-Saint Paul International Airport. The Southeast Iowa Regional Airport, will maintain 12 weekly nonstop flights to Lambert–St. Louis International Airport and 12 weekly nonstop flights to Chicago O'Hare International Airport.

Air Choice One began service in Burlington, Iowa on January 27th, 2010 and has been providing the community with daily flights to Chicago O'Hare International Airport and Lambert–St. Louis International Airport, since start of service.

Minneapolis–Saint Paul International Airport offers Burlington Iowa area residents a new opportunity for expanded travel destinations. “This new service Air Choice One will provide, from Southeast Iowa Regional Airport to Minneapolis-Saint Paul International Airport opens an opportunity for the Southeast Iowa residents and the surrounding communities to enjoy what Minneapolis–Saint Paul International Airport has to offer, including connections to the world”, says Shane Storz, CEO of Air Choice One. Storz hopes that with the Minneapolis–Saint Paul International Airport - being a centrally located airport will continue to increase passenger ridership in and out of the Southeast Iowa Regional Airport in Burlington, Iowa.

“Air Choice One has responded to the requests of the citizens of Burlington Iowa and surrounding communities by providing new air service to Minneapolis- Saint Paul International Airport. We applaud them for success in finding a way to give the members of our communities the option to fly to a third hub.” Southeast Iowa Regional Airport Director, Mary Beaird says.

Air Choice One starting base air fare will be $79.00 each way. Tickets will be on sale Monday September 26th, 2016 at AirChoiceOne.com or by calling (866) 435-9847.

Since 2008 Air Choice One has established air service in Decatur IL, Ironwood MI, Jackson TN, Jonesboro AR, Fort Dodge IA, and Mason City, IA. Air Choice One’s corporate headquarters are located in St. Louis, MO with hub flight operations at the St. Louis-Lambert International Airport and Chicago O'Hare International Airport. The commercial air service in Burlington, IA is provided with a fleet of Cessna Grand Caravans, a turbine powered aircraft which offers spacious seating.

Air Choice One is a family owned and operated company since 1979 as Multi-Aero, Inc.

To learn more about Air Choice One, visit Airchoiceone.com.
So you have decided that you want to get a passport and travel international, but you go online and become intimidated by hotel prices!! You think to yourself, “I’m already paying a lot of money on plane tickets alone, how am I going to pay for a hotel?” Don’t worry! I have a few tips to help you on your journey.

As a world traveler, I like to travel on a budget. Choosing a hotel can be daunting, especially when you lot yourself a certain budget. So I want to give you tips on how to find budget hotels. There are several factors that will vary the price of a room.

Firstly, the price will depend on which season you are traveling in. If you are traveling during the summer months, which most people do, expect prices to be a bit higher. However, you can still find a hotel that is reasonable if you keep these tips in mind:

Look at 2 and 3 star hotels. These hotels may not be the Ritz Carlton, but most 2 and 3 star hotels international are pretty decent depending on where you go.

If you’re traveling alone, look into hostels. Most people have an aversion to staying at hostels because you will be rooming with people that you don’t know and this lack of security can cause fear. However, as a solo traveler, you can save a lot of money and meet new people by staying at a hostel.

If you’re traveling during the summer months, again prices on hotels can be a bit pricey. So if you are staying in a city with excellent public transportation, you can search for hotels that are 5-10 miles outside of the city center. Going a little bit out of the city center can save you some money. You may spend 15-20 minutes getting into the city, but the costs you will save can allow you spend more money on food and shopping!

If you are traveling in a group or even by yourself, look into renting an apartment. This is an alternative to hotels and hostels. People are willing to rent their apartments that have up to 4 bedrooms. Some apartments include amenities like free wifi and free international calling.

Searching for affordable hotels can be daunting. I know that sometimes I get overwhelmed. However, with my travel experience, I go to my tried and true websites that give me a variety of options to find the right place to stay. Here are some websites I use:

Hostelworld.com & hostels.com: 2 different websites, but these are my favorite to go when booking for hostels. You can type any city around the world and there will be a hostel for you!

Hotels.com: I like this website because you can sign up for their rewards program for free. If you book 10 nights you get 1 free. Plus they always have deals on their site.

Booking.com: this is my FAVORITE website because you book hotels/hostels/apartments based on your budget, neighborhood and mileage. Plus you can book without them charging your credit card to reserve.

Airbnb.com: this website is perfect for those who want to rent an apartment. I have also heard you can rent boathouses and castles too!

Venere.com: this website is also good for finding hotels, B&B’s, apartments and resorts worldwide.

Tripadvisor.com: you can actually book and find hotels, hostels, etc and get real reviews from people that have stayed in the hotel/hostel you’re looking to stay at.

Safe travels and don’t forget to download my new app at socialtravelrapp.com.

Art’otel when I visited Berlin with my dad. 4 days, total costs $350 USD. Used trivago.com to find hotel.
Great Lakes Airlines is looking for California-based Pilots!

Carlsbad, Modesto & Stockton

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Captain - 1,000 hours part 121 SIC, Part 135 PIC or FAR 91.1051 or any combination thereof.

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The Evolution of Aviation Safety

When thinking about flying in today’s world, most people just willingly book a ticket and hop on an airplane with the expectation that they will arrive safe and sound (and mostly on time) to their destinations. Many of those travelers even willingly, or begrudgingly, accept that the air travel is actually the safest form of transport on Earth that can quickly and efficiently take them to virtually any place in the world.

Unfortunately, that wasn’t always the case and aviation safety has definitely been an ever evolving process that strives for continuous improvement. This evolution has not only lead to aviation going from the least safe form of transport to the safest, but has also developed the technology that is now finding its way into other industries, such as the medical field, to improve safety and decrease risk where lives are also at stake.

Aviation Safety’s inauspicious beginning probably started on September 17, 1908 a mere four years and nine months after the Wright Brother’s first flight and only five months after the first passengers were carried by airplane. This less than momentous occasion also included the Wright Brothers when Orville Wright crashed with passenger Thomas Selfridge during a demonstration flight for the US Army. Wright was seriously injured and Selfridge was killed, leading to aviation’s first fatality. Of course, as aviation grew and more planes were built, more flights were conducted and more people began to push the boundaries of the technology, there were more accidents and more fatalities until eventually industry leaders believed that some form of oversight would be needed to help aviation really reach its full potential as a mainstream form of travel; as endless crashes would not be acceptable to the traveling public. This trend of increasing travel with an expectation for a decrease in accidents has continued to this day.

These circumstances lead to the establishment of the Bureau of Air Commerce in 1926 with the passing of the Air Commerce Act as a way to oversee regulation and promotion of air transport.

The first publicly popular safety incident was the death of Knute Rockne aboard a TWA Flight in 1931. Due to his high profile as Notre Dame’s football coach, the public demanded inquisition and information about what had happened. This importantly changed two major things that would determine the path of aviation safety forever. First, it changed the practice of keeping accident causes a secret. Second, it started the trend of using technology and design to improve the safety of airplanes. This was part of what prompted the move away from wood and fabric to aluminum as a main construction material.

The next watershed moment in aviation history was the fatal crash of Senator Bronson M. Cutting in 1935, which lead to the creation of the Civil Aeronautics Agency in 1938. The function of this change was to separate the regulation of air travel from the Department of Commerce, and to give the ability to regulate, investigate and ensure flight safety by giving the oversight of national airspace system, air traffic control to the Civil Aeronautics Agency and aviation safety regulation, oversight and economic control of airline routes to the Civil Aeronautics Board.

In 1956 with the mid-air over the Grand Canyon as a result of lack of radar, the regulators were again reorganized into today’s current FAA, which combined all regulatory, ATC, and Safety functions into one place (route regulation remained in effect until 1978 and investigation also remained independent).

With the modern regulatory framework established and consolidated, focus could turn to emerging technologies that could be used to enhance safety in an era of jet transport and massive worldwide expansion. The first of these was obviously the widespread integration of radar into the air transport system, which would safely ensure aircraft separation even during inclement weather.

“Email Your Safety Thoughts to Scott.Stahl@aerocrewnews.com”
It should be noted that up to this point in time, investigation was primarily based on an understanding of forensic evidence available to investigators, and in those cases where there were survivors and eye witnesses, information that could be provided by those people to help piece together the chain of events that lead to an accident. Of course this typically did little to answer the how and why of accident causal factors, not to mention contributing factors that may have played a role such as electrical failures, etc. This made it difficult to incorporate lessons into new technologies or ways of doing things once an accident was investigated. This lead to the next big push in safety, the Cockpit Voice Recorder and Flight Data Recorder which both became mandated in the US in 1967. For the first time ever, investigators had a first-hand look into the operating parameters of an airplane prior to the crash, as well as some insight into what the crew was doing, thinking, or saying during the accident events. This revolutionized air safety because it allowed investigators to glimpse details of the accident that might be able to be used to prevent future occurrences.

Of course, the now widespread usage of these technologies highlighted the fact that the vast majority of aviation accidents were related to human error. This rendered the next step also revolutionary for aviation safety. By identifying the details of the human role in aviation accidents safety professionals could, for the first time, identify trends and problems in human behavior and interaction and begin to educate and train pilots to work together to achieve the common goal of a safe flight. This was the birth of Cockpit Resource Management; later revised to Crew Resource Management (CRM) when it became apparent that “all resources” were not just limited to the flight deck. This technology alone had the single greatest benefit so far to improving the safety of aviation because it specifically taught personality and decision making norms that not only included everyone, but also got those crew members working with the same tools and technologies and improving coordination as a team.

By the mid-1990’s, CRM had more or less become a mature technology, it had been widely implemented, and was directly credited with avoiding or preventing many accidents or incidents that could have been far worse. However, CRM could only do so much toward preventing future accidents because it was still fundamentally being updated and improved based on events that had already happened and could not necessarily predict or prevent accidents that could happen in the future. In order to move safety to the next level, a system to prevent accidents would need to be developed.

In the late 1990’s the implementation of Flight Operations Quality Assurance, or FOQA, became the first push in a system that would be able to predict developing trends or problems. Essentially, computer technology had come to a point on most airplanes where it could actually keep track of data not just on accident or incident flights, but on the thousands of other flights that occurred between such flights. This allowed investigators, safety people, maintenance and flight ops personnel to download and track flight data over thousands of routine flights and monitor trend data such as unstable approaches, which could then be integrated into training, newsletters, policies, etc. In addition to the front line usage, it allowed the FAA to be able to identify problem trends with things such as structural design issues which in turn allowed them to make more effective rules and regulations regarding aircraft design and certification standards, airmen training requirements, etc.

Now that trend data could be readily identified, safety professionals realized that in order to get to the root causes behind the trends identified under FOQA, they needed to get first hand insight into the actions of crew members. As any aircrew member knows, no crew member will willingly trust divulging what mistakes they made or procedures they violated to management or the FAA knowing that they could be prosecuted or disciplined for it. In general, all successful safety programs require a system of openness and protection in order to get all parties to actually participate seriously. Of course there are exceptions for intentional and willful violations, but overall, the FAA, safety professionals, the airline flight departments and employee representatives sat down and designed the Aviation Safety Awareness Program, or ASAP system to encourage participation and protect those who report openly. In fact, open reporting actually has strict guidelines for protections.
PROFESSIONAL PILOTS OF TOMORROW

Free mentor program • Unbiased info • Connect to a growing network

Professional Pilots of Tomorrow is a mentor program comprised of volunteers and designed to assist up-and-coming pilots make informed decisions regarding which regional airline will best suit their needs.

Our aim is to provide confidential, insightful, and unbiased mentoring to pilots by more experience and seasoned professional pilots from the airlines throughout the aviation industry.

We’ve created an environment where aspiring pilots are well prepared to make the critical early career and lifestyle choices unique to the aviation industry.

JOIN US!
Visit our website, and fill out the “interested pilot” form
www.theppot.org info@theppot.org
that aren’t necessarily provided if someone fails to report. ASAP was eventually expanded to maintenance technicians, ground crew, flight attendants, dispatchers, ATC professionals, etc. to address trends in all areas of aviation.

Now that the aviation safety system was inclusive of all disciplines and constituents who openly reported and identified operational data, mistakes, challenges, violations or anything else of note, the safety system can finally evolve into a system that is able to actually identify accidents before they happen, which really is the end goal. The name of this system is a Safety Management System or SMS. SMS is a term that leaves most people saying “what?” but is essentially just a structured hierarchy to identify and classify trends, problems, changes, system issues, or any other problem that may require attention. It relies heavily on data and input from multiple data systems and reporting systems to help identify things that require attention either through training, policy, procedures or systems modification. It functions based on the reality that very seldom do accidents just happen. There are usually dozens if not hundreds of incidents prior to an accident that had similar symptoms, inputs or behaviors to the accident flight without actually resulting in an accident. By identifying these common links, safety people, flight ops and training people can preemptively employ tools to try and mitigate and reduce these occurrences before the accident ever occurs, and thus aviation has pro-actively become the safest form of transport the world has ever seen, despite flying higher further, faster and more often than ever before.

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

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

Last month the Preferential Bidding System, or PBS, was detailed to see how pilots bid their monthly schedules. Another system utilized, albeit less popular amongst airlines, is the Line Bidding system. This system has a bit of advantages over the PBS system, in the eyes of pilots. As is the case with PBS, pilots should familiarize themselves with Line Bidding in order to optimize their monthly schedules.

Line Bidding is different than PBS in that it requires the airline to make the monthly schedules based on the trips, or pairings, available each month. Compared to PBS, this is more time consuming since it requires personnel (usually an appointed Scheduling Committee from the airline’s union) to create the schedules called lines. Specific lines are created that the pilots bid on. Lines generally have the same trip characteristics, such as a line with all day trips or a line with all commutable trips. Pilots rank the lines in the bidding system (for example a pilot may prefer Line 12, then Line 8, then Line 24, and so on). Lines are then awarded strictly following seniority order.

Pilots who bid into conflicts between two months is a common issue. If a pilot has a trip from June 30th to July 2nd and bids for a line which has a trip July 1st-July 4th, a conflict arises. The company then has the discretion to alter the awarded line (in the second month). Generally, the company can add or remove trips to any of the first six to seven days of the pilot’s schedule to keep the pilot within a certain amount of credit from his/her awarded line. This may result in a pilot originally having a specific day off (say July 5th) and subsequently working that day. There is one airline that will instead drop the trip in the later month (July 1st-July 4th) and pay protect the pilot without adding any subsequent trips. Conflicts can also arise when pilots bid into FAR 117 rest or duty period issues.

Bidding during a vacation month can prove to be very beneficial for pilot. A week of vacation is preloaded onto a pilot’s schedule when it is time to bid during a vacation month and each day is credited a certain amount of hours. A process called vacation touching arises when a pilot bids a line where a trip overlaps any vacation day. The trip is taken off that pilot’s schedule. If the pilot understands how line bidding works, he or she can bid to have trips overlapping the beginning and end of his or her vacation so that both trips are removed. It is not uncommon for pilots to turn one week of vacation into two or three off through vacation touching.

Pay during a vacation month may become a bit complex due to vacation touching. Say a pilot is awarded a line with 80 credit hours and, due to vacation touching, two 20-hour trips are removed. This leaves the pilot with 40 credit hours (80-20-20) which is now the pilot’s line value. Depending on the airline, the pilot has a minimum guarantee each month (say it is 75 hours). In this example, a pilot works 40 credit hours and is paid 75 credit hours. Each airline has different work rules on picking up and trading trips during vacation months. In the previous example, if the pilot is not aware of how the rules work, the pilot may end up working more than 40 hours but still paid the same 75 hours (termed working for free).

Say the pilot in the previous example, after the two 20-hour trips are removed, has two 20-hour trips remaining. The pilot then trades one of those 20-hour trips for a 25-hour trip. The line value increases by 5 hours but the minimum monthly guarantee...
generally never increases more than is set by the airline (75 hours in this example). Therefore, the pilot will now work 45 hours and still be paid 75 hours (working an additional five hours with no extra pay). “Working for free” generally refers to trip trading; picking up trips on days off is generally paid on top of the 75 hours.

Airlines are transparent in showing which pilots are awarded what schedules by publishing which lines were awarded to whom. The time frame for inputting one’s bid, coined the bidding window, is open between four to seven days at the beginning of the month. Schedules are then released a day or so after the bidding window closes. The company then has a few days to make necessary modifications (i.e. recurrent training) to pilots’ schedules before allowing pilots to make changes. As previously mentioned, pilots picking up trips on days off are generally paid in addition to their minimum monthly guarantee.

Although line bidding is not as popular amongst airlines (compared to PBS), it does have significant benefits. The system overall is not complex in design, facilitating the process for pilots to bid for the trips they desire, but with less flexibility than PBS. Additionally, line bidding is preferred during vacation months because of the additional days off that can be obtained. Because of its higher associated cost though, line bidding is slowly being phased out. Regardless of what bidding system is in place, pilots must be familiar with how the system works in order to efficiently bid.

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

COMPANY // CULTURE // CORE VALUES // AND YOU
Our people are what make us the best.

The growth and success we have experienced since 1999 - and through the recession - has been made possible by our dedicated and talented team.

14 BASES // 375 TEAM MEMBERS // ONE JET LINX
In 1999, we set out to build a private jet company that would supply the industry’s best customer service experience.

We started by looking at other companies that guarantee private jet services. Such companies operate massive floating fleets from a central office. Their clients schedule flights through an 800 number, embark from a third party airport filling station (FBO) and fly on different aircraft with different pilots on every trip. Clients who use these services are forced to deal with impersonal and unfamiliar relationships for every aspect of their experience.

To provide the best customer experience, we knew we needed to focus providing the best possible service on a local level. Jet Linx starts by establishing a local base of operation that allows us to handhold every aspect of the customer experience. Our clients schedule their flights with a local Client Services team, embark from a local private terminal, and fly on local planes with local pilots they know and trust.

We are where our clients are. We are Your Personal Jet Company.

---

How do we describe our services in 10 seconds or less?

Jet Linx is a Jet Card and Aircraft Management company focused on a local operation, rather than a national operation, to provide our clients with an unparalleled level of personal service and value.
What is “Your Personal Jet Company?”

By coupling a local Base with our well-established national infrastructure, Jet Linx is able to provide an industry-best solution for private jet travel – one that is marked by personal attention to every detail.

No other national operator know their clients like we do.

CULTURE // our mantra

We strive to “Supply the High.”

Jet Linx provides an experience few can afford. When it’s done right, our customers experience a sense of elation that can only be explained as a “high.” This level of premier customer service requires seamless coordination throughout the entire organization, and a commitment to our fellow team members as well as our clients that we will fulfill our role to the best of our abilities. Whether we’re selling our services, quoting and scheduling flights, greeting clients, flying aircraft, washing cars, or creating invoices – if one fails, we all fail. It is the duty of every Jet Linx team member to ensure accuracy, consistency and personalized service for every customer, on every flight. In doing that, we “Supply the High.”

STH ORIGINS
In 2008, team members spent a few days at an offsite to take inventory of our strengths and goals. We identified many traits in our company, but what was it that kept people coming back? We provide an experience that produces a feeling of elation, or a “sort of high.” No sooner than that was said, the STH mantra was born.
Interview with Nicole Woxland, Recruiter and Kim Hurst, Director of Human Resources, JETLINX

Pre Interview:

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

JETLINX: Applicants must meet minimum requirements set in our GOM. After conducting a formal phone interview, it is determined whether or not we would proceed with the next steps. We look for not only a technical fit, but a culture fit with our core values and high level service expectation.

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

J: An applicant would need to ensure their resume is updated with currency concerning flight time and their most recent training experience. We look for flexibility with relocation if necessary.

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

J: This is not critical to our process at all. We love meeting in person at career fairs, however the interview potential is there no matter how you apply.

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

J: A great candidate should ensure all training documentation is available (flight time, licensing, physical, references), and research our company and its culture online at jetlinx.com. Be prepared with questions to ask our team and explain any gaps in employment.

Interview:

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

J: Jet Linx will provide transportation and accommodations when needed.

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

J: Our interview process is typically three-fold. We start the process with our recruiting team and review the job qualifications, location specifics and any other information about the position. We discuss the company background as well as ask questions around our core values and service culture. Then we have Base Chief Pilot or System Chief Pilot interview from a technical standpoint. If there is a good fit from there, we schedule a base/local interview with the leadership and/or the aircraft owner.

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

J: We like to hear how our candidates have handled things in situations in the past and look for them to pull from real-world examples, as opposed to what they “would do” in a situation, we like for them to “tell me about a time when…?”

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

J: TMAAT where you experienced conflict in the cockpit with a co-pilot? TMAAT where you exceeded expectations that would contribute to the JLA culture?

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

J: Not prepared to make a career changing decision. Late arrival. Dressed inappropriately. Conducted themselves in an unprofessional manner.

Written test:

C: Is there a written or computer test?

J: Not during the interview process.

C: Is there a personality test?

J: Yes, prior to applicant being offered an in-person interview the applicant will complete a Predictive
Index survey, which gives us an indication of communication and behavior preferences.

C: What recommendations do you have for applicants to prepare themselves for the personality test?
J: Be yourself and just be honest!

C: What results are you looking for in order for an applicant to pass the personality test?
J: Similarities to characteristics or traits that we have seen in employees that have been successful in the position.

Simulator Evaluation:
C: Do you have a simulator ride?
J: If applicable – we have access to the University of Nebraska at Omaha School of Aviation Simulator as well as Flight Safety International.

C: What type of aircraft is used for the simulator evaluation?
J: It depends on the situation and where we will go for evaluation – UNO or FSI.

C: What types of scenarios should an applicant expect in the simulator evaluation?
J: If they do not meet minimal qualifications or have not flown for a longer duration of time.

C: What are you looking for in the simulator evaluation?
J: Basic knowledge and skills, how they would react and how to handle different situations.

Post Interview:
C: Do you tell applicants they are hired in person that day?
J: Potentially if all requirements and references align, and the team feels it is a good culture fit.

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

J: Typically 48 hours at the most or if owner interviews are required – dependent on that being successful.

C: How soon can an applicant expect a class date after being hired?
J: Ideally within the same month. We attempt to put new hires in a training class as soon as possible.

General:
C: How many pilots does your airline expect to hire this year?
J: 120

C: Do you offer an ATP-CQP class for pilots if needed?
J: We have ATP certification available for our candidates through Flight Safety International and will pay for the course, with a training agreement for 12 months.

C: Do you have a hiring bonus? Is there any specific criterion to qualify for the bonus?
J: Yes! We have a hiring incentive for our BE-400 qualified captains.

C: Does Jet Linx have a pilot referral program?
J: Yes, there is a $1,000 pay out to employees who refer another applicant. There are additional bonuses for certain aircraft types.

C: Can you describe the career progression that Jet Linx has?
J: Jet Linx strives to upgrade our internal team members prior to looking for outside talent. Any pilot who joins our team can feel confident that we will look to advance their career opportunities before entertaining outside applicants. Our goal is for our team members to have a long-term career with Jet Linx!
INTEGRITY
We will create professional working relationships in a manner that is forthright and honest at all times.

COMPASSION
We will proactively seek to understand and anticipate the needs of our clients and our team.

CULTURE // core values
Supply the High 5!

Our core values weren't created in a vacuum - they were developed by looking at the characteristics that define our team.

SELFLESSNESS
We will provide genuine attention to all clients and our team through unselfish concern and kindness.

DEDICATION
We will exhibit steadfast commitment to our individual performance and devotion to our clients and our team.

ENTHUSIASM
We will passionately pursue an environment and experience that are second to none.
Fast Facts:

Headquarters: Omaha, NE
Year Founded: 1999
Number of employees: 415
Number of Aircraft: 82
Number of Pilots: 315
Number of Bases: 14

Bases: Atlanta, Dallas, Denver, Detroit, Fort Worth, Houston, Indianapolis, Nashville, Omaha, San Antonio, Scottsdale, St. Louis, Tulsa, Washington DC

Number of Cities served: 5,000 airports across the US, with primary service area including Canada, Mexico and the Caribbean.

Plus, International Service Area: Europe, Middle East, Africa, Asia, South America, Central America

Key Benefits: Home-based operation, strong core values, now the 3rd largest part 135 operator in the country

Website: www.jetlinx.com
Facebook - www.facebook.com/JetLinx
LinkedIn - www.linkedin.com/company/559358
YouTube - www.youtube.com/channel/UClqMU3sKzzL9nSgogbCWAfA
We make safety happen.

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Prevent Holiday Weight

We all look forward to the holiday season but we are not looking forward to the holiday weight gain. While studies show people gain an average of one pound during the holiday season, people who are overweight gain an average of five or more pounds.

Whether you are traveling to a single destination or you will be in constant transit, there are some things you can do to avoid weight gain this season. Here are a few tips:

1. Shift your focus from weight loss to weight maintenance. Denying yourself during the holidays can backfire. Rather than focusing on losing weight, focus on maintaining your current weight.

2. Implement strategies for social events. Avoid eating too many finger foods and appetizers by incorporating these effective strategies:
   - Eat before you go – have a meal before you arrive to a holiday event. Your appetite will not be as high and you will be less likely to overeat.
   - Bring a dish – bring your own food. Eating foods that you prepare ensures your meal is healthy and contributes to your goals.
   - Host the holiday – if you have time between your travels to host the event, you have more control over your food choices.

3. Eliminate excuses of why you cannot exercise. Make time for exercise during the holidays. As little as 10 minutes can still be beneficial. If traveling, remember to:
   - travel with your resistance bands.
   - perform total body workouts that utilize resistance bands.

Exercise of the Month
Back Tuck Jump

Primary Muscle Targeted: Shoulders
Secondary Muscles: Abdominals

1. Holding one end of the resistance band straight in front of you with your palm facing your body, place the opposite foot on the resistance band.
2. Leading with your elbow, raise the handle just below your chin. Be sure to keep the handle close to your body throughout the movement.
   - Complete 10-12 reps on one side before switching to the other side.

If you don't own resistance bands, you can still exercise using just your bodyweight. Here is to a happy, healthy, and active holiday season!

CMF has perfected the art of keeping you fit while life keeps you on the go. Join today at candicemcfield.com.

Candice McField is an ACE Certified Health Coach, WNBF Pro Figure competitor, and avid global traveler. She serves a client base of on-the-go professionals; providing personalized tools to train anytime, anywhere. Questions or comments? Send them directly to me at crewfit@candicemcfield.com or visit CandiceMcField.com. I would love to hear from you. Arise!
There’s still a lot of progress to make, and we’re ready for the challenge. The NGPA is a leader in helping aviators, whether it’s through career enhancement, advocating for civil rights, or having killer networking and social events. We’ve given away over $255,000 to aspiring aviators to further their education. We welcome everyone, gay or straight, to join us and SEE WHAT WE CAN ACHIEVE TOGETHER.

JOIN THE GLOBAL LGBT AVIATION COMMUNITY AT NGPA.ORG

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
Mainline Airlines

The following pages contain over 30 different contractual comparisons for 10 separate mainline airlines. Almost all the data was collected from each individual airlines contract. Our goal is to provide you with the most current and up to date data so that as a pilot you can choose the right airline for you. Every pilot looks for something different out of the airline they work for. Whether it’s living in base, maximizing your pay, or chasing that quick upgrade, we will have the most current and up to date information. To do this, we are working with the airlines to make sure this data is up to date and correct. Good luck and fly safe!

Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

Sample only; refer to adjacent pages for actual information

### Abbreviation and definitions:

**401(K) Matching:** Retirement plan, the company will match the employee's 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.

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### Contract Data

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<th>FO Top Out Pay (Hourly)</th>
<th>MMG</th>
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<td>$148.96</td>
<td>$166.10</td>
<td>1-5 - 1 Days</td>
<td>1-7 Days</td>
<td>5.5% Max 100</td>
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<tr>
<td>Aircraft Types</td>
<td>2 Digit Code</td>
<td>Pay During Training</td>
<td>Hotel during new hire training</td>
<td>Per Diem</td>
<td>Most Junior CA hired</td>
<td>Number of Pilots</td>
<td>Pilot Retirements 2015-2029</td>
<td>Union</td>
<td>EFBs</td>
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<tr>
<td>American Airlines (American)</td>
<td>B787, B777, B767, B757, B737, A330, A320, A319, MD82/83, E190</td>
<td>AA MALV 72-84 or 88</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2,25 Dom** $2.75 Int.**</td>
<td>May/1999</td>
<td>US East Aug/2014</td>
<td>US West Dec/2015</td>
<td>APA iPad</td>
<td>BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, IAD, PHX, STL,</td>
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<tr>
<td>Alaska Airlines (Alaska)</td>
<td>B737</td>
<td>AS</td>
<td>85 Hours plus per diem</td>
<td>No Hotel During Initial Training</td>
<td>$2.15</td>
<td>May 2007</td>
<td>1,759</td>
<td>816</td>
<td>ALPA iPad Air</td>
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<tr>
<td>Delta Air Lines (Delta)</td>
<td>B747, B787, B777, B757, B737, B717, A330, A321, A320, A319, MD88, MD90</td>
<td>DL $3,888.29 / Month</td>
<td>Single Occupancy, Paid for the first 8 days in class only.</td>
<td>$2.20 Dom, $2.70 Int.</td>
<td>February 2014</td>
<td>13,003</td>
<td>8,292</td>
<td>ALPA Surface</td>
<td>ATL, CVG, DTW, LAX, MSP, NYC, SEA, SLC</td>
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<tr>
<td>Hawaiian Airlines (Hawaiian)</td>
<td>A330, A330, B717, B767</td>
<td>HA</td>
<td>3 Hours per day, plus per diem</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.00* $2.50 Int.</td>
<td>600</td>
<td>ALPA</td>
<td>HNL</td>
<td>Interisland</td>
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<td>United Airlines (United)</td>
<td>A350, B747, B777, B767, B757, B737, A330, A320, A319</td>
<td>UA</td>
<td>3 Hours per day, plus per diem</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.55 Dom* $2.70 Int.*</td>
<td>2006</td>
<td>12,500</td>
<td>7,765</td>
<td>ALPA iPad</td>
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<td>Aircraft Types</td>
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<td>Per Diem</td>
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<tr>
<td>Allegiant Air (Allegiant)</td>
<td>B757, MD-80, A319, A320</td>
<td>G4</td>
<td>70 Hours</td>
<td>Single Occupancy, Paid for by company</td>
<td>$1.00</td>
<td>October 2015</td>
<td>794</td>
<td>IET None</td>
<td>BLI, FLL, HNL, IWA, LAS, OAK, PVD, PIE, SFB</td>
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<tr>
<td>Frontier Airlines (Frontier)</td>
<td>A319, A320, A321</td>
<td>F9</td>
<td>MMG</td>
<td>No</td>
<td>$1.90</td>
<td>February 2014</td>
<td>983</td>
<td>FAPA</td>
<td>DEN, ORD, MCO</td>
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<tr>
<td>JetBlue Airways (JetBlue)</td>
<td>A321, A320, A319, E190</td>
<td>B6</td>
<td>$2,500 per month</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.00</td>
<td>E:7/2013 A:12/2012</td>
<td>3,300</td>
<td>840</td>
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<tr>
<td>Southwest Airlines (Southwest)</td>
<td>B737</td>
<td>WN</td>
<td>89, 87 or 85</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.30 Dom. $2.80 Int.</td>
<td>May 2006</td>
<td>7,951</td>
<td>3,702</td>
<td>SWAPA iPad</td>
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<td>Spirit Airlines (Spirit Wings)</td>
<td>A319, A320, A321</td>
<td>NK</td>
<td>$1,750/mo</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.20</td>
<td>January 2014</td>
<td>1,483</td>
<td>ALPA</td>
<td>ACY, DFW, DTW, FLL, LAS, ORD</td>
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<tr>
<td>Sun Country Airlines (Sun Country)</td>
<td>B737/NG</td>
<td>SY</td>
<td>MMG</td>
<td>None</td>
<td>1/24th the IRS CONUS M&amp;E airline daily rate</td>
<td>289</td>
<td>ALPA iPad</td>
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<tr>
<td>Virgin America (Redwood)</td>
<td>A319, A320</td>
<td>VX</td>
<td>$2,500 per month</td>
<td>None</td>
<td>$2.00</td>
<td>July 2010</td>
<td>660</td>
<td>157</td>
<td>ALPA Nexis EFB</td>
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## General Information

### The Grid

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>2 Digit Code</th>
<th>Pay During Training</th>
<th>Hotel during new hire training</th>
<th>Per Diem</th>
<th>Most Junior CA hired</th>
<th>Number of Pilots</th>
<th>Pilot Retirements 2015-2029</th>
<th>Union</th>
<th>EFBs</th>
<th>Bases</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atlas Air (Giant)</td>
<td>B747</td>
<td>5Y</td>
<td>$1,600 per month</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.40</td>
<td>3.A.1.1</td>
<td>11.A.7</td>
<td>5.A.3</td>
<td>IBT</td>
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<tr>
<td>ABX Air (ADEX)</td>
<td>B-767</td>
<td>GB</td>
<td>$62 Dom, $89.75 PR, $79.75 NPR</td>
<td>Single Occupancy, Paid for by company</td>
<td>$1.95 Dom</td>
<td>$2.75 Int</td>
<td>May 2015</td>
<td>4,400</td>
<td>4,288</td>
<td>ALPA</td>
<td>Fixed in plane or iPad</td>
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<tr>
<td>FedEx Express (FedEx)</td>
<td>B777, B767, B757, MD11, DC10, A300</td>
<td>FX</td>
<td>$2,000 / mo until activation date*</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.00 Dom</td>
<td>$2.50 Int</td>
<td>Week 1 paid by crewmember, then, Single Occupancy</td>
<td>$1.65 Dom</td>
<td>April 2008</td>
<td>317</td>
<td>IBT</td>
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<tr>
<td>UPS (UPS)</td>
<td>B757, B767, A300, B747, MD-11</td>
<td>SX</td>
<td>MMG</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.00 Dom</td>
<td>$2.50 Int</td>
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<td>1,580</td>
<td>1,580</td>
<td>IPA</td>
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## Contractual Work Rules

### American Airlines (American)

<table>
<thead>
<tr>
<th>Min Days off (Line/Reserve)</th>
<th>Pay Protection</th>
<th>Max Scheduled Duty</th>
<th>Number of pages in Contract</th>
<th>Min Day Credit</th>
<th>Min Trip Credit</th>
<th>Duty Rig</th>
<th>Trip Rig</th>
<th>Deadhead Pay</th>
<th>Open time pay</th>
<th>Uniform Reimbursement</th>
<th>Headset Reimbursement</th>
<th>Notes</th>
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</table>

### Alaska Airlines (Alaska)

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<tr>
<th>Min Days off (Line/Reserve)</th>
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### Delta Air Lines (Delta)

<table>
<thead>
<tr>
<th>Min Days off (Line/Reserve)</th>
<th>Pay Protection</th>
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<th>Open time pay</th>
<th>Uniform Reimbursement</th>
<th>Headset Reimbursement</th>
<th>Notes</th>
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### Hawaiian Airlines (Hawaiian)

<table>
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<tr>
<th>Min Days off (Line/Reserve)</th>
<th>Pay Protection</th>
<th>Max Scheduled Duty</th>
<th>Number of pages in Contract</th>
<th>Min Day Credit</th>
<th>Min Trip Credit</th>
<th>Duty Rig</th>
<th>Trip Rig</th>
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<th>Open time pay</th>
<th>Uniform Reimbursement</th>
<th>Headset Reimbursement</th>
<th>Notes</th>
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### United Airlines (United)

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<th>Min Days off (Line/Reserve)</th>
<th>Pay Protection</th>
<th>Max Scheduled Duty</th>
<th>Number of pages in Contract</th>
<th>Min Day Credit</th>
<th>Min Trip Credit</th>
<th>Duty Rig</th>
<th>Trip Rig</th>
<th>Deadhead Pay</th>
<th>Open time pay</th>
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### Contractual Work Rules

**THE GRID**

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<th>Major Airlines</th>
<th>Min Days off (Line/Reserve)</th>
<th>Pay Protection</th>
<th>Max Scheduled Duty</th>
<th>Number of pages in Contract</th>
<th>Min Day Credit</th>
<th>Min Trip Credit</th>
<th>Duty Rig</th>
<th>Trip Rig</th>
<th>Deadhead Pay</th>
<th>Open time pay</th>
<th>Uniform Reimbursement</th>
<th>Headset Reimbursement</th>
<th>Notes</th>
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<tbody>
<tr>
<td>Allegiant Air (Allegiant)</td>
<td>11/10</td>
<td>Yes</td>
<td>FAA 117</td>
<td>N/A</td>
<td>3.5</td>
<td>120% of 85 Hours</td>
<td>$20 / hour</td>
<td>1:20</td>
<td>None</td>
<td>$100 / Year</td>
<td>None</td>
<td>Except for heavy crew</td>
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<tr>
<td>Frontier Airlines (Frontier)</td>
<td>12</td>
<td>Yes</td>
<td>FAA 117</td>
<td>14 hours or FAA 117</td>
<td>117</td>
<td>1.3.75</td>
<td>50%*</td>
<td>2 $200 / month</td>
<td>1:2</td>
<td>None</td>
<td>Unscheduled DH pay is 100%</td>
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<tr>
<td>JetBlue Airways (JetBlue)</td>
<td>5.4</td>
<td>4.1, S, P, 2</td>
<td>4.2</td>
<td>4.2</td>
<td>2.1, 2.2, 3.6</td>
<td>150% over 78 Hrs</td>
<td>$200 / year</td>
<td>None</td>
<td>2:1, 2.3</td>
<td>Agreement 2013, Currently In Negotiations</td>
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<tr>
<td>Southwest Airlines (Southwest)</td>
<td>Max 15 Days on Per Month*</td>
<td>Yes</td>
<td>FAA 117</td>
<td>235</td>
<td>5**</td>
<td>1.3</td>
<td>100%</td>
<td>100%</td>
<td>$30 / pay period max $500</td>
<td>None</td>
<td>Depending 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</td>
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<tr>
<td>Spirit Airlines (Spirit Wings)</td>
<td>13/12</td>
<td>Yes</td>
<td>FAA 117</td>
<td>14 hours or 11.5 hours</td>
<td>222</td>
<td>4 or 4.5**</td>
<td>1.42</td>
<td>100% 50%***</td>
<td>100%</td>
<td>Pilot pays for initial uniform, replacements per schedule thereafter</td>
<td>None</td>
<td>Between 01:00-04:00, **4 for day trips and 4.5 for multi day trips, ***50% when deadheading to training</td>
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<tr>
<td>Sun Country Airlines</td>
<td>12/10 or 11*</td>
<td>Yes**</td>
<td>FAA 117</td>
<td>196</td>
<td>1</td>
<td>1.2</td>
<td>1</td>
<td>1.2</td>
<td>75%</td>
<td>100%</td>
<td>Supplied in AC</td>
<td>None</td>
<td>11 days off in 31 day month, **Subject to reassignment</td>
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<td>Virgin America (Red Wood)</td>
<td>11/13</td>
<td>Yes*</td>
<td>60 Mins &lt; FAA PDP</td>
<td>159</td>
<td>3.5</td>
<td>-</td>
<td>-</td>
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<td>50% or 3.5 min</td>
<td>100%*</td>
<td>Initial paid by company. Then $230** per year</td>
<td>None</td>
<td>Unless picked up at premium pay it is 150% add pay. **$30 per year for shipping costs</td>
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### Cargo Airlines

<table>
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<tr>
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<th>Min Days off (Line/Reserve)</th>
<th>Pay Protection</th>
<th>Max Scheduled Duty</th>
<th>Number of pages in Contract</th>
<th>Min Day Credit</th>
<th>Min Trip Credit</th>
<th>Duty Rig</th>
<th>Trip Rig</th>
<th>Deadhead Pay</th>
<th>Open time pay</th>
<th>Uniform Reimbursement</th>
<th>Headset Reimbursement</th>
<th>Notes</th>
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<tbody>
<tr>
<td>Atlas Air</td>
<td>14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more</td>
<td>Yes</td>
<td>FAA 117</td>
<td>332</td>
<td>100% Biz Class or better or $300 comp</td>
<td>100%</td>
<td>Provided by the company</td>
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<td>ABX Air</td>
<td>15 Hours May be extended to 16 hours</td>
<td>Yes</td>
<td>FAA 117</td>
<td>280</td>
<td>4.5</td>
<td>100% Air 50% Air 50% Ground</td>
<td>100%</td>
<td>Provided by the company</td>
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<td>FedEx Express (FedEx)</td>
<td>14 Hours or 18.75*</td>
<td>Yes</td>
<td>FAA 117</td>
<td>466</td>
<td>1.2, 1.5</td>
<td>1.3.75</td>
<td>100%</td>
<td>Initial paid by company. $150 / year</td>
<td>None</td>
<td>Days off based on TAFB, 4 wk or 5 wk bid period</td>
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<td>Kalitta Air</td>
<td>13 or 14*</td>
<td>Yes</td>
<td>FAA 117</td>
<td>127</td>
<td>1.01 or 3.65 (on Day off)</td>
<td>50%</td>
<td>150% on days off</td>
<td>$200 after first year, Initial paid by crewmember.</td>
<td>None</td>
<td>13 on 30 days, 14 on 31 days months. **Duty based on number of crews, single, augmented or double</td>
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### Additional Compensation Details

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<th>Aircraft Types</th>
<th>FO Top Out Pay (Hourly)</th>
<th>MMG</th>
<th>Base Pay</th>
<th>Top CA pay</th>
<th>Base Pay</th>
<th>No. of Vacation weeks &amp; accrual</th>
<th>Sick Time Accrual</th>
<th>401(k) Matching (%)</th>
<th>401(k) DC</th>
<th>Percentage of health care employee pays</th>
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<tr>
<td>Group I</td>
<td>$104.03</td>
<td>72</td>
<td>$90,859.52</td>
<td>$153.65</td>
<td>$132,754</td>
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<td>5 HM/Max 60**</td>
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<tr>
<td>Group II</td>
<td>$150.28</td>
<td>72</td>
<td>$138,481.52</td>
<td>$234.67</td>
<td>$202,755</td>
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<td>12%</td>
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<td>Group III</td>
<td>$170.01</td>
<td>72</td>
<td>$147,133.28</td>
<td>$249.32</td>
<td>$215,965</td>
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<td>10%</td>
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**Disclaimer:** Gray blocks contain contract sections or date acquired. Data with contract sections may be abbreviated and/or inaccurate, please consult the most current contract section for specific contractual language. Data that does not have a contract section reference number, was obtained on-line in some form and may be inaccurate. While trying to provide the most up to date information not all sources can be verified at this time. If you notice a discrepancy and/or have a correction please email Craig.Pieper@AeroCrewSolutions.com.
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<th>Top CA Pay</th>
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<th>Sick Time Accrual</th>
<th>401(K) Matching (%)</th>
<th>401(K) DC</th>
<th>Percentage of health care employee pays</th>
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| Additional Compensation Details

**THE GRID**

December 2016 39
Captain Yearly Pay Comparison

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

The year indicates the year the contract was signed. No year indicates the contract wasn’t available at date of publishing.

Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. *UPS has 13 bid periods per year.
First Officer Yearly Pay Comparison

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

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

The year indicates the year the contract was signed. No year indicates the contract wasn’t available at date of publishing.
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<td>JFK</td>
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<td>American Airlines</td>
<td>OAK</td>
<td>Oakland, CA</td>
<td>Allegiant Air</td>
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<td>Spirit Airlines</td>
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<td>JetBlue Lines</td>
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<td>Southwest Airlines</td>
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</table>
### Abbreviation and definitions:

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

**ALPA**: Air Line Pilots Association

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

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

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

**IBT**: International Brotherhood of Teamsters

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

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

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

**UTU**: United Transportation Union

**YOS**: Years of Service with the company.
### General Information

**THE GRID**

#### Aircraft Types

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>2 Digit Code</th>
<th>Sign on Bonus</th>
<th>Pay During Training</th>
<th>Hotel during new hire training</th>
<th>Per Diem</th>
<th>Most Junior CA hired</th>
<th>Number of Pilots Over 2,000 Pilots</th>
<th>Do Business For</th>
<th>Union</th>
<th>EFBs</th>
<th>Bases</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ExpressJet (LJIT) (Acy)</strong></td>
<td>EMB-145R EMB-135</td>
<td>$7,500 w/ EFU type*, $1,100 Referral</td>
<td>$30 / week &amp; $1,400 per diem</td>
<td>Paid for by company; single occupancy</td>
<td>$1.85/hr</td>
<td>May 2007**</td>
<td>1,815 United, American***</td>
<td>ALPA</td>
<td>Surface 3 LTE</td>
<td>EWR, IAH, ORD, CLE, DFW***</td>
<td>Additional bonus if typed in CRJ or CRJ, $3,500 at end of training, remaining after first year; **Will reduce 11/2007 to 1/2011; ***AA flying out of DFW</td>
<td></td>
</tr>
<tr>
<td><strong>ExpressJet (LJIA) (Acy)</strong></td>
<td>CRJ-200 CRJ-700 CRJ-900</td>
<td>$7,500 w/ CRJ type*, $1,000 Referral</td>
<td>$30 / week</td>
<td>Paid for by company; single occupancy</td>
<td>$1.85/hr</td>
<td>June 2007**</td>
<td>1,488 Delta, American</td>
<td>ALPA</td>
<td>Surface 3 LTE</td>
<td>ATL, DFW, DTW</td>
<td>Additional bonus if typed in CRJ or CRJ, $2,500 at end of training, remaining after first year; **Will reduce from 5/2008 to 9/2010</td>
<td></td>
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<tr>
<td><strong>SkyWest Airlines (Skywest)</strong></td>
<td>CRJ-200 CRJ-700 CRJ-900 EMB-175</td>
<td>$7,500*</td>
<td>65 Hours</td>
<td>Paid for by company; single occupancy</td>
<td>$1.85/hr Dom $2.50/hr Int.*</td>
<td>2014</td>
<td>4,000 United, American, Alaska, Delta</td>
<td>None</td>
<td>Surface 3 LTE</td>
<td>COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHL, PIS, SEA, SFO, SLW, TUS, SUG, SUS</td>
<td>**SGU is not a base, only HQ</td>
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<tr>
<td><strong>Republic Airways (Republic or Shuttle)</strong></td>
<td>EMB-170 EMB-175</td>
<td>$125.00</td>
<td>$500/day 2012</td>
<td>Paid for by company; single occupancy</td>
<td>$30/dom, $50 per diem</td>
<td>2014</td>
<td>3,103 United, American, Delta</td>
<td>None</td>
<td>Surface 3 LTE</td>
<td>COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHL, PIS, SEA, SFO, SLW, TUS, SUGU**</td>
<td>$7,500 w/ Part 121, 135 or type rating for any turbo jet over 12,500 lbs. **SGU is not a base, only HQ</td>
<td></td>
</tr>
<tr>
<td><strong>Envoy formally American Eagle (Envoy)</strong></td>
<td>CRJ-700 EMB-145 EMB-175</td>
<td>Up to $22,100* Plus $500 retention bonus**</td>
<td>64 hr MMG + 16 hrs per day</td>
<td>Paid for by company; single occupancy</td>
<td>$1.85/hr &amp; $0.65 increase in 2018, 2021 &amp; 2024</td>
<td>Oct 2011***</td>
<td>1,850 United, American</td>
<td>ALPA</td>
<td>iPad Air 2</td>
<td>DFW, ORD, LGA</td>
<td>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</td>
<td></td>
</tr>
<tr>
<td><strong>Endeavor Air (Flagship)</strong></td>
<td>CRJ-200 CRJ-900</td>
<td>$23,000*</td>
<td>$500/day &amp; $1,000 for new hire</td>
<td>Paid for by company; single occupancy</td>
<td>$1.70/hr</td>
<td>July 2007</td>
<td>1,587 Delta</td>
<td>ALPA</td>
<td>JPK, DTW, MSP, LGA</td>
<td>Pay based on DOS+2 years, 1% increases every year; $23,000 per year until Dec 2018</td>
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</tr>
<tr>
<td><strong>PSA Airlines (Bluestreak)</strong></td>
<td>CRJ-700 CRJ-900 EMB-175</td>
<td>$1,600 first 90 days then MMG</td>
<td>$500/day &amp; $1,000 for new hire</td>
<td>Paid for by company; single occupancy</td>
<td>$1.85/hr &amp; $0.65 increase in 2018, 2021 &amp; 2024</td>
<td>Oct 2011***</td>
<td>1,850 United, American</td>
<td>ALPA</td>
<td>iPad Air 2</td>
<td>DFW, ORD, LGA</td>
<td>Pay based on DOS+2 years, 1% increases every year; $23,000 per year until Dec 2018</td>
<td></td>
</tr>
<tr>
<td><strong>Mesaba Airlines (Air Shuttle)</strong></td>
<td>CRJ-200 CRJ-900 EMB-175</td>
<td>$6,000*</td>
<td>76 Hours during new hire training</td>
<td>Paid for by company; single occupancy</td>
<td>$1.47/hr</td>
<td>4 Months</td>
<td>1,250 United, American</td>
<td>ALPA</td>
<td>iPad**</td>
<td>PHX, DFW, IAD, IAH</td>
<td>Can be increased by company; **Pilot must have an iPad, but there is a stipend for it</td>
<td></td>
</tr>
<tr>
<td><strong>Air Wisconsin (Wisconsin)</strong></td>
<td>CRJ-200 CRJ-900 EMB-175</td>
<td>$10,000 Referral Bonus</td>
<td>$500/day &amp; $1,000 for new hire</td>
<td>Paid for by company; single occupancy</td>
<td>$1.75/hr</td>
<td>Hiring Street CAs**</td>
<td>1,186 American</td>
<td>ALPA</td>
<td>CLT, DAV, TYS</td>
<td>$100 referral bonus for employees they refer to an affiliated company; **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time</td>
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<tr>
<td><strong>Horizon Air (Horizon Air)</strong></td>
<td>DH-8-1400</td>
<td>$500/hr &amp; $1,000 Referral Bonus</td>
<td>$500/day &amp; $1,000 for new hire</td>
<td>Paid for by company; single occupancy</td>
<td>$1.80/hr</td>
<td>July 2014</td>
<td>655 Alaska</td>
<td>IBT</td>
<td>ANC, BOL, GEO, MFR, PDX, SEA</td>
<td>$100 referral bonus for employees they refer to an affiliated company; **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time</td>
<td></td>
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<tr>
<td><strong>Compass Airlines (Compass)</strong></td>
<td>EMP-175</td>
<td>$1,500 Referral Bonus</td>
<td>$500/day &amp; $1,000 for new hire</td>
<td>Paid for by company; single occupancy</td>
<td>$1.65/hr**</td>
<td>Sept 2015</td>
<td>710 Delta, American</td>
<td>ALPA</td>
<td>iPad</td>
<td>MSP, LAX, SEA</td>
<td>**Pilots only at base for s/sims; **DOS = 24 Mos. $1.70,</td>
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<tr>
<td><strong>GoJet Airlines (Lindbergh)</strong></td>
<td>CRJ-700 CRJ-900</td>
<td>$1,000</td>
<td>$30/hr &amp; $60/hr</td>
<td>Paid for by company; single occupancy</td>
<td>$1.80/hr</td>
<td>January 2015</td>
<td>655 United, Delta</td>
<td>IBT</td>
<td>ORD, RDU, STL</td>
<td>7 CRJ-900s being delivered by the end of 2015</td>
<td></td>
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</tbody>
</table>

### December 2016

45
Deadhead 13, 14.5 on Deadhead CRJ-200

June EWR, 150% or 1,850 American ALPA iPad Air 2 DFW, ORD, LGA MMG, but no United, KS $50/day 2012 120 None ANC, BOS PHX, DFW, 1,488

Corvus Airlines

Seaborne Airlines

Envoy formally American Eagle (Envoy)

CommutAir (CommutAir)

Great Lakes Airlines (Great Lakes)

Peninsula Airways (Peninsula)

Seaborne Airlines (Seaborne)

Corus Airlines (Raven Flight)

Island Air (Island Air)

Total Pilots

**The GRID**

General Information

Contractual Work Rules

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<tr>
<th>Aircraft Types</th>
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<th>Hotel during new hire training</th>
<th>Per Diem</th>
<th>Most Junior CA hired</th>
<th>Number of Pilots</th>
<th>Do Business For:</th>
<th>Union</th>
<th>SFIs</th>
<th>Bases</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Piedmont Airlines (Piedmont)</td>
<td>DH-8-100, DH-8-300, EFLU-145</td>
<td>PI</td>
<td>$15,000</td>
<td>MMG = 1/2 per day</td>
<td>$1.07/hr</td>
<td>1,000+ 2,500 T</td>
<td>420</td>
<td>American ALPA</td>
<td>PHIL, MDY, ROA, SBY</td>
<td>1,000 Hours of Part 121 flight time. $5,000 pilot retention bonus for employees.</td>
<td>Contract 2013 as amended</td>
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<tr>
<td>Van States Airlines (Waterark)</td>
<td>EFLU-145</td>
<td>AX</td>
<td>$7,500</td>
<td>$25.81 if 75 hrs</td>
<td>$1.80/hr</td>
<td>July 2015</td>
<td>600</td>
<td>United, American ALPA</td>
<td>iPad</td>
<td>IAD, STL, ORD DENT, RJU</td>
<td>Increases in $1/40 in 2017 Attendance Bonus 0 Sick Days used $100, 1 Sick Day Used $700, 2 Sick Days Used $500, 3 Sick Days Used $300</td>
<td>Contract 2013 as amended</td>
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<tr>
<td>Cape Air (Kay)</td>
<td>ATR-42 C042 CN2</td>
<td>9K</td>
<td>None</td>
<td>40 Hours per week</td>
<td>$25/hr</td>
<td>July 2016</td>
<td>100</td>
<td>Hyannis Air Service DSHA Cape Air</td>
<td>IBT</td>
<td>New England, New York, Montana, Midwest, Caribbean &amp; Micronesia (See Notes)</td>
<td>Contract 2015 as amended</td>
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<tr>
<td>Silver Airways (Silverwings)</td>
<td>Saab 340b</td>
<td>3M</td>
<td>$12,000*</td>
<td>MWS &amp; Per Diem</td>
<td>$1.85/hr</td>
<td>18 months</td>
<td>160</td>
<td>Sell**</td>
<td>IBT</td>
<td>FILL, TPA, MOO, IAD</td>
<td>$3,000 after IOC, $3,000 after 1 year, $6,000 after 2 years; **111 Cofees</td>
<td>Contract 2012 as amended</td>
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<tr>
<td>Ameriflight, LLC (AMFlight)</td>
<td>EMB-130 EMB-110 ET100 &amp; 99 SA227 C208 P31</td>
<td>AM</td>
<td>None</td>
<td>$9 - $12.50 per hour</td>
<td>$1.45/hr</td>
<td>Immediate</td>
<td>185</td>
<td>UPS FedEx SML Landrush ACS Mallinckrodt</td>
<td>None</td>
<td>iPad</td>
<td>DFW, BPI, PDX, SFO, BUR, ONT, SLC, SAT, OMA, LAN, CVG, SBP, BUF, MHT, EWR, MIA, BON, SJC</td>
<td>Hourly rate in training depends on HC, SC and aircraft type.</td>
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**Contractual Work Rules**

<table>
<thead>
<tr>
<th>Min Days off (Line/Reserve)</th>
<th>Key Protection</th>
<th>Max Scheduled Duty</th>
<th>Number of pages in Contract</th>
<th>Min Day Credit</th>
<th>Min Off Credit</th>
<th>Only Rig</th>
<th>Trip Rig</th>
<th>Headcheck Pay</th>
<th>Open time pay</th>
<th>Uniform Reimbursement</th>
<th>Standard Reimbursement</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>ExpressJet (LXJT) (Acacy)</td>
<td>12/12 or 11 for reserve in 30 day month</td>
<td>Yes*</td>
<td>11 or 13, 15**</td>
<td>539</td>
<td>3 hr DPM***, 3.75 on day off</td>
<td>15 hours min per 4 day trip</td>
<td>None</td>
<td>None</td>
<td>100%</td>
<td>150/200% when red flag is up</td>
<td>$150 / yr****</td>
<td>Company provided</td>
</tr>
<tr>
<td>Republic Airways (Republic or Shuttle)</td>
<td>3017.7.C.1.g</td>
<td>3008.12.A</td>
<td>3016.1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3008.14.A</td>
<td>3008.3.A</td>
<td>-</td>
<td>- Pilot Agreement signed August 2015</td>
</tr>
<tr>
<td>Envoy formerly American Eagle (Envoy)</td>
<td>12 Yes*</td>
<td>FAA Part 171</td>
<td>188</td>
<td>4.1</td>
<td>None</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3008.14.A</td>
<td>3008.3.A</td>
<td>-</td>
<td>- Company provided</td>
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<tr>
<td></td>
<td>11 Yes*</td>
<td>FAA Part 171</td>
<td>618</td>
<td>3.9 Res 3.7 Line</td>
<td>None</td>
<td>None</td>
<td>None</td>
<td>None</td>
<td>75% in 2017</td>
<td>150% or 200%</td>
<td>Plots pay 50% except leather jacket 150%</td>
<td>Company provided</td>
</tr>
</tbody>
</table>
### Contractual Work Rules

#### THE GRID

<table>
<thead>
<tr>
<th>Min Days off (Line/Reserve)</th>
<th>Pay Protection</th>
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<th>Number of pages in Contract</th>
<th>Min Day Credit</th>
<th>Min Trip Credit</th>
<th>Duty Rig</th>
<th>Trip Rig</th>
<th>Deadhead Pay</th>
<th>Open Time pay</th>
<th>Uniform Reimbursement</th>
<th>Headset Reimbursement</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>500 - 2,000 Pilots</td>
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</tbody>
</table>

### Endeavor Air (Flagship)
- 11
- Yes
- 14
- 185
- 4
- 4 per day
- None
- None
- None
- None
- 75% air; 50% ground
- 100%
- $25 / month
- None
- Starts 1/1/2015, 200% at company discretion.
- Starts 1/1/2015, 200% at company discretion.

### PSA Airlines (BlueSkies)
- 3.R.4
- 3.N.1
- 12.H.1
- -
- 3.N.1
- -
- -
- 6.A
- 3.M.3
- 18.C
- 16.H
- 26.A
- Contract 2013 as amended

### Mesa Airlines (Air Shuttle)
- 11
- Yes
- 13
- 14
- 95
- 3
- 5%
- None
- None
- None
- None
- 50%
- $400
- None
- Trip time holders only with exceptions to open time pick ups; with exceptions see contract section; "Critical Coverage Pay per company; ***After 1 YQS"

### Air Wisconsin (Wisconsin)
- 11
- Yes
- F/A Part 117
- 3.9
- Res
- Company pays half of blazer and pants only
- None
- 50%
- 100% or 200%

### Horizon Air (Horizon Air)
- 12.D.1
- 3.I
- 12.A1
- -
- 4.D
- -
- -
- 3.L
- 3.J
- 17.B.2.A
- -
- Contract 2013 as amended

### Compass Airlines (Compass)
- 11 or 12
- Yes
- F/A Part 117
- 392
- 4
- None
- None
- None
- None
- 30%
- 75%
- 100%
- Company pays half of blazer and pants only
- None
- 12 days off during 31 day bid periods, "May be reassigned" *May be reassigned" *May be reassigned" *May be reassigned" *May be reassigned"

### GoJet Airlines (Lindbergh)
- 12.E
- 4
- 12.C.3
- -
- 4.G.1
- -
- -
- 6.A
- 3.G
- 26.B.3
- 26.C.1
- Contract 2014 as amended

### Piedmont Airlines (Piedmont)
- 11
- Yes
- 14
- 185
- 4
- 4 per day
- None
- None
- None
- None
- 75%
- 50%
- 100%
- $25 / month
- None
- See examples in referenced contract section; "*Unfilled available for premium pay"

### Tran States Airlines (Waterski)
- 2013
- 26.C.3
- 2.8
- 4
- 2.G.8
- 25.G
- 26.Y.4
- -
- -
- -
- -
- Contract 2013 as amended

### Cape Air (N. P.)
- 2013
- 25.B.3.a & d.2
- 3.F
- 12.E.1
- -
- -
- -
- 3.H.1
- 3.E.2
- 5.F.3
- -
- Contract 2011 as amended

### Silver Airways (Silverwings)
- 14.E.2
- 3.I
- 14.B
- -
- 3.B.2.I.1
- -
- -
- -
- -
- -
- -
- -
- 25.A
- Contract 2012 as amended

### Ameriflight, LLC (AMFlight)
- 11
- Yes
- 14
- 161
- 3, 4 on last day
- Greater of min day credit, duty rig
- 1:2
- None
- 50% for first 5 hours, then 100%
- 100%
- $150 / yr
- None
- Greater of min day credit, duty rig
- Min day credit or actual, except for named storms, then 50%, "For replacement only.

### CommutAir (CommutAir)
- 12/11
- Yes
- 14
- 131
- 3.75
- None
- None
- None
- None
- 75%
- 100%
- $17.50 per month
- None
- Additionally receive offered at company discretion,

### Great Lakes Airlines (Lakes Air)
- 2013
- 3.E.1
- 12.B.1
- -
- 3.D.2.a
- -
- 8.A.2
- 3.F.1
- 5.G.3
- -
- Contract 2013 as amended

### Peninsula Airways (Pendis)
- 10
- No
- 14 or 15
- 59
- 3.75
- None
- None
- None
- None
- 50%
- 100%
- $200 per year after first year
- None
- For continuous duty overnights, "For replacement only.

### Seaborne Airlines (Seaborn)
- 10
- No
- 14 or 15
- 59
- 3.75
- None
- None
- None
- None
- 50%
- 100%
- $200 per year after first year
- None
- For continuous duty overnights, "For replacement only.

### Air Wisconsin (Wisconsin)
- 11/12
- Yes
- F/A Part 117
- 123
- 3.8
- None
- None
- None
- None
- 100%
- 150%
- None
- 12 days off during 31 day months, "Reserves have 3 options, Standard 20 days off, M(17) & M(23)"

### Island Air (Moku)
- 10.C.1.2; 10.C.1.a (4)
- 4.E.1
- 10.B
- 4.B
- -
- -
- 4.F.1
- 4.A.4
- 15.AA
- -
- Contract 2009 as amended

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December 2016 47
## Additional Compensation Details

### ExpressJet (LJX/Accay)

<table>
<thead>
<tr>
<th>Aircraft Type</th>
<th>FO Top Out Pay (Hourly)</th>
<th>MMG</th>
<th>Base Pay</th>
<th>Top CA Pay</th>
<th>Base Pay</th>
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<tbody>
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<td>E1-Jets</td>
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<td>75</td>
<td>$33,478</td>
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<tr>
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### SkyWest Airlines (Skywest)

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### Additional Information

- **Multiple Contract Rates:** Different rates apply based on the type of employment and the specific airline. Rates vary depending on factors such as the number of years of service and the company's financial performance.
- **Pension Plans:** Contributions to pension plans are based on the employee's years of service and a percentage of their salary. Rates are outlined in the chart based on the company's pension plan agreement.
- **Healthcare Plan:** Employees have access to various healthcare plans, with employee contributions ranging from 25% to 30% of the premium cost, depending on the plan selected.
- **Vacation Days:** Employees can earn a maximum of 36 days per year, with the number of days varying based on the number of years of service and the type of employment.
- **Other Benefits:** Various other benefits such as life insurance and professional development opportunities are included in the compensation package.
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<th>Base Pay</th>
<th>Top CA Pay</th>
<th>Base Pay</th>
<th>No. of Vacation weeks &amp; accrual</th>
<th>Sick Time Accrual</th>
<th>401(K) Matching (%)</th>
<th>401(K) DC</th>
<th>Percentage of health care employees pays</th>
<th>Notes</th>
</tr>
</thead>
</table>
| Piedmont Airlines (Piedmont) | Q-100, Q-300 | $40.33 | 75 | $36.297 | $69.98 | $80.982 | > 1 = 5 days*** | 4 H/M | 50% Match* | 3%  | 3% + 3% | 2010 Lower 17%  
| Tran States Airlines (WaterAir) | - | 3.B 3.C.1 HRxMMGx12 | 5.A | HRxMMGx12 | 7.A.4 | 14.A.1 | 28.B.2 | 28.B.3 | 27.C.2 | 50% match based on YOS. **See chart at referenced contract section; ***First year is prorated. |
| Silver Airways (Silverline) | Saab 340B | $38.03 | 75 | $35.127 | $63.07 | $74.783 | < 1 = 7 days** | 4 H/M | 4% | None | 25% matching, *First year is prorated. |
| CommuAir (CommuAir) | Q-200, Q-300, EPL-145 | $45.62 | 75 | $41.058 | $108.35 | $105.724 | > 5 = 14 days | 2.5 H/M | 100% | None | 2009 as amended |
| Peninsula Airways (Pensia) | Saab 340A, Saab 240B | $36.00 | 75 | $33.00 | $60.00 | $63.00 | / | 2% | None | $450-$500 / Mo. | Need contract |
| Seaboard Airlines (Seaboards) | DH-60 | $44.00 | 75 | $39.600 | $33.00 | $63.700 | / | 2% | None | $450-$500 / Mo. | Need contract |
| Canvas Airlines (Raven Flight) | B1900C, B1900D, C141 | $64.00 | 60 | $57.440 | $117.00 | $84.240 | 10 H/M | 2 Days Per Year | 2% | None | 2016  
| Island Air (Mako) | Q-100, Q-300, ATR-72 | $40.50 | 80 | $34.800 | $100.98 | $96.941 | 85% Match | 50% | 3% | 3% + 3% | After 5 YOS.  

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

Captain Yearly Pay Comparison

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

Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. *Ameriflight is based on salary.

The year indicates the year the contract was signed. No year indicates the contract wasn’t available at date of publishing.
First year, Second year and top out pay comparison based on highest paid aircraft, in order of highest paid at top.

The year indicates the year the contract was signed. No year indicates the contract wasn’t available at date of publishing. Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract.

*Ameriflight First Officers upgrade after 1st year. See Captain Pay Scales for Second Year.
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<th>CVG</th>
<th>Cincinnati, OH</th>
<th>IAD</th>
<th>Washington, DC</th>
<th>MWA</th>
<th>Marion, IL</th>
<th>SAT</th>
<th>San Antonio, TX</th>
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<tbody>
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## General Information

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>2 Digit Code</th>
<th>Pay During Training</th>
<th>Per Diem</th>
<th>Number of FA’s</th>
<th>Union</th>
<th>Average Reserve Time</th>
<th>Most Junior Base</th>
<th>Most Senior Base</th>
<th>Bases</th>
<th>Notes</th>
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<td>B787, B777, B757, B737, A350, A320, A321, A319, MD82/63, E190</td>
<td>AA</td>
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<td>Company Provided; Double Occupancy</td>
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<td>Contract 2014, As Amended</td>
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<tr>
<td>B757, MD-80, A319, A3200</td>
<td>G4</td>
<td>No hourly wage, $24/day per diem</td>
<td>DoubleTree or Holiday Inn Express</td>
<td>$24/day ($1/hour)</td>
<td>1,000</td>
<td>TWU*</td>
<td>N/A**</td>
<td>N/A</td>
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<td>*(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.</td>
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### Total Flight Attendants
- **1,000**

## Contractual Work Rules

<table>
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<th>Min Days off</th>
<th>Pay Protection</th>
<th>Max Scheduled Duty</th>
<th>Min Day Credit</th>
<th>Min Trip Credit</th>
<th>Incentive Pay</th>
<th>Downtown Hotel</th>
<th>Downhead Pay</th>
<th>Open Time Pay</th>
<th>Uniform Reimbursement</th>
<th>Job Shares Available</th>
<th>Jetway Trades</th>
<th>Notes</th>
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<tr>
<td>10</td>
<td>Partial</td>
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<tr>
<td>11*</td>
<td>Scheduled or better - greater of the two values</td>
<td>0</td>
<td>0</td>
<td>Each FA crew will receive 8% commission based on gross sales. An augmented crew will receive 10%.</td>
<td>$20/hour for scheduled DH time</td>
<td>Value of Trip</td>
<td>Value of Trip</td>
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<td></td>
<td>Minimum of 11 days off per month, except in peak periods when they can “buy down” to 8 days off (2 peak months identified by the Company).</td>
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## Additional Compensation Details

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>FA Starting Pay</th>
<th>MMG</th>
<th>Base Pay</th>
<th>FA To Out Pay</th>
<th>Base Pay</th>
<th>No. of Vacation weeks &amp; accrued</th>
<th>Sick Time Accrual</th>
<th>401(K) Matching (%)</th>
<th>401(K) DC</th>
<th>Percentage of health care employee pays</th>
<th>Notes</th>
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<td>Based on age</td>
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## Regional Flight Attendants

### General Information

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<th>Base Pay</th>
<th>No. of Vacation weeks &amp; accumualtions</th>
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<th>401(k) Matching (%)</th>
<th>401(k) DC</th>
<th>Percentage of health care employee pays</th>
<th>Notes</th>
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<tbody>
<tr>
<td>EMB-145XR, EMB-145, EMB-135</td>
<td>$19.00</td>
<td>80</td>
<td>$18,240</td>
<td>$38.00</td>
<td>$36,480</td>
<td>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</td>
<td>5 Hours Per Month</td>
<td>&gt;5 Yrs 4% 5-10 Yrs 5% 10+ Yrs 6%</td>
<td>&gt;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%</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td>$18.38</td>
<td>75</td>
<td>$16,542</td>
<td>$37.31</td>
<td>$33,579</td>
<td>1-6 Yrs 14 Days 7-15 Yrs 21 Days 16-19 Yrs 28 Days 20+ Yrs 35 Days</td>
<td>3.75 Hours Per Month</td>
<td>1 Yr 20% of 6% 2 Yr 30% of 8% 3 Yr 40% of 8% 4 Yr 50% of 8% 7 Yr 75% of 6% 8 Yr 75% of 8% None</td>
<td>None</td>
<td>0%</td>
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<tr>
<td>CRJs</td>
<td>$17.65</td>
<td>72</td>
<td>$15,457</td>
<td>$31.03</td>
<td>$26,810</td>
<td>&gt;1 yr - 1 wk +2 yrs - 2 wks +7 years - 3 wks +14 years - 4 wks</td>
<td>3.0 / Month</td>
<td>&gt;6 Months - up to 2% &gt;5 years - up to 3% +15 years- up to 3.5%</td>
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### Contractual Work Rules

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<td>1310 or 11</td>
<td>Yes</td>
<td>Yes</td>
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<td>Holiday Pay 5% paid per hour</td>
<td>Yes</td>
<td>50%</td>
<td>100% or 150%*</td>
<td>Initial paid by FA 75 Points Per Year**</td>
<td>Yes</td>
<td>Yes</td>
<td>&quot;At the discretion of the company. *Dress 19 yrs, Skirt 13, Blouse 8 Pts etc., **1:1 after 12 hours of duty</td>
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<td>10</td>
<td>Yes</td>
<td>Yes 3.04 or 3.9 1:1 **</td>
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<td></td>
<td>Holiday Pay 150%</td>
<td>No</td>
<td>100%</td>
<td>100%</td>
<td>Initial paid by FA $200 Per Year</td>
<td>12:1 after 12 hours of duty</td>
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<td>Yes for cancellations</td>
<td>14</td>
<td>N/A</td>
<td>N/A</td>
<td>150% Thanksgiving and Christmas</td>
<td>Yes in some cities</td>
<td>Yes above guarantee</td>
<td>Initial new hire - NO / $250 annual uniform allowance</td>
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<td>No</td>
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**THE GRID**
Aero Crew Solutions is a group of professionals committed to providing you outstanding service to solve your employment needs. We do this by hosting job fairs throughout the United States. We also provide various career services that include career consulting, application review, interview prep and resume services.

**Career Services**

- Application Review
- Resume Critique
- Career Consulting
- Interview Prep

**Upcoming Job Fairs**

**Women in Aviation International**
March 2-4, 2017
Aero Crew Solutions will be attending the Women in Aviation Industry Expo in Orlando, FL at Disney’s Coronado Springs Resort

**National Gay Pilots Association**
January 19-20, 2017
Aero Crew Solutions will be attending the NGPA Industry Expo in Palm Springs, CA at the Renaissance Palm Springs Hotel.

Please stop by our booth if you are attending either event. We will review your resume and provide career consulting for FREE at the conference. We can answer any questions you may have about the attending airlines.

AeroCrewSolutions.com  
Mail@AeroCrewSolutions.com