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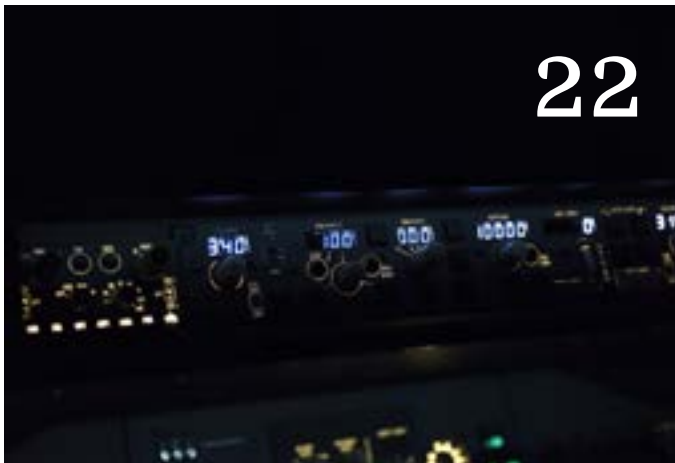
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**NGPA**

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UPCOMING EVENTS

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

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



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

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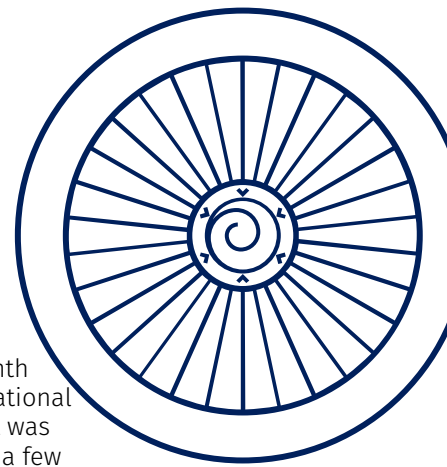
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# Dear readers,



As you know, last month was Women's History Month and the month in which Women in Aviation International (WAI) has their big, annual convention. This year, it was held in Reno, Nevada, which happens to be within a few hours drive from some of the most beautiful places in the United States.

As Melody and I were making our travel plans for WAI, we decided it would be a great opportunity to see some of these beautiful places. We flew into Bakersfield, California which has a really a small airport. By the time we arrived, all the car rental places were closed. We spent the night at a local hotel and picked up our rental car in the morning and started our adventure.

At the foothills of the Sierra Nevada mountain range, the temperature was a balmy 70°F. The road up into the mountains was full of twists and turns, and really sharp switch-backs. We took our time to enjoy the amazing views that, as we ascended, changed from green leaves, grass, and flowers to wintery mountains with feet of snow.

Our first stop was Sequoia National Park, where we bought some supplies including winter clothing, snow boots and snow chains. Once provisioned, we took in the sight of Sequoia National Park's famed General Sherman Tree. The largest living thing in the world (as measured by pure mass). When we walked up the snow-covered path, we came upon a sign, saying, "There it is." I of

course looked to the closest tree and said well there it is. We took several pictures of the tree and of us by the tree. We later learned that this was not the General Sherman tree. It was the tree across the field. After our short stay at Wuksachi Lodge we stopped by the genuine General Sherman tree and took more pictures.

We then headed to Yosemite National Park. The northern roads were closed due to excessive snow fall, so we had to head back down the way we had come. By the time we got to Yosemite National Park, the park rangers at the entrances had left for the day. We thought we had seen the best spots for a sunset view but we finally found the perfect one. Little did we know we were just minutes from Tunnel View, the first view of Yosemite Valley.

We stayed two nights in the valley, took some amazing pictures, hiked until we couldn't hike anymore and then hiked back, all while it rained and drizzled. Despite the rain, we still had an amazing time and took some amazing photos. Next on the agenda was the long drive to Reno.

We opted to take the more scenic Route 88 through Carson Pass. Thankfully, the road was open and the temperatures never really dropped below freezing. It was still raining so it could have been so much worse. The sides of the road were piled with more snow than either of us had ever seen. We were a little concerned when we saw the "Avalanche Area Ahead, No Stopping" sign. In that areas, snow was deep on the hillside, straight up on one side of the road with a large drop-off on the other. Luckily, we made it through with only happy memories.

A couple of hours later, we arrived in Reno and checked into the Peppermill Hotel. The next few days we enjoyed the WAI conference. Read more about the conference on [page 40](#).

Spring is coming. Right?

Tailwinds,

*Craig D. Pieper*

Craig Pieper, Publisher

## About the Publisher

**Craig Pieper** is the Publisher and Founder of Aero Crew News. Craig obtained his Bachelors of Science in Aeronautical Science, along with a minor in Aviation Weather, from Embry-Riddle Aeronautical University in 2001. Craig is also a Captain for a regional airline with a type rating in the Embraer 145 and has logged over 6,000 hours of flying time since his introductory flight on November 14th, 1992.



# March 2018

Last month Aero Crew News featured Air Cargo Carriers, a MKE based cargo company. Aero Crew News welcomes a new contributor with her column, Now, Voyager, an inspirational travel piece. Pilot Perspectives takes a look at a special foundation called Dreams Soar. Million-Air makes sure you too are profiting from your airline. Fitness Corner warns you of the dangers of sitting too long in Techniques to Avoid the Risks of DVT. Safety Matters is on Part 2 of a three-part series to examine Safety Management Systems (SMS). Skylaw talks to the aircraft owners about forming an LLC or No with your new set of wings. Captain Mike, explains proper etiquette when pilots want a ride home up front. Cockpit2Cockpit walks you through a month of trip trading. And, of course, there are always more aviation news in Aviator Bulletins from CommutAir, Envoy, PSA Airlines, Southern Airways Express, Skywest Airlines and United Airlines.

To view this and previous issues, visit our archive at [aerocrewnews.com/category/issues/](http://aerocrewnews.com/category/issues/)



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## CREDITS

### **Publisher / Founder**

Craig Pieper

### **Aero Crew Solutions, CEO**

Scott Rehn

### **Editor**

Deborah Bandy

### **Photo Editor**

Melody Hood

### **Layout Design**

Charlotte Dameron

### **Additional Contributors**

Max Wettstein, Mike Davis

Andy Garrison, Scott Stahl,

Cameron Shulak, Bert Botta

Bruce McGehee, Deborah Bandy

### **Aviator Bulletins**

Provided by the companies listed

### **Photographs By**

Melody Hood

Additional photographs as noted.

# LANDING AT UNITED:

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Insights from a United Career Path Program (CPP) Graduate



Dream of Driving a Dreamliner, Long for that Long Layover in Lima, Betting on Banking Big Bucks? Many of us pilots dream of flying for a Mainline Airline.

To answer your “How do I get there?” and “Who can get me there the fastest?”, we lined up former CommutAir Captain and recent United Airlines Career Path Program graduate, Captain Larry, for a Q&A.

What’s YOUR story, Captain Larry?

L I joined CommutAir after building time as a CFI. I was able to upgrade to Captain, become a simulator instructor and successfully complete the CPP Tests and Interview. And now here I am as a United Airlines First Officer. Couldn’t be more excited!

What’s your number #1 advice to aspiring Mainline pilots?

L. First: Be the best pilot you can be. Your record is your baseline. Be a true professional for the company, your customers, and your crew. Let your work ethic and your record reflect that.

L. Second: Do things that set you apart from everyone else: become an instructor, check airman or pilot mentor. Volunteer for projects. All mainline applicants know how to fly well, they are looking for applicants who differentiate themselves from others and stand out as leaders.

How to pick the best Regional?

L. That’s an easy question. If your goal is to fly for a Mainline Airline, find the Regional that offers the fastest route!

L Look for the one that is growing and can provide you opportunities. Growth will allow you to upgrade faster, accumulate hours, and build a resume that Mainline Airlines prefer.

So, which one?

L. Call me biased but look no further than CommutAir. I was given career progression opportunities that may not have been possible at other carriers. I was fortunate to become an instructor pilot shortly after upgrading. And, unlike other carriers, simulator instruction time accumulated at CommutAir counts towards the CPP PIC hour requirements!

L. Plus, with the forecasted growth at CommutAir, there's not a better airline to join. The growth will help you craft your resume by upgrading, building time, and tackling other roles that Mainline Airlines prefer.

L. Oh! And read the fine print and the asterisks when you do your research. All Regionals pitch "best pay, fastest to Mainline, yadda yadda!"

How does one nail the Interview and the Test?

L. You will make millions over the course of your career. So treat the interview like the multimillion-dollar opportunity that it is. I took my interview as a once-in-a-lifetime opportunity. And prepare-prepare-prepare.

L. Same goes for the test - rest well, take a little time to contemplate about yourself, indulge in some introspection, and most importantly, be yourself.

L. Invest in yourself by utilizing professional resources as much as you can. Check with your Recruiting department and Union Reps for interview prep material.

Any final piece of advice?

L. Keep your phone handy when you hit the PIC hour threshold! At least that was the case at CommutAir when I received the call and email from United outlining my next steps, class dates, and training schedule at 1,100 PIC hours. The fastest route to United is by hitting 1,000 PIC hours, and CommutAir offers the lowest CPP PIC requirement, so fly as much as possible!

Did you ever think flying for United would come this early in your career?

L. Not at all. If not for the CommutAir CPP, the path to United would have been much more difficult or may not have happened at all! The application process is also surprisingly simple and straightforward.

L. A chance to even take United's Hogan Assessment Test is an opportunity that thousands of other pilots may never have, and all we (CommutAir pilots) have to do is register for it!

L. All you need to do is apply, meet your requirements, and fly! I wish Good Luck to everyone reading this!

Want to ask Larry about how to join CommutAir and get into the United Career Path Program?

Email him at [unitedcppgrads@commutair.com](mailto:unitedcppgrads@commutair.com).

Also, you can visit [www.flycommutair.com/careers/pilots](http://www.flycommutair.com/careers/pilots), or call us at 440-779-4588 ext. 399. ACN





## Oklahoma University And Envoy Partnership Receives Business Partnership Excellence Award



Accepting the Oklahoma Regents Business Partnership Award Tuesday (L-R): Dr. Shad Satterthwaite – Associate Dean, OU College of Professional and Continuing Studies, Josh Thomas – OU alum and Envoy Airlines OU Recruiting Rep, Marie Didonna – Program Manager Pilot Recruitment, Envoy Airlines, Natalie Nielsen – Director of Pilot Recruitment, Envoy Airlines, Shelly Ainsworth – OU Aviation Advising Office, Martha Banz – Dean, OU College of Professional and Continuing Studies, David Lodes – Chief Flight Instructor, OU Department of Aviation, Ken Carson – Director, OU Department of Aviation

Oklahoma State Regents for Higher Education hosted a special event to recognize the partnership between Envoy Air Inc., the largest wholly owned regional airline subsidiary of American Airlines Group (AAG), and The University of Oklahoma's College of Professional and Continuing Studies Department of Aviation with the Business Partnership Excellence Award. Envoy is honored to be the recognized with this award two years in a row.

The Regents Business Partnership Excellence Award is designed to highlight successful partnerships and to further cultivate the higher learning environment through the Regents' Economic Development Grants. Submissions are provided by the state's institutions and reviewed by a committee of State Regents staff and the EDC Regents Business Partnership Excellence Award committee to ensure the integrity of the program.

Connect with Envoy on Twitter @EnvoyAirCareers, on Instagram @EnvoyAirCareers, and on Facebook at [Facebook.com/envoyaircareers](https://www.facebook.com/envoyaircareers) and [Facebook.com/EnvoyPilotRecruitment](https://www.facebook.com/EnvoyPilotRecruitment). ACN



## Beijing Capital Helicopter Becomes China's First HAI Accredited Helicopter Operation

**B**eijing Capital Helicopters, a subsidiary of HNA General Aviation Group, has become the first helicopter operation in China to be accredited by the Helicopter Association International Accreditation Program of Safety (HAI-APS).

Beijing Capital Helicopter's Airbus H125 aircraft at its main operation and maintenance base in Badaling FBO

HAI-APS is a voluntary program that helps helicopter operators reduce accident and incident rates by improving their safety cultures. The program utilizes the International Standard for Business Aircraft Operations (IS-BAO) as its foundation, then builds upon IS-BAO standards to the Helicopter Mission-Specific Standards (HMSS) that address specific rotary-wing operating operational environments.

Since its inception in 2011, Beijing Capital Helicopter has been one of the first international operators to undergo an HAI-APS audit. And now it also is the first international operator to earn HAI accreditation for maintaining the highest safety standards on its Safety Management System (SMS) which integrates operations management, technical systems, financial and human resources management.

Beijing Capital Helicopter's Hangar and Maintenance Facilities at Beijing's Badaling Airport, the main general aviation airport in the thriving Chinese capital

The safety standards implemented by Beijing Capital Helicopter and audited by HAI-APS cover for more than 13 different helicopter mission segments including air tour operations, helicopter air ambulance, and offshore operations among others.

Thanks to its commitment towards excellence in safety and professionalism, Beijing Capital Helicopter offering has rapidly expanded to comprise charter flights, aerial tours, business transportation, aerial prospecting, and medical airlift via a diverse fleet including the latest Airbus helicopter series H125 and H135.

Already one of China's leading integrated helicopter service providers, the company has expanded its Eurocopter AS350 B3 Squirrels fleet, which is the largest of its kind in China, with the addition of VIP-configured Airbus helicopters and state-of-the-art EC135 P2+ aircraft for passenger transport, tourism, and helicopter air ambulance services.

Beijing Capital Helicopter's Guimbal Aircraft, designed by Bruno Guimbal, a former Eurocopter engineer, famous for its unparalleled performance during unmanned aerial operations

After obtaining Part 145 certification from the Civil Aviation Administration of China for maintenance of H125 and H135 helicopter types, Beijing Capital Helicopter has been appointed as Airbus Helicopters' service center in China, authorized for carrying out maintenance, repair, and overhaul work on Airbus single- and dual-engine aircraft, two of the most popular light helicopters operating in China.

With the HAI APS audit and accreditation, Beijing Capital Airlines not only adds up a milestone for Chinese general aviation, it also becomes the benchmark for excellence in safety and operations and sets the standard in the industry. [ACN](#)

## Jet Linx Appoints John Daut As Northeast Base President To Spearhead Regional Expansion



Jet Linx, the private aviation company headquartered in Omaha, Neb. with 14 locally-operated Base locations nationwide, is pleased to announce the appointment of John Daut as Base President of the Northeast Region, effective immediately. Mr. Daut will be responsible for leading Jet Linx's expansion into the Northeast of the United States, including major new markets for the company such as New York and Boston. As the company determines whether to open a Base terminal at Teterboro Airport, Westchester County Airport or both, Jet Linx will also open a New York City sales and development office. The announcements were made by President and CEO Jamie Walker.

"We have been studying the Northeast market since early last year," said Mr. Walker. "Although we see significant saturation, with a lot of noise in the market, we do not see differentiation nor companies providing our level of support for the local Jet Card or Aircraft Management client. We therefore see a great opportunity to serve the Northeast market with our unique service offerings, just as we have seen in Washington D.C. the last two years."

Mr. Daut, a former NetJets executive, joins Jet Linx with more than 25 years of industry experience, having built an extensive network of relationships with leading companies in aviation, technology and sales. Prior to joining the team, John was the Vice President of Sales at NetJets, responsible for strategic planning across the New England market as well as the Asian market. He has also held the Executive Vice President position at Marquis Jet, where he helped further the business financially by growing its presence across the United States. Most recently, John held the Northeast Regional Vice President position at Nextant, working with broader aviation ecosystem of operators, brokers, maintenance, legal, compliance and finance professionals. Over the last decade John has focused primarily on the private aviation industry.

"I am excited to bring Jet Linx's differentiated business model to major markets within the Northeast," said Mr. Daut. "Jet Linx has continued to grow its presence strategically and now is the perfect time to expand here and offer a truly elevated private aviation experience for both aircraft owners and Jet Card clients." [ACN](#)



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**Peyton Manning**  
Children's Hospital  
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## Republic Airways Pulling For Wishes Plane Pull on April 21, 2018

Eighth-annual event benefits the Indiana Children's Wish Fund, Peyton Manning Children's Hospital at St. Vincent and Riley Children's Foundation

together we help make a difference for those who deserve it most."

Brissett and Super Bowl champion and Colts linebacker legend Robert Mathis will co-host the event's evening Gala at Prime 47 restaurant in Carmel. Information on how to sponsor a table or to purchase tickets to the Gala can be found at [www.indywish.org](http://www.indywish.org).

Last year, the Plane Pull raised more than \$500,000 to benefit health and well-being initiatives at the three organizations. The event has raised more than \$2 million since it was launched in 2011.

Republic Airways is proud to announce the eighth annual Pulling For Wishes Plane Pull will be held Saturday, April 21, 2018, at the Republic Airways hangar on the grounds of Indianapolis International Airport. The event benefits three Indianapolis organizations dedicated to serving the children of our community -- the Indiana Children's Wish Fund, Peyton Manning Children's Hospital at St. Vincent and Riley Children's Foundation. The Plane Pull event begins at 9 a.m. and is open to the public (free of charge). It will feature aircraft tours, food, music and the Kroger Kid Activity Zone. Special guests include Indianapolis Colts quarterback Jacoby Brissett and Indianapolis 500/NASCAR driver John Andretti.

"Our Associates are driven and devoted to this event, and most importantly, they embrace the importance of helping children who need it the most," said Amy Chiappe, Republic's director of corporate and community responsibility. "Our partnership with these leading organizations is a special bond that we cherish, because

To join this tug-of-war against a 24-ton aircraft, each team of 10 people (three must be female) must raise at least \$500 in pledges or donations. Prizes are awarded for the top two fastest team pulls, as well as best team costume. Teams have consisted of students, pro athletes and business leaders.

Joe Staysniak, sports radio talk show host for 107.5-FM/1070-AM The Fan and a former Indianapolis Colts player, will serve as the master of ceremonies for the Plane Pull.

The Plane Pull is dedicated to the memory of Tyler Frenzel. Tyler's wish to visit Disney World was granted by the Indianapolis-based nonprofit Indiana Children's Wish Fund, which grants wishes to children ages 3-18 suffering life-threatening illnesses.

For more information or to register a team, go to [www.rjet.com/community](http://www.rjet.com/community) or [www.indywish.org](http://www.indywish.org). ACN



## United Airlines Announces Two New Career Path Programs

United Airlines has established a new Career Path Program (CPP) with Mesa Airlines and the industry's first University CPP with Metropolitan State University of Denver (MSU).

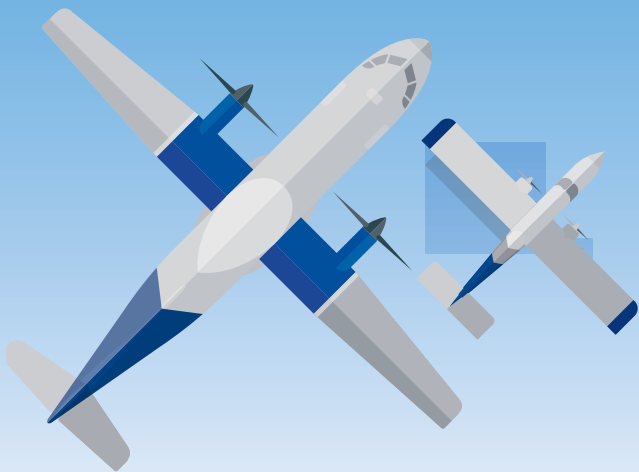
Mesa Airlines will be able to offer current and future United Express pilots a defined path to the flight deck with United Airlines upon successfully meeting the CPP entrance and exit requirements. The CPP will help to retain existing pilots looking to advance to a major airline as well as attract qualified pilots to staff Mesa's expanding fleet. Mesa currently operates 60 Embraer EJET 175s (E175) and 20 Bombardier Canadair Regional Jet 700s (CRJ700) as United Express. Mesa has significantly expanded its flying for United over the past three years, almost tripling its fleet size under the United banner.

MSU Denver student pilots who successfully interview and meet specific program guidelines while at the University will be required to obtain employment at a United Express CPP partner (CommutAir, Express Jet, Air Wisconsin or Mesa Airline). There, they must meet the CPP service requirements, required performance record and accumulated flight hours and then they will have an opportunity to fly for United. Students will be able to begin applying during the fall semester in August 2018. The minimum requirements to be considered for the CPP interview process include: at least two semesters in the professional flight officer program; commercial pilot certificate and instrument rating; maintain full time status with 3.0 cumulative GPA in aviation courses. [ACN](#)

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# Ace It: Knowing the Standards

WRITTEN BY: CAMERON SHULAK

**A**ce It is a series provided by Professional Pilots of Tomorrow (PPOT) that highlights various tips and advice for helping you succeed in interviews and on checkrides. The series covers everything from common suggestions to lesser-known ideas. If you have some advice you'd like to share with fellow pilots, send an email to [cameron.shulak@theppot.org](mailto:cameron.shulak@theppot.org). Appropriate credit is always given for submissions.

Take a second to imagine that you're in a class in college, and your professor announces that there will be an exam next time the class meets. However, your professor doesn't tell you what content will be on the exam, or what materials to study. All you know is the subject of the class, and what you've learned so far. That seems like a pretty tough situation, right? Well unfortunately, this is the situation many pilots find themselves in when preparing for a checkride. They know they must take a checkride, and that it might be for an Instrument Rating or Commercial Certificate, but that's it. They don't know what exactly they're expected to know, and where to find information.

Luckily, there's a simple solution to this problem, and the FAA provides it. Even better, the FAA publishes this information free of charge and keeps it readily accessible on their website. The Airman Certification Standards (ACS), formerly known as the Practical Test Standards (PTS), lay out all the standards for successfully completing a checkride. The ACS is the new golden book for knowing what to expect on the big day. (Astute fliers might know the ATP and Flight

Instructor PTS, plus a few other non-airplane tests, haven't yet converted to ACS. They're currently being developed so they will be coming.)

The ACS are a great improvement on the PTS, because now they are written using more "plain-English" (less like reading FARs), give practical and attainable standards, and are constantly being updated and evaluated. Everything a pilot is expected to know, and every maneuver that must be performed, is all found in the ACS. Am I going to have to perform a steep turn on my commercial checkride? If so, what are the standards? What do I need to know about weather for my instrument checkride? These questions can be answered by referencing the appropriate ACS.

If you are a flight student, make sure your flight instructor introduces the ACS early in your training for a certificate or rating. If you are a flight instructor, ensure that you familiarize your students with the ACS, and constantly reference them during training. Doing so ensures that there are no surprises come checkride day. By the time a pilot is endorsed for their checkride, they should have all the knowl-



edge specified by the ACS and be able to complete all the required maneuvers to the standards it specifies. If this is the case, the oral exam and checkride should be a breeze.

In addition to supplying the standards for knowledge and performance, the ACS also provide references of where to find information. Listed by each standard is a reference to an FAA publication that contains a wealth of information on the subject. If you're feeling deficient in an

currently taking. If you're a flight instructor, now is an ideal time to review the ACS to make sure you're keeping your students up to standards. Staying up to date with FAA publications is our responsibility as certificated pilots. Even if you're not currently training or instructing, it's still a good idea to know what the ACS are all about. [ACN](#)



area, or just want to brush up on a subject, the reference will lead you to the right place. Note that the FAA uses alphanumeric identifiers to reference their publications. For example, the Pilot's Handbook of Aeronautical Knowledge goes by FAA-H-8083-25B.

The Airman Certification Standards, along with the FAA textbooks and handbooks, can all be found on the FAA's website at <https://www.faa.gov>. If you're a student, and if you haven't already, look at the ACS for the course you're



## About the Author



**Cameron Shulak** is deeply connected to the aviation industry as an airline pilot, mentor, author, and volunteer. [Read More...](#)



# How (And Why) To Put Your Financial Life On Autopilot

WRITTEN BY: ANDY GARRISON

**A quick note: the information below, most notably the apps and services, is meant to be educational and not specific advice to any individual.**

I'm betting you know this part already: you are human. The fact is, as any pilot knows, humans are prone to error. The bigger problem is that, as humans, we are even more prone to mistakes or neglect in our financial lives than we are in the air. If your human tendencies don't serve you well in the financial world, what does work? I suggest setting up your financial life so that the three main areas of your cash flow (your savings, your bills, and your investments) operate on autopilot.

## Here's how to do it.

Putting your financial life on autopilot ensures better outcomes

Let's be honest for a minute. When you are doing your checks, answering radio calls, etc., what does a better job of holding altitude - you hand-flying or the FMS? Even if you do a perfect job, the amount of concentration and effort it takes makes it more likely that, at least once in a while, you will make a mistake.

Your finances are not so different. When you try to hand-fly your financial life, you can often either forget to make sound, necessary decisions or you make poor decisions. The solution? You need to automate your finances. Here's why it makes sense.

What happens when you automate your financial life?

How is your life better when you start putting much of your financial life on autopilot and what are the outcomes?

Reduced workload. Humans suffer from decision fatigue throughout the day. In other words, the more decisions you must make, the more mental fatigue you experience.

Should I save this month? How much? Where to? What bills are coming due? How should I invest this money? By setting these recurring decisions on autopilot, you don't have to worry about any of it in the future.

Enforces discipline. In the game of money and building wealth, discipline wins. Always. When you automate your financial life, you're committing your future self to doing the right things because you've made the correct decisions in advance. You won't have an opportunity to do the wrong thing (e.g., blow your profit sharing instead of putting it in savings) because it will have already been set to occur. It also prevents you from making a gut reaction decision that may be wrong (e.g. selling your investments when they drop in value based on a reaction to the present time).

It works. Those who automate their savings, bill payments, and investments end up far better off financially than those who don't. I've seen it every day for over 15 years. Whether it's the automation itself or the results of the automation, those who set their financial lives up on autopilot have greater peace of mind.

## The three areas you should automate

I believe every pilot (and, frankly, every person) should automate three areas of their financial lives:

1. Savings (when, where, and how much)
2. Bills (to whom, how much extra)
3. Investments (what types, what risk, what targets)

## Put your savings on autopilot

You simply cannot build wealth without saving money. Saving money means putting some of your paycheck away every single month, at the beginning of the month. If you wait until the end of the month to put some away, it's highly likely there will be nothing left.

Smart pilots automate their savings by arranging for a portion of their pay to go immediately and directly to a separate savings

and/or investment account before it ever hits their checking account. In other words, talk to your HR rep and set up an automatic transfer of part of your pay from your company to your savings or investment account from every paycheck.

How much? Start small if you need to. Once you realize you don't miss it, increase the amount. If you want to have a chance at financial freedom, you should have 10% of your pay going to freedom. If you want to lock up financial freedom, you should work your way toward having 20% to 30% going into savings (depending on how much your airline/company contributes on your behalf).

## Put your bills on autopilot

The only thing worse than paying bills is having to take time away from your family, your work, or a hobby to pay them. (Of course, forgetting to pay bills is worse than either). When you set your bill payments up on automatic payment three things happen: 1) you don't have to take time out of your life to make the payments, 2) the bills always get paid, and 3) you have more free mental space to focus on other things.

What's more, many companies give you a discount for setting your bills to pay automatically. For example, many cell phone providers will take \$5 a month (or so) off of your bill if you set up automatic payments. Most lenders (student loans, car loans, etc.) will reduce your interest rate by a small amount (often 0.25% annually) if you set up automatic payments. Give it a try, it works.

## Put your investments on autopilot

Pilots are incredibly good at following systems and processes when they fly. In my experience however, we aren't much better than anyone else at following systems and processes when it comes to our investments.

Making bad investing decisions can wipe out a lifetime of savings. Some of the worst decisions come from overconfidence, ("I know what I'm doing,") invulnerability, ("It won't happen to me,") and letting emotions take over when the markets are behaving crazily. The best way to combat these errors in decision making and reduce a significant amount of your workload is to put your investments on autopilot.

The best way to automate your investments is to remove yourself from the decision process and ensure that your accounts are being adjusted appropriately throughout the year. There are four main ways to accomplish this.

**Automated Investing Platforms.** Automated investing platforms are investment management firms that are "no frills" and provide little advice, but they do manage your portfolio day-to-day for you. Most use low-cost, index-based mutual funds or exchange-traded funds, which, for most people, make the most sense. The major benefit is that these automated investment platforms are low-cost (often less than 0.35% a year of your account value) and take care of all of the management for you. These are best used outside of your 401(k) or retirement plan, so consider them for your IRAs, Roths, or regular investment accounts. Ones to research are, Acorns, Betterment, and Wealthfront.

**Target Date Funds.** Target date funds are mutual funds

that automatically invest and adjust your money for you based on a specific target date in the future. Just about every retirement plan has these, and they are my favorite way to put a 401(k) on autopilot. While there are differences among them, these funds generally invest your money so that it moves more conservatively as you get closer to your target date (often your retirement/age 65 date). Throughout each year they maintain the right balance of stocks, bonds, and other investments so you don't have to worry about them. You can identify them in your retirement plan by looking for the investment options that end in a date (such as "Retirement 2050"). Even though these funds are popular inside retirement plans, you can use them outside of those, as well.

**Allocation or Balanced Funds.** Allocation, or balanced funds, are similar to target date funds in that they will maintain an appropriate mixture of investments - and adjust as necessary - throughout the year for you. The difference is that you generally select one based on a level of risk or aggressiveness versus a date. For example, you might select a fund that is designed to be moderately aggressive, which generally aims toward the higher end of risk. More risk often means more return over the long-term, but greater temporary losses over the short and medium terms. These aren't as automatic as automated investment platform or target date funds, but they do take the work and the decisions of day-to-day management off of your hands.

**Professional Management.** As your wealth builds over time, you often find you need (or want) more than just management of your investments. You may need guidance on estate planning (wills, trusts, etc.), taxes, insurance, retirement planning, income, and so on. When that becomes the case, a high-quality fiduciary financial planner (someone who has a legal obligation to act in your best interests at all times) is a good option. Not only can a planner guide you on the items above, but he/she can automate your investments in a way customized to your situation. Not everyone needs (or benefits from paying for) professional management, but those who do may find it worthy of research.

What's the best part of automating your investments? I can tell you from experience (and please do your own research on the topic) that those who put their investments on autopilot have far better returns on their investments.

Your investments are a major part of your financial life, so make sure you do what you need to do and make the right decisions!

## Final thoughts

We aren't quite to the point where we can program our ultimate financial destination and have our lives operate perfectly on autopilot, but there are several things you can do to make your financial life much easier and much more fruitful. Take the time to put your savings on autopilot, pay your bills automatically, and make sure your investment strategy happens correctly and without needing your intervention. Doing so will stack the odds in your favor when it comes to building wealth! [ACN](#)



### About the Author

**Andy Garrison** is a private pilot, a Certified Financial Planner™, and holds an MBA. [Read More...](#)



# An Airline Captain's Secrets to Transformative Travel

The First in a Series

WRITTEN BY: BERT BOTTA

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***“We’re all travelers; I have yet to meet a permanent resident here.”***

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**P**lease Don't Leave Me! I hope you're not like me! But if you are, dare to read on. My abandonment issues come up big time when I leave the relative comfort and security of the cockpit of a jetliner, where I have spent the better part of twenty thousand hours and forty years of my adult life.

More often than I care to admit, when I choose to travel for pleasure, I turn from Dr. Jekyll – a nice, smiling, calm, rational middle-aged man, into Mr. Hyde – a crazed, ruthless, cunning, selfish, calculating, fear driven demon who will stop at nothing to secure my seat on the next flight. I will run over little old ladies. I will lie, cheat and steal not to be left behind. I'm ashamed to admit I have done all these things! When I'm not fully aware of what is governing me, fear or love, then I will most certainly function out of fear when things get tight, the standby list is being called or someone with a higher number boarding pass cuts in line in front of me. If I'm afraid - of being late, of being left behind, of not getting home, of running out of time, money, love, (fill in your own fear) then I have just defeated the purpose of travel – vacating, being free of the entrapments of the familiar, the comfortable, of home.

Life on the go works on a continuum between two extremes. On one extreme we leave all our worries behind, take some calculated risks, throw caution to the wind and feel the freedom of spontaneity and the release from the familiar. Or, we can merely endure our travels, continually comparing our new experiences

to what we know to be true back home. Operating in this extreme will guarantee we miss out on many new experiences, making new friends and finding new ways of learning and appreciating differences that enrich life.

I usually go through a transition period that lasts from a few days to a week or so where I miss the comforts of home and its predictability. I expect this transition period so I know it will end after the first three or four days away from home. During this transition time I think about how much work I should be doing at home, how much I'm missing, where I'm going to sleep tonight, how I'll find the “right” food, how I'll get my exercise in, what the weather will be like, (especially if I'm on my motorcycle) all the reasons I should be writing more, why I'm not doing something more meaningful with my life, etc. ad nauseam. Beyond the transition, I begin to fully enjoy my time on the road. I move from one side of the continuum to the more fulfilling, adventurous side.

This is a short list of some of the challenges of travel. If we learn to conquer these and use our fears as indicators of where we need to let go, then travel can indeed broaden our horizons. We then bring the resulting joy home with us to make our previously perceived mundane existence much more global and exciting.

If these thoughts have provoked some of your own, I invite you to email me with your comments or questions. I will be happy to offer you the benefit of my forty years of travel from “the best seat in the house” – the left seat in the cockpit of a jetliner. [ACN](#)



## About the Author

**Bert Botta** is an 18,000 hour ATP and CFII. After retiring from TWA as a check airman, he returned to fly for NetJets as a captain on Citations and Gulfstreams. [Read More...](#)



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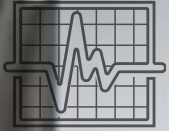
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# Is Your Uniform Making You Sick?

BY MAX WETTSTEIN

\*OPINION ONLY ~ NOT MEDICAL ADVICE\*

collars and neckties interfere with our bio-mechanics when we move. Even trousers that do not stretch can also be a hazard, especially if you are wearing your pants waist size an inch or two too small.

This is more than about simple discomforts. This is about harming your health over a long term period. Your uniform is an occupational health hazard for the following reasons:

1. Sitting in pants that are too small, do not stretch, and especially while wearing a leather belt causes many problems. Diastolic blood pressure increases (the second and lower blood pressure number that measures pressure between heart beats).
2. Sitting in pants that do not stretch, especially with a belt, does not allow our abdomen (intestines and other organs within) to change shape naturally or distend normally, and forces our stomach upwards into our diaphragm and the hiatus opening, where the esophagus and vagus nerve pass through. Overtime, this leads to acid-reflux, heartburn (gastroesophageal reflux disease, or GERD) as stomach acid is forced into the esophagus, and possibly even a hiatal hernia, where part of your stomach gets pinched through the opening of the hiatus. This can be very damaging to the stomach if the blood supply is strangled.
3. The long term squeezing of the abdomen also puts added pressure on the omentum which causes omental-fat (internal visceral fat) to secrete inflammatory chemicals and cortisol, causing further distention and bloating.
4. Flatulence or internal gas can no longer move or pass as smoothly in the intestines with the added abdominal pressure and bloating. As the cabin altitude climbs to cruise phase, (up to 8000' in most jet airliners), this trapped internal gas further expands, causing more tightness and distention.
5. Tight pants can cause meralgia paresthetica (commonly known as tight pants syndrome), an

**H**ave you ever wondered why military pilots, test pilots, stunt pilots and even astronauts wear flight suits to work? Have you noticed that flight suits do not have buttons, belts, or a necktie? After decades of observing pilots sitting in cockpits and flight decks for an extended duration, these organizations have realized that apparel accessory items such as belts and neck-ties are not only very uncomfortable, but are hazardous to pilots' health. In a nutshell, belts, buttons and neckties are very constricting and do not stretch, flex or allow our bodies to change shape naturally when we move from standing to sitting. Belts,



irritation of the nerves in your hips and front legs leading to numbness and tingling.

All these above symptoms and problems are further exacerbated by eating a large meal prior or during your flight, and of course by long-term sitting.

6. The neck-tie required by most airlines also raises diastolic blood pressure and will further increase the risk of stroke, for any pilot who has already been clinically diagnosed as high stroke-risk. Almost every pilot I know either immediately loosens or removes their tie the moment the cockpit door is shut. Corporate security departments have been recommending pilots wear clip-on ties that could not be used against us by any potential flight deck intruders. Plus, this type of necktie does not constrict the carotid arteries running along our necks that supply blood to the head.

What you can do to help yourself:

1. Always loosen your belt when you sit down for your flight. Always loosen or remove your necktie and unbutton the top button of your shirt. Consider switching to a clip-on necktie.
2. Make sure your uniform pants fit properly. If you have put on some weight, have your trousers tailored or buy new ones.
3. Do not wear tight underwear.
4. Do not eat a large meal right before your flight, or during your flight, but rather several smaller snacks. Never overeat while flying.
5. During cruise phase, when the autopilot is on, consider reclining your seat to allow your abdomen to expand. Also, take any lavatory breaks you are

offered by the flight attendants in order to stand up more. This is healthy for myriad reasons.

6. Consider adding a probiotic supplement to your diet, to help ensure you have a proper balance of beneficial bacteria living in your intestines. The bacteria helps complete digestion, break down fiber, and minimize gas. Natural food sources are yogurt, cottage cheese and kombucha tea.

7. While spicy foods are generally considered healthy and thermogenic, they may not be an ideal choice during a long flight, especially if you already suffer from acid reflux or heartburn.

8. If you commute to the airport and your commute is long, consider commuting or driving in more comfortable, looser fitting attire, and then change into your more constricting uniform once you've arrived at the airport. This is what I do.

Of all the occupational hazards we face, our uniform should not be one of them. I think our airlines' corporate departments have decided our comfort and health is secondary to appearance. They have forgotten that we are actually blue-collar workers, working for an hourly wage, operating complex and dynamic machinery. Regrettably, I think we are stuck wearing suits instead of flight suits, so be aware and do what you can to minimize risks and discomfort. [ACN](#)



## About the Author

**Max Wettstein** is an Airbus 320 Captain at JetBlue Airways, a former US Navy pilot and fitness professional and author. [Read More...](#)





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SAFETY MATTERS

# Safety Management Systems, Part 3

The Critical Role of the Employee in the Future of Aviation Safety

STORY BY: SCOTT STAHL

In the previous articles covering Safety Management Systems, we have addressed why SMS is important and how, at the very basic level, SMS works.

At this point, most readers are probably saying to themselves, “Who cares and how does it affect me?” This is actually one of the best questions that could be asked because one of the reasons SMS seems so mysterious is because the vast majority of it is never seen, making it difficult to understand what it is really accomplishing. However, there are some distinct and important ways that even the most entry-level line employees, trainees and contractors may interact with an SMS at an airline, even if they don’t realize they are interfacing with a much bigger system that exists behind the scenes.

A question that might be asked by such an employee is, “What does SMS look like to me?” Luckily, the answer is actually quite simple. To a normal line employee, SMS probably looks a lot like it did before SMS was implemented, which was probably most commonly in the form of employee filed reports. Some of these may have been routine operational reports, some may have been routine surveys or hazard reports, and some may have reported issues to management in an attempt to fix a problem. In the vast majority of operations, none of this changes. Simply, what changes is a matter of where the report goes and what happens behind the scenes. With SMS, rather than being handled in a decentralized manner, any perceived, reported or identified hazard will follow a formal process, beginning with the employee who perceived, reported or identified it. When the employee takes action to identify the hazard, (usually through the same operational reports that previously existed)

the report will make its way through the SMS process (as discussed in the preceding article). This way, rather than hoping the issue might be fixed if it is reported, or having multiple people report the same issue at different times system-wide, the SMS will actively seek to resolve the issue. More importantly, once the issue is resolved, SMS will provide follow-through to ensure the risk has successfully been mitigated. Further, it will monitor and verify that reducing the previous risk hasn’t created other risks. The good part is that the way employees have operated within their job function is changed very little. The day-to-day routine for most people will be very similar to what it looked like prior to SMS.

It should be pretty obvious that in order for this all to work, reporting and identification of hazards is paramount. Per Heinrich’s Pyramid, for every actual incident that occurs, there are dozens, hundreds, or even thousands of previously reportable events that could have prevented that specific accident or incident. This is really where SMS earns its keep; as long as the hazards are being correctly reported by employees, they should be properly mitigated by SMS. Consider this scenario: Every employee has worked in a job where there were just certain tasks, pieces of equipment, or other routine functions that were obviously not very well thought-out and executed. Perhaps employees were working with equipment that wasn’t properly maintained, were using tools that weren’t suitable to the job, or didn’t have basic safety gear which would have greatly reduced the risk of injury. Most line employees would have been very familiar with this prior to any accident occurring because they likely would have almost had a close-call or could





have identified that an accident was likely. Rather than adopting the “Well, I could say something, but nobody will fix it anyway” mentality, SMS seeks to ensure that if that hazard is reported, it goes through the right channels, managers and other personnel to ensure that it is properly handled and resolved.

The single most important thing an employee can do for SMS is to report those hazards, because if not reported, there is never an opportunity to prevent the accident. Since the entire purpose of SMS is prevention, it is critical for line level employees to report any hazard they may see. The law of probability suggests that it is likely this is not the first time this has happened and it won't be the last. The end goal is to reduce that hazard before it has a chance to cause an accident rather than reacting to the hazard after it has caused an accident.

One of the most enlightening and fascinating aspects of safety is the reality that everything that happens is related to probability and is affected by sequence. A study of any major disaster will reveal a sequence of events, each of which occurred in an order that resulted in the accident. The fascinating part is that any one of those specific events, if eliminated, likely may have prevented the accident altogether. This is why there is such an intense focus in aviation on eliminating each specific threat and why the majority of each job function is layered with various processes, procedures and training



requirements. Essentially, the safety systems are providing multiple redundant layers of protection so that if any one layer fails to eliminate a risk, the hope is that the subsequent layer will be effective enough to break that accident sequence or “chain.” When all layers are functioning as intended, the possibility of an accident becomes very remote because most risks are being successfully mitigated. This is evidenced by the remarkable rise in aviation safety.

A well organized and run Safety Management System has the potential to prevent accidents from occurring by proactively identifying and addressing operational risks before they have an opportunity to cause an accident or injury. It goes without saying that direct employee

participation and reporting is not only important, but paramount in preventing operational accidents in an SMS environment. [ACN](#)



## About the Author

**Scott Stahl** is a contributor to Aero Crew news, with articles focusing on technical aviation subjects. [Read More...](#)



# Pass Riding: The Unwritten Common Sense Rules

## Everything you need to know about pass riding.

WRITTEN BY: MIKE DAVIS

Well, this may not be everything you need to know, but it is the basics, at least. As you interview, consider your options. When you are hired at either an express or mainline airline as a pilot or flight attendant, one of your benefits is the opportunity to non-rev or pass ride. In most cases, your new airline will allow you to travel both domestically and internationally. Obviously, salary, base location, insurance, etc. are vital, but being able to travel to those vacation spots all over the globe is a wonderful benefit.

**Pass riding is a privilege.** It's been many years since I attended or taught a new-hire orientation course, but

while many of the rules on etiquette and dress have been amended, one fact remains rock solid; when you are pass riding, you are a representative of your airline. Pass riding is a privilege not an entitlement or right, and should be regarded appropriately. There are very few rules when riding the airline for free (or at greatly reduced rates) but those rules must be respected and observed. I recently had a conversation with one of our chief pilots and asked him about pass riding violations. He told me that his office processes at least one violation per month, which normally results in the employee's loss of pass privileges. Don't let that happen to you and your family. Most guidelines are common sense, but each air carrier's rules and guidelines may differ.

**Travel Eligibility.** As a pilot or flight attendant, you are eligible for travel. One of the first things you will do as a new employee, and probably each time you travel, is to sign (usually electronically) the airline's "Authorization and Consent Agreement" which states that you will abide by the airline's rules and guidelines concerning employee travel. Additional eligible travelers normally includes, retirees, spouses, domestic partners, and qualified children. The rules differ for children, but generally eligible are dependent children up to the age of 19 and dependent children who are students up to age 23. Typically, parents and parents-in-law may be eligible to share your pass benefits. It is essential that you explain the rules and regulations of successful pass riding to your dependents. A few hard and fast rules are:

1. Employee Passes (including companion passes) may not be sold, purchased, or exchanged for goods or services.
2. Eligible pass travelers may not use their privileges for business-related travel.
3. You may not hold a non-revenue pass and a confirmed (paid) ticket for the same flight.
4. Falsifying travel information is a violation of pass policy.





**Companion (Buddy) Passes.** Everyone has heard of buddy passes. Many, though not all, airlines offer the employee a set number of travel passes for friends and extended family. If you choose to use your companion passes, make sure your companion knows the rules. It is especially critical that your “buddy” knows that he/she will probably be the last one to board the aircraft. Employees, retirees, spouses, children – well, everyone – will be allowed to board before your companion. Most pass riding violations stem from “buddies” who acted out, and/or didn’t know the rules. Believe me, yelling at a gate agent, or a flight attendant will bring a lot of unwanted attention to you, the employee.

**List for your flight.** Everyone hired at the express or mainline carriers receive a new-hire orientation where (hopefully) the vacation pass riding rules for the airline are covered. Each airline differs on how passes are issued, but most have an online portal which allows the employee to list for the flight on which they intend to travel. This is probably your first step: Check your airline’s employee travel website and determine how the flight is booked. If the flight is booked full, your chances are slim, but therein lies the first rule: Pick a flight, and list. ONCE. At most airlines it is a rule violation to list yourself for multiple flights during the day. It is also unfair to your fellow employees. At my airline, if you are bumped from your first flight, you are rolled over to the next and move ahead of the non-revs listed for that flight. It goes without saying that you must be physically present at the gate for your flight. Each airline differs on how employees are queued for boarding. Date of hire, first come-first served, or time of check in, are all methods used to determine your place in line.

**At the Gate.** You’ll need a boarding pass to get through security unless you are able to access the Known Crew Member portal. At the gate, please realize that the agents are busy, usually short staffed, and do this job all day, every day. Most will welcome you checking in and letting them know you are in the gate area, ONCE, please only ONCE. Afterward, wait for your name to be called. Hovering around the podium will not help your chances. Please be considerate to both the agents and the paying passengers that make all of this possible. While it won’t help your chances of getting on the flight, it never hurts to carry a few Starbucks gift cards to give an agent who really looks like he/she needs a cup of coffee. (The Starbucks gift cards are also a great thing to carry to give service men/women you see in the airport.)

**Employee dress.** This is where controversy normally begins. My opinion of conservative dress may not match yours, so the airline has guidelines. Recently, United Airlines received some very negative publicity for refusing to allow two teenage girls to board wearing leggings that did not conform to the airline’s dress code. Absent from the national story was the fact that the two girls were pass riding, and indeed did not meet the dress code. The secret to successful pass riding is to blend in. Gone are the days when non-revs were required to wear a coat and tie, but there are many of us who remember those

days. A friend recently told me a story about pass riding on Eastern Airlines (now defunct). He was in Nassau, walking to the airplane after being cleared to board in temperatures above 95°F. He removed his required suit coat but before climbing the stairs to the Boeing 727, the agent told him to please put his coat back on prior to boarding. Yes, those days are gone, but a few general guidelines remain. Most airlines bar wearing swimwear, sleepwear, or underwear as outer wear. A clean, well-groomed and tasteful appearance is a good general rule. There are different requirements when riding in business or first class. If your intended flight has a first class cabin (with a few open seats) it’s a good idea to consider business casual dress. Some airlines allow first class travel in jeans, but many do not. Also, as a pilot or flight attendant, many times you’ll have the option for a jump seat. Dress requirements may differ for jump seat travel.

**Onboard the aircraft.** After receiving your boarding pass, move as quickly as possible onto the aircraft. Non-revs are normally boarded last so there will be some urgency to board and settle into your seat for that on-time departure. Unfortunately, by the time you do board, the overhead space will likely be taken. Be prepared to have your luggage gate checked. Do not expect the flight attendants to find a place to stow your luggage. Pack lightly (if possible). There is always have the space under the seat. (I know – yeah right.) In today’s technological age, the flight attendants may know where the employees are sitting but not always. If there is a meal served, a very polite, “Do you have enough,” will tip off the flight attendant that you are non-rev. The customers come first.

**Introducing yourself to the flight crew.** This has recently become a contentious subject within the various airlines’ web boards. Not long ago it was reported that a captain stated, “Please do not stick your head into the cockpit to introduce yourself. I’m busy, and don’t really care.” My first thought would be, That’s a little harsh. Most airlines subscribe to a threat and error management training module. It’s been proven that in a time of emergency an external resource (like a pilot in the back) may be an important asset. My personal rule-of-thumb is this: If I’m qualified on the aircraft I’m boarding, I introduce myself, otherwise I just take my seat.

The opportunities for travel as an airline employee are unparalleled. You and your family should take every vacation trip possible, and see everything imaginable. It doesn’t take long to review your airline’s travel guidelines, and it is a good idea to do so. Remember, pass travel is a privilege, not a right. Smart, courteous behavior will guarantee a long career of great pass riding experiences. [ACN](#)



## About the Author

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



# How To Find A Great Crash Pad

WRITTEN BY: BRUCE MCGEHEE

PHOTOS BY: BRUCE MCGEHEE

As airline pilots, we will likely be faced, at one time or another, with the prospect of commuting to our base. A big part of that is also likely to include multiple monthly overnights in a crash pad with other crew members — either pilots, flight attendants, or both (and possibly even gate agents, mechanics or members of other work groups).

The crash pad experience, for better or worse, can have a major influence on our job satisfaction, our stress levels, and even our fitness for duty and overall health. As a career commuter myself, I've had my share of experiences with crash pads, some better than others, but none that I could honestly call "great." When I set out to build a nationwide network of hotel-based crash pads, my goal was to address the shortcomings I had dealt with in my own crash pad experiences while establishing a new standard for pilot pads by offering services and amenities not typically found in your average run-of-the-mill pad. But what are those things — those big-ticket items that can make or break the crash pad

experience for a commuting pilot? Let's take a look at the things I consider to be the most important items to look for when you're trying to decide on a pad — a place where you will likely spend a significant portion of your life as an airline pilot, at least for a while.

One of the first considerations you'll need to address is what your budget, your comfort zone, and your "pain point" are for a place to rest before and after trips. The old adage, "you get what you pay for" does apply



here, (at least to an extent) and the cost of crash pads can vary widely from market to market and even from neighborhood to neighborhood within a market. Generally, you'll pay exponentially more for better accommodations, with the least expensive pads being bare-bones facilities in less-convenient areas, and the most expensive ones being private rooms in upscale areas with lots of amenities and nearby conveniences. Your personal "pain point" will dictate your decision here: Are you willing to pay a premium for the best digs? Or are you strictly a bargain shopper? Or do you fall somewhere in the middle? Only you can answer these questions. Of particular consideration, generally paramount in this process, are safety and security. If the place isn't in a safe neighborhood with a secure and dependable means of getting to it, the rest of the features might be moot.

Having identified your priorities in terms of cost and quality, it's time for you to roll up your sleeves and get to work searching for your home away from home. The internet is a good place to start, but there actually aren't as many crash pad advertising websites out there as one might expect. One pretty good place to start is CrashPad411.com, which allows you to search for pads near specific major airports, advertised by proximity to

the airport, cost, and a number of other data points. Other good sources of leads include some of the old standbys for airline info: Crew room bulletin boards, your base chief pilot, Facebook and other social media resources (such as AeroCrewNews.com and The Hotel Crash Pad Network), personal referrals, and word-of-mouth "cockpit chatter." Regardless of what avenues you decide to use, make sure they seem reputable, and always try to validate the info you acquire by cross-referencing other sources, especially personal anecdotal information you might be able to obtain from people who have actually stayed in the pad or area you're considering.

Once you've narrowed down your search and are ready to compare a number of potential pads, make sure you do a good apples-to-apples comparison of all your options. Here are some good questions to ask in order to further filter the places you're considering:

- Is the neighborhood safe? Crime data for specific areas is pretty readily available from the local police department. That, combined with anecdotal evidence you can obtain by talking to your base chief pilot, other crew members and from "locals" can be really helpful here. Keep in mind that major airports have





# HOTEL CRASH PAD

\* **UPSCALE MAJOR-BRAND HOTEL, VIRGINIA AVE. & BOBBY BROWN PKWY, JUST OUTSIDE AIRPORT \***  
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- Free hot breakfast
- Evening Manager's Reception (free drinks & meal)
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- Self-service guest laundry
- Heated lap pool / jacuzzi
- Enclosed outdoor courtyard with gas grills
- Pantry with numerous items available for purchase
- ATM on site
- Complimentary Wi-Fi access
- Business Center with computers & printers

## ROOM FEATURES:

- Two-room suite arranged into a Day Room and a Sleep Room
- Closing door between rooms to isolate Sleep Room
- Two-compartment bathroom – toilet & shower isolated from sink area by closing/locking door
- Full kitchen adjoining Day Room includes full-size fridge, stove, microwave, dishwasher, coffee maker, dishes/utensils
- Daily full housekeeping service, including fresh bed linens, towels, and toiletries replaced every day
- No long-term commitment or security deposit – strictly month to month
- Male pilot only; we will open a female-only pad soon

## MONTHLY RENT:

- \$275 Line-Holder
- \$300 Reserve
- \$110 Part-Time

## FOR ADDITIONAL DETAILS PLEASE GO TO:

[www.CrashPad411.com/listing/2194](http://www.CrashPad411.com/listing/2194)

\*\* ALSO SEE OUR FLYER FOR OUR NEW-HIRE HOTEL PAD \*\*

make that additional commute to and from the airport? How convenient will it be? Obviously, a pad with a built-in airport shuttle is ideal, but those are generally tough to find. A little thought and planning here can save you a lot of headache (and a lot of money) down the road.

■ How many beds are there per room? Is it a hot-bunk or cold-bunk setup, and are bed linens and towels provided and changed daily, or will that be up to you to accomplish? How many bathrooms does it have, and what are their quality and accessibility? Is it pilot-only, or mixed with other work groups, such as flight attendants and gate agents? Is it coed or unisex? Do the other amenities and conveniences that are available offset the relative cost and inconvenience inherent to each of these particular considerations?

■ What is the overall quality of the place? Is it in a run-down old tenement or a sparkling-new building or complex? What are

a depressing tendency to be located near areas that have greater challenges with crime, safety and security, so this is definitely a factor to consider.

■ How close is it to the airport, and how will you get from the airport to the pad and back? How much extra will it cost you in cab fares or other expenses to

its particular amenities? How will you access the pad – with a key you'll have to manage, or a keypad code you'll have to remember, or by way of a "gatekeeper" such as a concierge or front desk personnel? Does it have built-in security features? Is parking available? Does it offer regular maid/housekeeping services? (A





continually filthy crash pad is not something you want to be subjected to). Does it have a pool? Is there a gym available nearby, and if so, how much will it cost to use it? Does it have a full kitchen, and maybe an outdoor grill or patio/courtyard area you can use?

■ Are there restaurants, bars, stores, urgent care clinics, pharmacies and other conveniences nearby? How easy are they to get to, and what transportation options besides walking are available to get to them?

■ Is there a security deposit required? Any long-term lease obligation? Are any deposits refundable if you decide to move or are forced to change bases?

■ Are there any reviews of the crash pad or its owner available online or elsewhere? How responsive is the crash pad owner/operator when you contact him or her for information? What's your "gut feeling" about the person when you communicate? Is he or she actually a fellow airline employee, or maybe just some realtor who decided to get into the crash pad business?

Based on my 12-plus years' experience as an airline commuter and as a crash pad occupant and owner, these are just a few starting points for you to use in your quest for a crash pad. I hope they're helpful. As a baseline to get your journey started, I invite you to begin your research with The Hotel Crash Pad Network on Facebook at <https://m.facebook.com/TheHotelCrashPadNetwork/>. Please feel free to reach out to me with any questions you might have.

Happy hunting! **ACN**



## About the Author



**Bruce McGehee**, Bruce is the founder of The Hotel Crash Pad Network and a Captain at JetBlue Airlines.



# Explore Women in Aviation International, Regardless of Gender

By Deborah Bandy, Editor  
Photos by Melody Hood

Every year, individuals who are affiliated with aviation gather, in growing numbers, for the Women in Aviation International (WAI) conference. This nonprofit organization is dedicated to the encouragement and advancement of women in all aviation career fields and interests. It is very important to note that membership is diverse and not limited to women. Among the ranks are commercial, corporate, military and general aviation pilots, astronauts, maintenance technicians, air traffic controllers, business owners, educators, journalists, flight attendants, high school and university students, air show performers, airport managers and so many others (of both genders).

In the late 1980s, Dr. Peggy Chabrian, a member of the faculty at Embry-Riddle Aeronautical University, recognized the need to promote opportunities for women in the fields related to aviation. In 1990, she founded WAI and held the first conference at the university in Prescott, Ariz. In 1994, WAI was formally organized as a non-profit, and as the saying goes, the rest is history.

Women in Aviation International membership is now greater than 12,000. Like many non-profit organization, WAI maintains regional chapters that hold their own gatherings and events in support of the mission and its members. Chapters are found throughout the United States (43





affiliated with colleges/universities), and all other continents (with the obvious exception of Antarctica).

Last month, (March 2018) the 29th annual conference was held in Reno, Nev. Reported attendance was 3,200 individuals which included 114 international representatives from 21 countries. Attendees came from every age group and facet of the aviation/aerospace industry, including the unmanned aircraft vehicles (UAV) sector. In addition to highly interesting and relevant topics presented in sessions, the exhibit hall hosted 162 separate companies, colleges/universities, government agencies, associations, and other entities interested in connecting with the membership.

The organization's dedication to supporting the aviation pursuits of those at every stage of life is evident in its scholarship program. At the annual luncheon, 142 scholarships were awarded totaling \$695,500 to be used toward academic pursuits, lifestyle enhancement, and flight training (including type ratings). Since 1995, \$11.5 million has been awarded in scholarships.



Beyond the statistics that demonstrate WAI's success and dedication is the camaraderie, profound sense of community and the inspiration attendees experience. I have attended the conference for 16 years and always find something to propel me in my passions. A lot of the fuel I receive is from talking to others who visit the booth I (wo)man with my colleagues from Embry-Riddle Aeronautical University. We talk to those who are attending for the first time who share their exuberance; we talk to repeat visitors, many who haven't missed a single conference; our alumni who are living the dreams they pursued as students; we talk to veterans and active military, and to our current and our prospective students. Probably most importantly, we get a chance to talk to those who influence others into considering this amazing field – aviation. Many will never take the controls of an aircraft, but there are nearly countless ways to participate, vocationally or recreationally.



## About the Author

**Deborah Bandy** is the copy editor for Aero Crew News, among other writing, editing and marketing endeavors.





For a few years, the conference seemed to become a hiring event and the aisles held lines of men and women awaiting their few minutes of face-time with interviewers. In my opinion, that shifted the focus of the event and diluted its mission. I'm happy to report that in 2018, a solid compromise was reached; hiring information sessions were held in break-out rooms providing opportunities to job seekers without disrupting the flow of the exhibit hall. I heard many positive comments from attendees and exhibitors about the change.

Girls in Aviation Day is held each year on Saturday, the last day of the conference. Parents bring their (mostly) daughters, leaders bring their troops, teachers bring students and high school-aged girls make their own way to the conference to learn about a future in aviation/aerospace. A panel of





impressive, high achieving women professionals is held to inform the girls about the breadth of career opportunities, guest speakers inspire them with tales of the adventures they've had or challenges they've conquered, hands-on activities demonstrate some facet of the industry, and a college fair points them toward their opportunities.

While the girls are receiving their inspiration, the educational sessions continue to inform and inspire members. In all the years I've attended, I've only been to one session, but I always review the topics and ask some of the visitors to our booth about the sessions they've attended. The list of presentations always has something for everyone and often attendees are conflicted when two or more sessions that interest them run concurrently. The organizers do a great job of holding session that provide relevant and compelling information. Topics covered ranged from the practical, (e.g. What Do You Really Want to Ask ATC?; Are you ready for the ADS-B mandate?; Emergency! Getting It Right When Things Go Wrong) to historic, (e.g. Night Witches and Soviet Women Fighter Pilots of WWII and WASP Then and Now: The Women Who Changed the Skies) to those that could be characterized as sociological or cultural.

One attendee told me about the sessions she attended in that latter category. Kay, is an alumna of Embry-Riddle who is married to an Air Force U-2 pilot stationed at Beale Air Force Base in California, just a little over two hours from Reno. Though she herself is not currently working in the aviation industry, as a pilot herself, she is passionate about the field







and is an aviator's wife –criteria linking her to WAI. Kay (really her first initial) attended sessions that, "Fed her soul," she reported.

An Aviation Marriage, presented by Janette McMurtrie, Ph.D., addressed aviation marriages and provided tools to add strength to these unions. "Flight careers are unique and bring special challenges to the partners," Dr. McMurtrie noted in the session description. The session provided insight into the "pilot personality" and "aviation stressors" and their effects on marriage that informed pilots, spouses, and those aspiring making the move from the military to the airlines.

Another session Kay attended was titled Airline Pilot Families – Making It All Work. Addressing work-home balance is an oft-discussed topic, regardless of one's career choice. But, with a pilot in the family, the scales of balance seem to be in a constant state of shift. The panel of airline pilots proffered "best practices" and solicited input from the audience. One of the most impactful takeaways that Kay noted was termed, "the art of coming home quietly" that applies to the spouse coming home and equally to the spouse at home. The panelist offering this term and its meaning noted that it had been transformational

in her relationship. Instead of immediately jumping into the questions and addressing issues that had arisen during her work absence, she allows time. Her only question is, "What can I do for you?" It's important to give the transition time and doing so "quietly" is the key, she noted. Also discussed in this session is the value of employing technology to maintain closeness and communication, an advantage available today that is immeasurably helpful, the panel noted. FaceTime®, don't leave home without it!

Don't let these sessions give you the impression that "women and family issues" are the focus. All the topics are relevant with appeal for anyone with interest in aviation. A quick look will prove my point; go to <https://www.wai.org/education-sessions> and examine the list.

Membership in Women in Aviation International is not limited to women and no other organization offers what WAI does. Resources that propel our industry should be celebrated by all within our ranks, regardless of gender and all the other limiting labels we tend to use. Explore Women in Aviation International and see how it can benefit you. <https://www.wai.org>. ACN





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# Mainline Airlines

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



Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K)
American Airlines (American)	Group I	\$104.93		\$90,659.52	\$234.67	\$132,754	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M* Max 60**		
	Group II	\$160.28		\$138,481.92	\$234.67	\$202,755				
	Group II	\$170.27	72	\$147,113.28	\$249.30	\$215,395				
	Group IV	\$200.20		\$172,972.80	\$293.11	\$253,247				
	Group V	\$210.20		\$181,612.80	\$307.76	\$265,905				
Alaska Airlines (Alaska)		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B		
	B737	\$143.32	75	\$128,988	\$213.26	\$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	> 5 Yr 5-10 Yr 10-15 Yr + 15 Yr
Delta Airlines (Delta)		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28
	747, 777	\$184.59		\$159,486	\$270.25	\$233,496	1-5 = 14 Days 6-11 = 21 days 12-19 = 28 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170	0%	15
	787	\$176.83		\$152,781	\$258.90	\$223,690				
	767-4, A330	\$174.35		\$150,638	\$255.28	\$220,562				
	767-3,2, B757	\$154.50		\$133,488	\$226.21	\$195,445				
	B737-9	\$148.93		\$128,676	\$218.05	\$188,395				
	B737-8 & 7	\$148.93	72	\$128,676	\$216.92	\$187,419				

Sample only; refer to adjacent pages for actual information

## Abbreviation and definitions:

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

**ALPA:** Air Line Pilots Association

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

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

**FAPA:** Frontier Airline Pilots Association

**IBT:** International Brotherhood of Teamsters

**ISP:** International Savings Plan

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

**DC:** Direct Contribution, the company will contribute the listed

additional amount directly to the employees 401(K), either quarterly or yearly, refer to the contract for more information

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

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

**TFP:** Trip for Pay

**UTU:** United Transportation Union

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

# General Information

## THE GRID

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes
Legacy Airlines												
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	MALV 72-84 or 88*	Single Occupancy, Paid for by company	\$2.30 Dom** \$2.80 Int.**	AA - May/1999 US East Aug/2014 US West Sep/1998	14,738	10,538	APA	iPad	BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL	*Monthly Average Line Value depends on pay group, **\$0.05 increase 1/1/16
			6.D.1.d	7.A.5		Oct/2015	Dec/2017					Contract 2015, as amended
Alaska Airlines (Alaska)	B737	AS	85 Hours plus per diem	No Hotel During Initial Training	\$2.15	2012	1,897	921	ALPA	iPad Air	SEA, ANC, LAX, PDX	Alaska bought Virgin America
			11.D.5.b	5.A.1	5.A.1	Dec/2017	Dec/2017					Contract 2013, as amended
Delta Air Lines (Delta)	B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90	DL	\$3,888.29 / Month	Single Occupancy, Paid for by company for the first 8 days in class only.	\$2.20 Dom., \$2.70 Int.	February 2014	13,003	9,436	ALPA	Surface	ATL, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B	Feb/2016	Apr/2016					Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	A330, A350 B717, B767	HA	3 Hours per day, plus per diem		\$2.00* \$2.50 Int.		600		ALPA		HNL	*Interisland
			9.G.1									Contract 2010, as amended
United Airlines (United)	A350, B777, B787, B767, B757, B737, A320, A319	UA	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	\$2.35 Dom* \$2.70 Int.*	2006	11,240	8,786	ALPA	iPad	IAH, EWR, CLE, DEN, ORD, SFO, IAD, GUM, LAX	*\$0.05 increase on Jan 1st.
			3-E	4-G-1, 9-E	4-A	Oct/2015	Dec/2017					Contract 2012 as amended
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	MMG	Single Occupancy, Paid for by company	\$2.00	November 2017	873	73	IBT	iPad	AVL, BLI, CVG, FLL, IWA, LAS, LAX, MYR, OAK, PGD, PIE, PIT, SFB, VPS	*2018 to 2028
			3.P	6.A	3.Z	Dec/2017	Dec/2017	See Note*				Contract 2016, as amended
Frontier Airlines (Frontier)	A319, A320, A321	F9	MMG	No	\$1.90	November 2014	1180	180	FAPA		DEN, ORD, MCO	*2018 to 2028
						Dec/2017	Dec/2017	See Note*				
JetBlue Airways (JetBlue)	A321, A320, A319, E190	B6	\$2,500 per month	Single Occupancy, Paid for by company	\$2.00	E:11/2013 A:12/2013	3,582	840	ALPA	Yes	JFK, BOS, FLL, MCO, LGB	
			Add A, Pg24	Add A, Pg24	11	Dec/2017	Dec/2017	Feb/2015				Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	WN	89, 87 or 85 TFP*	Single Occupancy, Paid for by company	\$2.30 Dom. \$2.80 Int.	August 2006	9,074	3,374	SWAPA	iPad	ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX, BWI	*Trip for Pay (TFP) is based upon number of days in the month
			4.K.6	4.T.1	4.T.3	Dec/2017	Dec/2017					Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	NK	\$1,750*/mo	Single Occupancy, Paid for by company	\$2.25	March 2015	1,821		ALPA		ACY, DFW, DTW, FLL, LAS, ORD	*Monthly payment is prorated and includes salary and per diem
			3.D.1	5.A.1	5.B.1	Dec/2017	Dec/2017					Contract 2018, as amended
Sun Country Airlines (Sun Country)	B737NG	SY	MMG	None	1/24th the IRS CONUS M&IE airline daily rate		289		ALPA	iPad	MSP	
			3.B	5.B.1	5.3		Aug/2016					
Virgin America (Redwood)	A319, A320	VX	\$2,500 per month	None	\$2.00	2012	820	157	ALPA	Nexis EFB	SFO, LAX, JFK EWR, LGA	Merging with Alaska Airlines
			10.J.1	3.B.e	10.I.1	Dec/2017	Dec/2017					Rule book 2014
	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes



	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes
Cargo Airlines												
Atlas Air (Giant)	B747 B767	5Y	\$1,600 per month	Single Occupancy, Paid for by company	\$2.40	Dec/2011	1,486		IBT	iPad	JFK, MIA, ORD, CVG, HSV, LAX, PAE, ANC	
			3.A.1.f	11.A.7	5.A.3	June/2017						
ABX Air (ABEX)	B-767	GB			\$52 Dom. \$89.75 PR* \$79.75 NPR**				IBT			*PR = Pacific Rim, **NPR = Non Pacific Rim
					20.E.1							
FedEx Express (FedEx)	B777, B767, B757, MD11, DC10, A300	FX	\$4,000 / mo until activation date*	No Hotel	\$2.25 Dom. \$3.25 Int.	May 2015	4,763	2,251	ALPA	Fixed in plane or iPad	MEM, IND, LAX, ANC, HKG, CGN	*Prorated if hire date is not the first of the month.
			3.A	5.B.1.d	5.A.1 & 2	May/2016	Aug/2017					Contract 2006 as amended
Kalitta Air (Connie)	B747	K4	\$600 / week until OE	Week 1 paid by crewmember, then, Single Occupancy	\$1.90 Dom. \$2.80 Int.	Sept 2015	281		ALPA	iPad fixed in plane	Home Based	
			5.A		6.A	Dec/2017	Dec/2017					Contract 2016 as amended
UPS (UPS)	B757, B767, A300, B747, MD-11	5X	MMG	Single Occupancy, Paid for by company	\$2.00 Dom \$2.50 Int \$3.00*		1,580	2,298	IPA		SDF, ANC, MIA, ONT	*Pacific rim and Europe flights
			10.D.1	5.H.1.a.1	12.G.2							Contract 2016 as amended
Total Pilots							65,741	38,854				
	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2012-2029	Union	EFBs	Bases	Notes

## Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Legacy Airlines													
American Airlines (American)	10/12 or 13*	Yes	FAA 117 w/ exceptions	488	5:10	5:10 x days	2:1		100%*	100% or 150%**	Initial paid for by company	None	*12 in 30 days; 13 in 31 days, **Based on scheduled flight time, ***150% when premium pay offered
	15.D.3.q	4.C	15.C		15.G	15.G	15.E.1		2.QQ	17.1.1	24.O.2		Contract 2015, as amended
Alaska Airlines (Alaska)	??/12	Yes	12:30* 10:00**	430	5	5 x number of days	1:2 or 1:1.75***	1:3.5	50% air & ground	150%	None, Dry cleaning reimbursement available on a trip 4 days or more	None	*Between 05:00-01:59, not to exceed 14 hours. **Between 02:00-04:59, not to exceed 11 hours. ***1:1.75 duty rig applies to duty between 22:00 - 06:00
	2	12.A	12.B		12.A.1.a	12.A.1.b	12.A.2.a	12.A.3	8.C.2	25.P.2	5.E		Contract 2013, as amended
Delta Air Lines (Delta)	12.13.14 Reserve*		FAA 117 minus 30 minutes	559	2	ADG** = 5:15	1:2 or 1:1.75***	1:3.5	100% air, Chart 8.B.3 Ground	200%*****	None	None	*Days off depends on number of days in bid period and ALV. **Average Daily Guarantee, ***1:1.75 between 2200 - 0559, ****Green slip as approved by company
	12.N.2		12.D.1		4.H.1	12.J	12.K.1	12.L	8.B	23.U			Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	12 or 13 / 12	Yes	14, max 16 For int pilots. 12, max 14* 10, max 12*	361	2** or 4.17 GOP*****		60% GOP****	1:4*** GOP*****	100% air, 50% ground		Initial paid for by company and every 12 months		*Based on local start time for interisland pilots. **For reserve to report but no flying assigned, ***International pilots only, ****Greater of Provisions; scheduled, flown, duty rig or trip rig.
	10.G.1	4.B.3	10.D.1.a		4.C.1.a		4.C.2	4.C.3.a.2	7.B.1		5.E.1		Contract 2010, as amended
United Airlines (United)	12 / 12 or 13*	Yes	FAA 117	508	5		1:2 or 1:1.75**	1:3.5	100% Blended pay rate	50%, 75% or 100% add pay***	Initial paid for by company along with certain dry cleaning	None	*Reserve pilots have 13 days off min on 31 day month bid periods; **1:1.75 between 2200 - 0559, ***At the discretion of the company
	5-E-4, 5-E-5		5-F-1-a		5-G-2		5-G-1	5-G-3	3-A-3	20-H-4-a	4-G-2		Contract 2012 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

# Contractual Work Rules

THE GRID

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Major Airlines													
Allegiant Air (Allegiant)	12 or 11* 12 or 10*	Yes	FAA 117	195	4 for a RON		1:2		50%	130%, 150% or 200%**	Company Provided***	Supplied in AC	*In a 30 day month. **130% open time over 81 PCH, 150% junior man, 200% VFN, ***4 shirts, 2 pants, 2 ties, 1 jacket and 1 over raincoat. Yearly replace 2 shirts, 1 pant and ties as needed.
	14.C	3.F			3.D		3.D		3.H	3.E, 3.L, 3.W	6.4		Contract 2016, as amended
Frontier Airlines (Frontier)	12	Yes	14 hours or FAA 117	177	6 for CDO			1:3.75	50%*		\$20/ month	None	*Unschedule DH pay s 100%
	5.J.7	4.I, 5.P.2	5.J.4					4.G.2.a	4.F.6		2.A.1, 2		
JetBlue Airways (JetBlue)	12	Yes	FAA 117	36	Avg of 5 per day		1:2 or 1:1.45*	1:3.5	Schedule Block	150% over 78 Hrs	\$200 / year		*1 for 1:45 between 0100 and 0500
					Add. B.D.5		Add. B.D.4	Add. B.D.3	Add. B.D.1	Add A & A-2			Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	Max 15 Days on Per Month*	Yes	FAA 117	235	5**		.74:1	1:3	100%	100%	\$30 / pay period max \$500	None	*Depeding on how many days in the bid period determines min days off, 28, 29, 30 or 31; **5 hours min average per day over trip
	5.E.2	4.H	5.M		4.I.2		4.I.1	4.I.3	4.L	4.S.5	2.A.4		Contract 2016, as amended
Spirit Airlines (Spirit Wings)	13/12/15*	Yes	14 hours or 11.5 hours	241	4 or 4.5**			1:4.2	100% or 50%***	100% or 200%****	Pilot pays for initial uniform, replacements per schedule thereafter	None	*Mixed Relief and Reserve, **4 for day trips and 4.5 for multi day trips, ***50% when deadheading to training, ****200% when designated by the company
	12.E.1	4.D.2	12.C		4.C.1.b			4.C.1.c	8.A.1 & 2	3.C.3	5.F.3		Contract 2018, as amended
Sun Country Airlines	12 / 10 or 11*	Yes**	FAA 117	196	4		1:2	1:4.2	75%	150%	100%	Supplied in AC	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F	12.C				4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)	11/13	Yes*	60 Mins < FAA FDP	159	3.5	-	-	-	50% or 3.5 min	100%*	Initial paid for by company, then \$230** per year	None	*Unless picked up at premium pay it is 150% add pay. **\$30 per year for shipping costs. Merging with Alaska Airlines
	5.D.4	7.C.3.d.i	7.B.3.a.iii		App. G				8.F.3	3.b	2.D.1		Rule book 2014
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Cargo Airlines													
Atlas Air	13 in 30 14 in 31	None above minimum guarantee	14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more	332	None	None	None	1/4.95	1/2.85 Biz Class or better* or \$300 comp	100%	Provided by the company	None	*Biz class only on international DH or when duty day exceeds 16 hours with DH.
			12.C						8.D, 8.A.3		30.A.2		
ABX Air	13 in 30 14 in 31		15 Hours May be extended to 16 hours	280	4.5				100% Air* 50% Air** 50% Ground	100%	Provided by the company	None	*100% pay credit on company aircraft; **50% pay credit on passenger carrier
	13.D.4		18.C		19.M.4				19.K	19.E	15.A		
FedEx Express (FedEx)	14.96 or 18.75*	Yes		466	6, 4.75**		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, \$200 / year		*Days off based on TAFB, 4 wk or 5 wk bid period, **Reserve pilots
	25.D.1	4.F			4.F.2.b		4.F.2.d	4.F.2.a	8.A.1		26.B.3		Contract 2006 as amended
Kalitta Air	13 or 14*	Yes	Dom 16, 18, 20** Int 18, 26, 30**	127	1 hr or 3.65 (on Day off)				50%	150% on days off	\$200 after first year. Initial paid by crewmember.	None	*13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double.
	2, pg 13		18.B.5		5.E & G				19.H	5.G	6.D.1 & 2		
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2016 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
American Airlines (American)	Group I*	\$116.38	72	\$100,552.32	\$170.42	\$147,243	Legacy Airlines 1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M** Max 60***		None		*Numbers based off of 12 years experience. **Accumulated time can only be used for the year after it is accumulated, except after first six months you may use up to 30 hours. ***January 1st sick accrual either goes to long term or gets paid out to the pilot. See section 10.B for more information.
	Group II*	\$179.48		\$155,070.72	\$262.77	\$227,033						
	Group III*	\$188.85		\$163,166.40	\$276.50	\$238,896						
	Group IV*	\$220.65		\$190,641.60	\$323.04	\$279,107						
		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B				Contract 2015, as amended
Alaska Airlines (Alaska)	B737, A319 A320	\$168.68	75	\$151,812	\$251.00	\$225,900	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	15%	20%	*New hire pilots receive 1 vacation day per every full month of employment.
	3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B			28.D		Contract 2013, as amended
Delta Air Lines (Delta)	747, 777	\$219.07	72	\$189,276	\$320.71	\$277,093	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days 19+ = 35 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 7 Yrs = 195 8 Yrs = 220 9-19 Yrs = 240 20+ Yrs = 270	0%	15%	22%	International pay override is \$6.50 for CA and \$4.50 for FO. Section 3.C. *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80.
	787	\$209.85		\$181,310	\$307.24	\$265,455						
	767-4, A330	\$206.91		\$178,770	\$302.94	\$261,740						
	767-3,2, B757	\$183.35		\$158,414	\$268.45	\$231,941						
	B737-9	\$176.74		\$152,703	\$258.76	\$223,569						
	B737-8 & 7	\$175.82		\$151,908	\$257.42	\$222,411						
	A320/319	\$169.66		\$146,586	\$248.39	\$214,609						
	MD-88/90	\$166.62		\$143,960	\$243.94	\$210,764						
	B717, DC9	\$158.19		\$136,676	\$231.63	\$200,128						
	EMB-195	\$132.84		\$114,774	\$194.48	\$168,031						
	EMB-190, CRJ-900	\$112.99		\$97,623	\$165.46	\$142,957						
		3.B.2.d		4.B.1.b*	HRxMMGx12	3.B.2.d						
Hawaiian Airlines (Hawaiian)	B717	\$121.53	75	\$109,376	\$174.11	\$156,699	1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33 Days +25 = 38 Days	7.5 H/M without a sick call. 5.65 H/M with a sick call Max 1080**	0%	15%	20%	*Coming in 2017. **No max after pilots 59th birthday.
	B767 A330	\$144.58		\$130,119	\$207.13	\$186,417						
	A350*											
	3.D	3.F	HRxMMGx12	3.C	HRxMMGx12	6.B.1	12.A.1, 2 & 3					Contract 2010, as amended
United Airlines (United)	B747, B777 B787 B767-400	\$208.59	70	\$175,216	\$305.39	\$256,528	1-4 = 14 Days 5-10 = 21 Days 11-24 = 35 Days +25 = 42 Days	5 H/M Max 1300 Hrs New hires receive 60 hours after completing training.	0%	16**	20%	
	B767-200 B757-300	\$173.96		\$146,126	\$254.70	\$213,948						
	B737-8/9, A320	\$167.89		\$141,028	\$245.80	\$206,472						
	A319, B737-700	\$161.02		\$135,257	\$235.76	\$198,038						
		3-A-1		3-C-1-a	HRxMMGx12	3-A-1						
		Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays

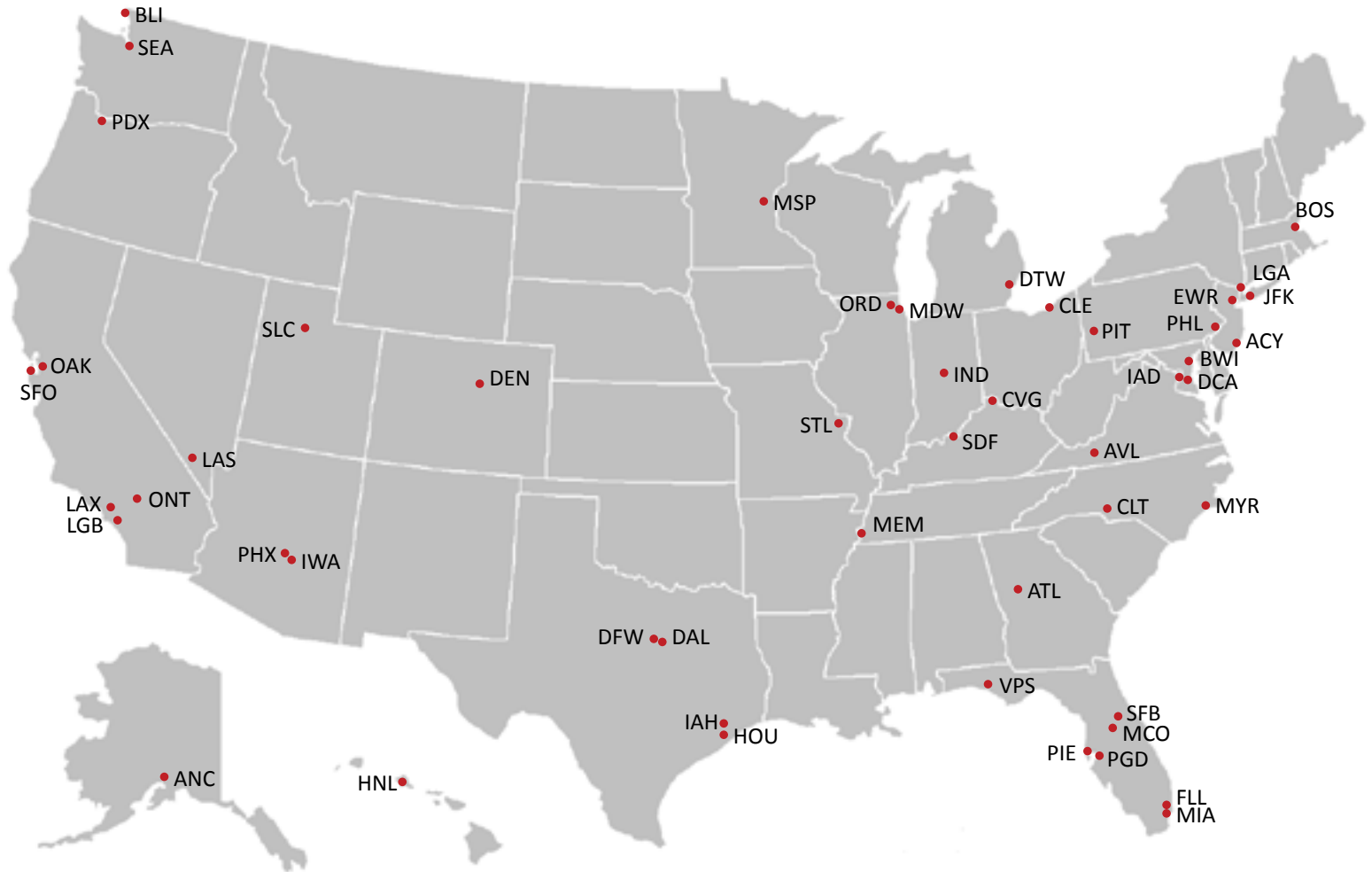
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# Additional Compensation Details

THE GRID

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	\$145.17	70	\$121,943	\$216.42	\$181,793	1 = 7 Days 2-4 = 14 Days 5-8 = 21 Days 9+ = 28 Days	4 H/M Max 600	5% at 200%*	None	EE - \$134 EE+Child - \$177 EE+Spouse - \$281 EE+Family - \$394	*The company will match 200% of what the pilot contributes up to 5%.
Frontier Airlines (Frontier)		3.CC	3.C	HRxMMGx12	3.CC	HRxMMGx12	9.A.1	10.A	4.C	4.C	5.A	Contract 2016, as amended
	A319, A320, A321*	\$100.01	75	\$90,009	\$166.68	\$150,012	1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days	1 Day / Month Max 120 Days	5% 1:2	After 3 years 2.2% up to 6% at 9 years		*A321 coming end of 2015
JetBlue Airways (JetBlue)		4.3		HRxMMGx12	4.3	HRxMMGx12	8.B	15.B.2 & 3	16.B.2	16.4		
	A320 family	\$148.71	70	\$124,916	\$218.66	\$183,674	0-5 = 108 Hrs 6-10 = 126 Hrs 11-15 = 144 Hrs 16-20 = 162 Hrs 21+ = 180 Hrs	Based on PTO accrual	5% 1:1	5% + 3%	None Specified	*70 line holder, 75 reserve: **Hours is based on PTO per year. Reference contract for more information
	E190	\$133.82		\$112,409	\$196.83	\$165,337						
Southwest Airlines (Southwest)			3.C*	HRxMMGx12		HRxMMGx12	3.J**	3.J	3.E	3.E	3.F.I	Agreement 2013, Currently in negotiations
	B737	\$157.36	85	\$160,507	\$224.80	\$229,296	1-5 = 14 Days 5-10 = 21 Days 10-18 = 28 Days +18 = 35 Days	1 TFP / 10 TFP** Max 1600 TFP	9.7% 1:1	-		*85/87/89 TFP based on days in bid period, **Trip for Pay (TFP) is the unit of compensation received.
Spirit Airlines (Spirit Wings)		4.C.1	4.H, 4.M*	HRxTFPx12	4.C.1	HRxTFPx12	11.B.2	12.B.1	19.B.2			Contract 2016, as amended
	A319 A320 A321	\$157.54	72	\$136,115	\$237.50	\$205,200	> 1 = 7 Days 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	5 H/M* 700 Hrs Max	0%	11%**	\$34 to \$754 depending on plan single, single +1, or family plan	*New hires start with 33 hours of sick time and accrue 3 H/M unit 12 months of service, ***1% annual increases up to 15%
Sun Country Airlines		3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1		28.C	27.B	Contract 2018, as amended
	B737NG	\$112.93	70	\$94,861	\$168.55	\$141,582	0-8 = 15 days 9-13 = 22 days +14 = 30 days	4 H/M	4%	2%	\$0 to \$300 depending on plan single, single +1 or family plan	
Virgin America (Red Wood)		Appendix A	4.A.1	HRxMMGx12	Appendix A	HRxMMGx12	7.A.1	14.A		28.B.2	27.A.2	
	A320	\$107.00	70	\$89,880	\$172.00	\$144,480	0-1 = 5 Days 1-5 = 15 Days +5 = 20 Days	5 H/M 80 and 480 Max**	125% of 6% contributed	-	-	*Reserves have a MMG of 75, 10.D.1, **Two sick banks, normal and catastrophic. Merging with Alaska Airlines
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				Rule book 2014
Cargo Airlines												
Atlas Air	B747 B767*	\$149.33	62	\$111,102	\$213.32	\$158,710	>5 = 14 days <6 = 21 days	1 Day / Month Max 24 Catastrophic 2 Days / Month*** No Max	10%****		Health 14-25% Dental 20-30%	*B767 pay is 91.97% of B747 pay, **First year is 50 hours MMG, Out-Base is 105 hours MMG, ***Catastrophic sick days accrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank, ****Company will match 50%
ABX Air		3.A.1	3.B.1**	HRxMMGx12	3.A.1	HRxMMGx12	7.A.1	14.A	28.A.1		Appendix 27-A	
	B-767	\$153.03	68	\$124,872.48	\$218.61	\$178,385.76	>1 = 1 Day/Mo 1-5 = 14 Days 5-15 = 21 Days 15+ = 28 Days	1 Day / Month No Max				
FedEx Express (FedEx)		19	19.D.1	HRxMMGx12	19	HRxMMGx12	10.A	9.A				
	A380	\$186.33	85	\$190,057	\$262.84	\$268,097	>1 = >15 days* 1-4 = 15 days 4-5 = 15 days** 5-9 = 22 days 9-10 = 22days** 10-19 = 29 days 19-20=29 days** +20 = 36 days	6 H/M		None, Pension plan(s) available	Pilot: \$61 / mo. Pilot + Family: \$230 / mo	*Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years, ***65 CH in 4 wks, 85 CH in 5 wks, 102 CH in 6 wks.
	Wide Body	\$174.15		\$177,633	\$245.65	\$250,563						
	Narrow Body	\$153.22		\$156,284	\$211.75	\$215,985						
Kalitta Air		3.C.1.a	4.A.1**	HRxMMGx12	3.C.1.a	HRxMMGx12	7.B	14.B.7.C		28	27.G.4.a	Contract 2006 as amended
	B747	\$168.70	64	\$129,562	\$249.67	\$191,747	1-4 = 14 Days 5+ = 21 Days	7 Days on first day; After 1st year .58 Days / Month Max 42	>10 2.5%* <10 5%*	None	>5 Yrs \$20/\$40** <5 Yrs No Cost	*The company will match 100% of the amount contributed. **\$20 for individual, \$40 for family (per mo nth)
UPS (UPS)		5.B.2	5.K	HRxMMGx12	5.B.1	HRxMMGx12	8.A	7.A	10.A		9.C.3	
	B757, B767, A300, B747, MD-11	\$212.69	75	\$207,373	\$300.00	\$292,500	1-4 = 14 Days 5-10 = 21 Days 11-19 = 28 Days 20+ = 35 Days	5.5 Hours Per Pay Period No Max		12%	\$50 to \$410* Per Month	*Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.
		12.B.2.g	12.D.1	HRxMMGx13*	12.B.2.g	HRxMMGx13*	11.A.1.b	9.A.1		15.A.1	6.G	Contract 2016 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes



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



# Regional Airlines

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



Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

Airline	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	4
ExpressJet (LXJT) (Accey)	EMB-145XR	\$45.26	75	\$40,734	\$98.18	\$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	4
	EMB-135									
	60-76 Seat C****	\$49.98		\$44,982	\$107.83	\$97,047				
ExpressJet (LASA) (Accey)	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	
	CRJ-200	\$46.44	75	\$41,796	\$101.80	\$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50% of 6% 7=75% of 6% 10=75% of 8%	
	CRJ-700, CRJ-900	\$48.48		\$43,632	\$109.33	\$98,397				
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	
SkyWest Airlines (Skywest)	EMB-120	\$37.15	75	\$35,664	\$76.21	\$73,162	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1.2-6%****	
	CRJ-200	\$45.77		\$41,193	\$106.67	\$96,003				
	CRJ-700	\$48.52		\$43,668	\$113.07	\$101,763				
	EMB-175	\$48.70		\$43,830	\$113.20	\$101,880				
	CRJ-900	\$50.00		\$45,000	\$117.00	\$105,300				

Sample only; refer to adjacent pages for actual information

## Abbreviations and Definitions:

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

**ALPA:** Air Line Pilots Association

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

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

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

**IBT:** International Brotherhood of Teamsters

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

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

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

**UTU:** United Transportation Union

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

# General Information

THE GRID

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
	Over 2,000 Pilots												
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	EV	\$7,500 w/ ERJ type*, \$1,000 Referral, \$10,000 Ret.**	\$300 / week & \$1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	\$1.85/hr	Sept 2011	2,530	United	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remaining after first year; **\$10,000 retention bonus at the end of 2018
			Online		Feb/15	4.C.2	Dec/2017						Contract 2004 as amended, Currently in negotiations,
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	EV	\$7,500 w/ CRJ type*, \$1,000 Referral, \$10,000 Ret.***	\$300 / week	Paid for by company; single occupancy	\$1.85/hr	June 2007**		Delta***, American	ALPA	Surface 3 LTE	ATL, DFW, DTW, LGA***	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remain after first year, **Will reduce from 5/2008 to 9/2010, ***Delta Connection in ATL, DTW & LGA closing by Nov. 2018; ****Bonus if on property until the end of contract with DAL
			Online	3.C.1		5.A.1	Sep/2017	Dec/2017					Contract 2007 as amended, Currently in negotiations;
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175	OO	\$7,500* Referral up to \$4,000	65 Hours	Paid for by company; dual occupancy, Company will pay 50% for single room	\$1.95 Eff. 7/1/2017	February 2017	4,550	United, American, Alaska, Delta	None	Surface 3 LTE	COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SEA, SFO, SLC, TUS SGU**	*\$7,500 w/ Part 121, 135 or type rating for any turbo jet over 12,500 lbs. **SGU is not a base, only HQ.
				3008.19.A	3015.6.A.1	3009.1.A	Dec/2017	Dec/2017					Pilot Agreement signed August 2015
Republic Airway (Republic)	EMB-170 EMB-175	RW	\$10,000* \$12,500**	\$1,600 first mo. then MMG	Paid for by company; single occupancy	\$1.95/hr Dom \$2.50/hr Int.***	April 2014	2,061	United, American, Delta	IBT	iPad Air	CMH, DCA, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR	*No Part 121 Experience, **Part 121 Experience; ***International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Dec/2017	Dec/2017					Contract 2015
Envoy formerly American Eagle (Envoy)	CRJ-700, EMB-145, EMB-175	MQ	Up to \$22,100* plus \$20,000 retention bonus**	64 hr MMG + 16 hrs per diem per day	Paid for by company; single occupancy	\$1.85/hr + \$0.05 increase in 2018, 2021 & 2024	Sept 2017	2,173	American	ALPA	iPad Air 2	DFW, ORD, LGA	*Dependent on aircraft assignment once hired; **Paid over two years in quarterly installments and after one year of service; ***Company projects less than 3 years for new hires to upgrade and 6 years to flow to American Airlines.
			Online	4.A	4.B	5.B.1	Dec/2017	Dec/2017					Contract 2003 as amended
	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
	500 - 2,000 Pilots												
Endeavor Air (Endeavor)	CRJ-200 CRJ900	9E	\$10,000*	MMG, but no per diem	Single Occupancy paid by company	\$1.80/hr	October 2017	1,905	Delta	ALPA	iPad 2**	JFK, DTW, MSP, LGA, ATL	Pay based on DOS+2 years, 1% increases every year, *\$10,000 training completion bonus, Starts Jan 1, 2018, **Company supplied
			Online	3.D.1, 5.D.4		5.D.1	Dec/2017	Dec/2017					Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	OH	\$16,520, \$5,000*, \$1000**, \$20,000***	\$38.50 / HR MMG & Per Diem	Paid for by company; single occupancy	\$1.75/hr	November 2016	1,582	American	ALPA	iPad	CLT, DCA, CVG DAY, TYS, PHL ORF	*Additional with CRJ type, **Referral bonus, ***Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time. ****20,000 retention bonus starting year 2, (\$2,500 per quarter for 2 years).
				3.F.1		5.A.1	Dec/2017	Dec/2017					Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200 CRJ-700 CRJ-900 EMB-175	YV	\$22,100* \$20,000**	76 Hours during training	Paid for by company; single occupancy	\$1.60/hr	March 2017	1,220	United, American	ALPA	iPad***	PHX, DFW, IAD, IAH	*Paid after completion of training **Paid after completion of year 3 ***Pilot must have an iPad, but company pays \$40 a month
			LOA 37	5.A.1	5.B.1	5.A.2	Dec/2017	Dec/2017					Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200	ZW	Yes \$33,000 \$4,000 or \$4,500*	2.5 hours per day	Paid for by company; single occupancy	\$1.75/hr dom \$1.80/hr int	Jan, 2014	534	American United	ALPA	iPad	ORD, IAD, MKE	*\$33,000 min bonus for all new hires. \$4,000 or \$4,500 referral bonus, later for Airmen Training Program
			Website	4.C	5.A.1	LOA 37	Dec/2017	Dec/2017					Contract 2003, Pilot data from 10/6/2014 seniority list.
Horizon Air (Horizon Air)	DH-8-Q400 ERJ-175	QX	None	16 credit hours per week & per diem	Paid for by company; double occupancy	\$1.80/hr	July 2014*	635	Alaska	IBT		ANC, BOI, GEG, MFR, PDX, SEA	*Upgrade time should be reduced as they explore more growth with the approval of the Alaska Air Group purchase of Virgin America.
				5.I.4	6.C	5.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	CP	\$17,500 Signing \$1,500 Referral Bonus	MMG & Per Diem*	Paid for by company; double occupancy	\$1.65/hr**	October 2015	659	Delta, American	ALPA	iPad	MSP, LAX, SEA	*Per diem only when not in base for sims; **DOS + 24 Mos. \$1.70,
				3.H, 5.B	5.B.3	5.B.1	Dec/2017	Dec/2017					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	G7	\$12,000** \$5,000***	\$23/hr @ 60 hr	Paid for by company; single occupancy	\$1.60/hr	December 2017	600	United, Delta	IBT		ORD, RDU, STL, DEN	*7 CRJ-900s being delivered by the end of 2015. **New hire bonus, ***With CL-65 type.
			Jan/2017	5.B.3	6.C	5.O	Dec/2017	Dec/2017					Contract 2016 as amended
	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
Under 500 Pilots													
Piedmont Airlines (Piedmont)	DH-8-100 DH-8-300 ERJ-145	PI	\$15,000	MMG + 1/2 per diem per day	Paid for by company; single occupancy	\$1.70/hr	January 2017	350	American	ALPA		PHL, MDT, ROA, SBY	*1,000 Hours of Part 121 flight time. **\$5,000 pilot referral bonus for employees.
			LOA 16	5.D.4	5.A.3	5.D.1	Dec/2017	Dec/2017					Contract 2013 as amended
Trans States Airlines (Waterski)	ERJ-145	AX	\$30,000*	\$35.81 @ 75 hrs or 4 hours per day	Paid for by company; Single occupancy	\$1.90/hr	June 2016	600	United, American	ALPA	iPad	IAD, STL, ORD DEN, RDU	*Paid out over 3 years, restrictions apply. <b>Attendance Bonus</b> 0 Sick Days Used \$1000, 1 Sick Day Used \$700, 2 Sick Days Used \$500, 3 Sick Days Used \$300
				3.C.1	5.A.1	5.C.1	Dec/2017	Jun/2016					Contract 2015 as amended
Cape Air (Kap)	ATR-42 C402 BN2	9K	None	40 Hours per week	Paid for by company; Single occupancy	\$37/overnight	Upon Reaching ATP Mins	100	Hyannis Air Service DBA Cape Air	IBT	No	New England, New York, Montana, Midwest, Caribbean & Micronesia (See Notes)	HYA, EWB, BOS, PVC, ACK, MVY, RUT, LEB, RKD, AUG, PVD, ALB, OGS, MSS, SLK, HPN, BIL, SDY, GDV, OLF, GGW, HVR, UIN, MWA, CGI, IRK, TBN, OWB, SJU, MAZ, STX, STT, EIS, GUM
				3.K.A	6.E.5.A	6.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Silver Airways (Silverwings)	Saab 340b	3M	\$12,000*	MMG & Per Diem	Paid for by company; single occupancy	\$1.85/hr	18 months	160	Self**	IBT		FLL, TPA, MCO, IAD	*\$3,000 after IOE, \$3,000 after 1 year, \$6,000 after 2 years; **11 Codeshares
						5.C	Jul/2015	Jul/2016					Contract 2011 as amended
Ameriflight, LLC (AMFlight)	EMB-120 EMB-110 BE190 & 99 SA227 C208 PA31	AM	None	\$9 - \$12.50 per hour* \$35 / Day Per Diem	Paid for by company; Single occupancy	\$1.45/hr	Immediate	185	UPS FedEx DHL Lantheus ACS Mallinckodt	None	iPad	DFW, BFI, PDX, SFO, BUR, ONT, PHX, ABQ, SLC, SAT, OMA, LAN, CVG, SDF, BUF, MHT, EWR, MIA, BQN, SJU	*Hourly rate in training depends on PIC, SIC and aircraft type.
							Oct/2015	Oct/2015					
CommuteAir (CommuteAir)	DH-8-100 DH-8-200 ERJ-145	C5	Up to \$15,000*	MMG	Paid for by company; single occupancy	\$1.80/hr	Apr/2017	291	United	ALPA	None	EWR, IAD, BTV**	*With ATP/CTP: \$7,000; Without ATP/CTP: \$2,000 free ATP/CTP course; \$5/121 PIC qualifying hour up to \$8,000 **BTV is only HQ
			Online	3.G	5.A.8	5.B.3	Dec/2017	Dec/2017					Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	Currently Not Operating Any More Flights												
Peninsula Airways (Peninsula)	Saab 340A, Saab 340B*	KS				\$50/day	2012	120		None		ANC, BOS	*\$1,100/Mo. Base Salary
							Oct/2014						Need contract
Seaborne Airlines (Seaborne)	DH-8-300 S340	BB				\$30/dom, \$50/int	January 2013	90				SJU, STX	
							Oct/2014						Need contract
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	C208, C207, PA31, B1900 DH-8	7H	\$15,000 for all pilots in 2017, \$5,000 referral	MMG	None, except during SIMs in SEA, Single	\$40.00 per over night	March 2015**	215	Ravn Alaska	None	iPad	ANC	*After 6 months pay goes to \$40 on B1900, first year pay adjusted for this. **Hageland pilots can transfer at any time once they hit ATP mins, so much uncertainty abounds
							Jun/2017	Jun/2017					Need contract
Island Air (Moku)	Q-400	WP	\$12,000	MMG*	Paid for by company if not in HNL; Single occupancy	None, On a RON, company will reimburse w/ receipt	July 2017	70	Codeshare with UAL	ALPA		HNL	Codeshare for United, Hawaiian and Go; *Reserve MMG at FO year one rate, if OE completed as a CA, CA year 1 rate paid retro
				3.C.1	11.P.3	4.J.1	Nov/2017	Nov/2017					Contract 2016 as amended
Total Pilots	20,604												
	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes

## Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Over 2,000 Pilots													
ExpressJet (LXJT) (Accey)	12/12 or 11 for reserve in 30 day month	Yes*	11 or 13; 15**	539	2 hr DPM***; 3.75 on day off	15 hours min per 4 day trip	None	None	100%	100% or 150/200% when red flag is up	\$150 / yr****	Company provided	*Reserves past show time only; **11 or 13 based on start time of duty, 15 hours max for reserve phone availability + duty time ***Duty Period Min; ****After completing first year
	21.D.1.b, 21.D.3.a	3.D.4	5.A & 21.I.4.b	-	8	3.D.5	-	-	6.A.2	21.H.9.d	24.H.3	-	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	12*/11	Yes	12.5, 14, 13.5, 11**	571	3:45	None	1:2**	None	100% Air / 50% ground	150%	\$17 / month after 90 Days	None	*Bid period with 30 days line holder is only 11 days off; **Based on start time ***1:1 after 12 hours of duty; ****After completing first year
	12.D.2	3.G.4	12.B.1	-	3.F.1 & 2	-	3.F.1 & 2	3.F.1 & 2	8.A.1 & 2	13.G	5.D.4	-	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	12	Yes*	FAA Part 117	188	4:12	None	1:2**	None	100%	150%	\$100/6 mo***	None	*Must remain on reserve for that period; **1:1 after 12 hrs; ***After completing first year and \$400 max
	3017.7.C.1.g	3008.12.A	3016.1	-	3017.3.A	-	-	-	3008.14.A	-	3009.3.A	-	Pilot Agreeemnt signed August 2015
Republic Airways (Republic or Shuttle)	12*	Yes**	14	217	4:12	See Trip Rig	1:2	1:4	75%	100%. Over 87 hours 125%***	Provided by company****	Company provided	*2 Golden Day Off (GDO) Periods per year, 1 GDO Period has 3 days off. **Only line holders and available for reassignment. ***Premium pay when available is 115%, 130% or 150%, ****Includes luggage
	23.E.1	3.E & F	23.C.1	-	3.B.2	-	3.B.3	3.B.4	3.G.1	3.C	4.B, C, F	-	Contract 2015
Envoy formerly American Eagle (Envoy)	11	Yes	FAA Part 117	616	3.9 Res 3.7 Line	None	None	None	75%	150% or 200%*	Pilots pay 50% except leather jacket 100%	Company provided	*200% only when critical coverage declared by company
	10.B.1	3.F.2	10.A.2	-	3.E.1 & 2	-	-	-	3.K	LOA	6.A	-	Contract 2003 as amended



# Contractual Work Rules

THE GRID

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
500 - 2,000 Pilots													
Endeavor Air (Endeavor)	12	Yes	14	501	4	25 Hours 5 Day Trip	None	None	100%	150% 200%**	New hires pay 50%, all others get \$240 per year*	None	*Starts 1/1/2015, **200% at company discretion.
	3.R.4	3.N.1	12.H.1	-	3.H.1	-	-	-	8.A	3.M.3	18.C, 18.H	26.A.1	Contract 2013 as amended
PSA Airlines (Bluestreak)	11	Yes*	13, 14.5 on CDO	195	3.5**	None	None	None	50%**	125% or 150%***	\$400****	None	*For line holders only with exceptions to open time pick ups; **with exceptions see contract section; ***Critical Coverage Pay per company; ****After 1 YOS
	12.D.1	3.I.1	12.A.1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	11	Yes*	FAA Part 117	187	None	None	None	None	62.5%	100% or 200%**	Company pays half of hat, topcoat, jacket, two pairs of pants.	None	*To line guarantee, **200% for junior manning and improper reassignments.
	12.B	3.G	12	-	-	-	-	-	6.A	3.H.9	5.E.2	-	Contract 2017 as amended
Air Wisconsin (Wisconsin)	12/12	Yes*	12, 14 or 13**	294	3 hours or Duty Rig	See Trip Rig	1:2	1:4	100%	150% or 200%***	\$260 / yr****	\$50*	*Once trip is awarded or assigned for all pilots **Based on start time. ***200% for critical trips. ****After completing first year
	25.E.8.a	3.D	12.B.1	-	3.C.1.c	-	3.C.1.a	3.C.1.b	3.E	3.B.1/LOA 37	18.C.2	18.E	Contract 2003 as amended
Horizon Air (Horizon Air)	13*	Yes	FAA Part 117	239	4**	See Trip Rig	50%***	25****	100%	150% or 200*****	\$200	None	*Bid period is 35 Days **4 hours for any trip that has one duty period, ***50% of the duty time, ****25% of trip time away from base. *****200% at company discretion
	7.A.4.a	5.B.3	7.A.2.a	-	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.4.2.d	26.M.5.A	-	Contract 2012 as amended
Compass Airlines (Compass)	11 or 12*	Yes**	FAA Part 117	392	4	None	None	None	80% air*** 75% ground	100%****	Company pays 1/2 of initial uniform, \$20/mo allowance	None	*12 days off during 31 day bid periods, **May be reassigned, ***85% after 5/1/17 ****150% premium pay per company
	12.E	4.D	12.C.3	-	4.B.1	-	-	-	8.A	3.G	26.3	26.C.1	Contract 2014 as amended
GoJet Airlines (Lindbergh)	11/12	Yes	FAA Part 117	165	4*	4*	None	None	75% 100% 2 DOS	150% 200%**	\$25 / Month	None	*With restrictions, report before Noon, finish after 5pm, **At company discretion,
	7.A.2.a	5.B.1	7.B	-	5.B.1	5.B.1	-	-	5.E	5.D	26.L.5	-	Contract 2016 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Under 500 Pilots													
Piedmont Airlines (Piedmont)	11	Yes	14	185	4	4 per day*	None	None	75% air; 50% ground	100%**	\$25 / month	None	*See examples in referenced contract section, **Unless available for premium pay
	25.C.2,3 & 4	3.G.4.a	LOA 12	-	3.G.3.a	3.G.3.a	-	-	8.B.5, 8.C.3	25.G	26.Y.4	-	Contract 2013 as amended
Trans States Airlines (Waterski)	12 line holders 11 reserves	Yes*	14	246	4**	None	None	None	100%	150% 200%***	\$25 / month	None	*Line Holders have Cancellation Pay - 100% line by line, block or better, **For reserves only, ***At discretion of company.
	25.B.3.a.2 & d.2	3.F	12.E.1	-	LOA 2011- 07	-	-	-	3.H.1	3.E.2	5.F.3	-	Contract 2011 as amended
Cape Air (Kap)	10	Yes	14	170	5	None*	None*	None*	100% for 135 50% for 121	100% or 150%**	Paid in full by company, no set amount per year. Reasonable amount.	Yes as needed	*Pilots are paid per duty hour not flight hour. **Paid above minimum, if it is over 40 hours per week, then it will be paid at 150%
	14.E.2	3.I	14.B	-	3.B.V.I.	-	-	-	3C1B	-	-	25.A.5	Contract 2012 as amended
Silver Airways (Silverwings)	11	Yes*	14	161	3, 4 on lost day	Greater of min day, credit, duty rig	1:2	None	50% for first 5 hours, then 100%	100%	\$150 / yr**	None	*Greater of line value or actual flown except for named storms, than 50%; **For replacement only.
	6.D.3 & 4	6.H.8.a	8.A.1	-	3.H	3.B.1	3.B.1.c	-	7.D.1	3.D	5.J	-	Contract 2011 as amended
Ameritlight, LLC (AMFlight)	Fly 4-5 days per week	Yes	FAA 135	NA	NA	NA	NA	NA	100%	100%	None	None	
CommutAir (CommutAir)	12/11	Yes	14	131	3.75	None	None	None	75%	100%*	\$17.50 per month (\$210 / yr)	None	*Additionally incentive offered at company discretion,
	25.C.1-25.C.2	3.E.1	12.B.1	-	3.D.2.a	-	-	-	8.A.2	3.F.1	5.D.3	-	Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	Currently Not Operating Any More Flights												
Peninsula Airways (Peninsula)	5 on 2 off												
Seaborne Airlines (Seaborne)	13												
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	10	No	FAA Part 117	NA	2.4	0	0	0	30%	100%	New Hire Paid by Company then \$80 per year	No	
Island Air (Moku)	11/12* Line Holder, 11/10** Reserve	Yes***	FAA Part 117	123	3.8	None	None	None	100%	150%	Company issues 3 shirts, pants, replaces as worn	None	*12 days off during 31 day months, **Reserves have 3 options, Standard (20 days on), Min (17) & Max (23); ***Average pay, can be reassigned
	10.C.1.d; 10.C.1.e.(4)	4.E.1	10.B		4.B	-	-	-	4.F.1	4.A.4	15.AA	-	Contract 2016 as amended

## Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
							Over 2,000 Pilots					
ExpressJet (LXJT (Accey))	EMB-145XR, EMB-145, EMB-135	\$45.26	75	\$40,734	\$98.18	\$88,362	<1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	<5 = 2.5% 5<10 = 4% 10<15 = 5% 15<20 = 5.5% 20+ = 6%	25%	*Based on YOS; **Prorated 7/12ths of a day per month. ***110 Additional hours may be accrued for any illness longer than 30 days, if more than 255 hours used at once accrual is 7 H/M. ****60-76 seat aircraft pay rates added with new contract extension, currently there are none on property.
	60-76 Seat A/C****	\$49.98		\$44,982	\$107.83	\$97,047						
ExpressJet (Accey)	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
	CRJ-200	\$46.44	75	\$41,796	\$101.80	\$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1-20% of 6% 2-30% of 6% 3-40% of 6% 4-6=50%of6% 7=75%of6% 10=75%of6%	None	30%	*Vesting based on YOS, **1.2 Days per month of employment.
	CRJ-700, CRJ-900	\$48.48		\$43,632	\$109.33	\$98,397						
SkyWest Airlines (Skywest)	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
	CRJ-200	\$48.10	75	\$43,290	\$112.09	\$100,881	<6m = 30.8 Hrs >5 = 36.96 Hrs >10 = 46 Hrs >15 = 49 Hrs >16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1-4 yrs, 4% 5-9 yrs, 6% 10 yrs, 10%	None	38%	*MMG for reserve pilots is 76. **Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards. ***H/M based on MMG of 75 hours. ****Based on YOS.
	CRJ-700	\$50.99		\$45,891	\$118.82	\$106,938						
	EMB-175	\$51.17		\$46,053	\$119.27	\$107,343						
	CRJ-900	\$51.94		\$46,746	\$121.05	\$108,945						
Republic Airways (Republic or Shuttle)	-	3027.2	3008.5 A.3*	HRxMMGx12	3027.1	HRxMMGx12	3011.1**	3012.1		-		Pilot Agreeemnt signed August 2015
	EMB-170 EMB-175	\$50.42	75	\$45,378	\$120.11	\$108,099	1 = 12.6 days 2 = 13.65 days 3 = 14.7 days 4 = 15.75 days 5 = 16.8 days 6 = 17.85 days 7 = 18.9 days 8 = 22.05 days 9 = 23.1 days 10 = 24.15	PDO* 1 Yr = 4.20 H/M 2 Yr = 4.55 H/M 3 Yr = 4.90 H/M 4 Yr = 5.25 H/M 5 Yr = 5.60 H/M 6 Yr = 5.95 H/M 7 Yr = 6.30 H/M 8 Yr = 7.35 H/M 9 Yr = 7.70 H/M 10 = 8.05 H/M No Max	<6 = 2.5% 6-13 = 4% 13+ = 6%	None	35% for Legacy PPO Medical Plan  25% for PHP Pilot Health Plan  35% for TPO Traditional PPO Plan	*Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day.
	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8.A.1***	8.A.1	14.K		14.E	Contract 2015
Envoy formerly American Eagle (Envoy)	EMB-145	\$39.78	75	\$35,802	\$89.12	\$80,208	<1yr = <7 dys*** 1-2yrs = 7 dys >2yrs = 14 dys >5yrs = 21 dys >16yrs = 28 dys	90dys-5yrs = 3.5hrs/month; >5 yrs = 4hrs/month	1-4 = 3.5% 5-9 = 5.25% 10-14 = 6.4% 15-19 = 7% 20+ = 8%	None	31% to 35% 1% increases per year	*New-hires are capped at 12th year pay for CA and 4 years for FO. **<1 is prorated.
	EMB-175				\$93.90	\$84,510						
	-	LOA**	LOA	HRxMMGx12	LOA*	HRxMMGx12	8	9.A	28.B**	28.B	28.A.3.b	Contract 2003 as amended
							500-2,000 Pilots					
Endeavor Air (Endeavor)	CRJ-200	\$65.74	75	\$59,166	\$117.70	\$105,930	<1yr=<7 dys*** 1. 2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	3.5 H/M	100% Match: 1-5 = 3% 5-10 = 5% 10-20 = 8% 20+ = 12.5% Vesting**	None	32% for medical (35% 1/1/15), 25% dental	*Pay based on DOS+2 years, 1% increases every year; **Based on YOS, ***>1 year prorated
	CRJ-900	\$67.09		\$60,381	\$122.20	\$109,980						
PSA Airlines (Bluestreak)	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A.3.b	14.A	28.B	28.B	27.A.2	Contract 2013 as amended
	CRJ-200	\$41.78	75	\$37,602	\$98.37	\$88,533	<1 = 7 days >2 = 14 days >7 = 21 days >14 = 28 days	0-5 = 3.5 H/M 5+ = 4 H/M 485 Max	50% Match: -5-5 = 2% 5-7 = 4% 7-10 = 8% 10+ = 8%*	-5-5 = 1.5% 5-7 = 2% 7-10 = 2.5% 10+ = 3.5%	27%	*75% after 10 YOS, **Vesting after 3 YOS.
	CRJ-700 CRJ-900	\$43.29		\$38,961	\$106.67	\$96,003						
Mesa Airlines (Air Shuttle)	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A	14.A	28.C**	28.C	27.B.4	Contract 2013 as amended
	C200/E145	\$52.00	76	\$47,424	\$92.58	\$84,433	<1 = 7 days >2 = 14 days >5 = 21 days >15 = 28 days >20 = 35 days	0-1 = 1.52 H/M 2-4 = 2.17 H/M +5 = 3.0 H/M	50% Match: 0-9 = 6% 10+ = 10%	None	Based on rates set by company and insurance provider	
	C700/E170				\$99.65	\$90,881						
	C900/E175				\$105.08	\$95,833						
Air Wisconsin (Wisconsin)	C900-C				\$108.00	\$98,496						
	-	3.A	4.A.1*	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A	Contract 2017 as amended
	CRJ-200*	\$49.98	75	\$44,982	\$109.29	\$98,361	<1 = 7 days >2 = 14 days >5 = 21 days >10 = 28 days >19 = 35 days	3.75 H/M Max 375	3-4% = 1% 5-6% = 2% 7% = 3% 8% = 4% 9% = 5%	3%	25%	*1.5% Pay Raise every year on October 1st., 3.A.2, **Pilot must contribute first percentages to get company matching (second percentage)
Horizon Air (Horizon Air)	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.B.2	14.A.1	28.B**	28.A	27.D.2.a	Contract 2003 as amended
	Q-400 ERJ-175	\$49.43	80.5	\$41,383	\$119.19	\$99,786	<5 = 14 days >5 = 28 days	3 H/M	6%	None	Company Discretion	*MMG based on 35 day bid period. Approximately 10.4 bid periods per year
Compass Airlines (Compass)	-	App. A.D	5.B.1	HRxMMGx10.4	App. A.B	HRxMMGx10.4	13.B	14.A.1	27.C	27.C	27.A	Contract 2012 as amended
	E-170, E-175	\$45.80	75	\$41,220	\$111.24	\$100,116	<1 = 7 days >1 = 14 days >5 = 21 days >15 = 28 days	0-2 = 3 H/M 2-5 = 3.25 H/M 5+ = 3.5 H/M Max 450	50% Match: 9m-4 = 4% 3-5 = 6% 6+ = 8%	None	29% Employee, 34% Family	*Contract is based on months of service for vacation accrual, converted to years for comparison, first year is prorated;
	-	3.D	4.A.1	HRxMMGx12	3.D	HRxMMGx12	7.A.2**	14.A	28.B.2	-	27.B.2	Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700	\$44.33	75	\$39,897	\$111.24	\$98,781	>1 = 7 days 2-5 = 14 days 6-13 = 21 days +14 = 28 days	0-2 = 2 H/M 2-6 = 3 H/M +6 = 4 H/M Max 300	9mo-2yr 4% 3-6 = 6% +7 = 8%*	None	Emp: \$147.78 Emp + 1: \$363.85 Emp + 2 or more \$554.44	Reserve MMG is 70, Line holder MMG is 74, *Company match 50%
	-	5.A.1.b	5.N.1	HRxMMGx12	5.A.1.a	HRxMMGx12	13.A.1	14.A	27.D.1	27.D	27.B.1	Contract 2016 as amended

# Additional Compensation Details

THE GRID

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
							Under 500 Pilots					
Piedmont Airlines (Piedmont)	Q-100, Q-300	\$40.33	75	\$36,297	\$89.98	\$80,982	> 1 = 5 days*** < 1 = 5 days 2-7 = 10 days 7-13 = 15 days +14 = 20 days	4 H/M	50% Match: <4 = 6% 4-9 = 9% 10-14 = 10% 15-19 = 11% 20+ = 12%	1%	Set amount** 2016 Max 17%	*50% match based on YOS. **See chart at referenced contract section; ***First year is prorated.
Trans States Airlines (Waterski)	-	3.B	3.C.1	HRxMMGx12	3.A	HRxMMGx12	7.A.4	14.A.1	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
	ERJ-145	\$45.67	75	\$41,103	\$106.07	\$95,463	< 1 = 7 days** 2-5 = 14 days 6-13 = 21 days +14 = 28 days	0-2 = 3 H/M 3-5 = 3.5 H/M +6 = 4 H/M 450 Max	9+ mos = 4% 3-6 = 6% 7+ = 8% 50% Match	None	35% Employee, 35.9% Emp +2	*Line holder lines built to a minimum 80 hours, **First year is prorated.
Cape Air (Kap)	-	3	3.C.1*	HRxMMGx12	3	HRxMMGx12	7.A.1	14.A	28.D	-	27.C.2	Contract 2011 as amended
	ATR-42, C402, BN2	\$12.72	40	\$26,458	\$30.02	\$62,442	1 = 7 Days 2 = 14 Days 5 = 21 Days +10 = 35 Days		up to 4%**	None	50%	*Pay is per duty hour and minimum pay per week is 40 hours; **25% matching
Silver Airways (Silverwings)	-		Per week*	HRxMMGx52		HRxMMGx52	8.A.1		5.G.1	-	5.A & B	Need contract
	Saab 340b	\$39.03	75	\$35,127	\$83.07	\$74,763	< 1 = 7 days** 2-6 = 14 days 7-10 = 21 days +11 = 28 days	4 H/M 160 Max	4%*	None	40% for employee, 75% for family	*25% matching, **First year prorated
AmeriFlight, LLC (AMFlight)	-	3.L	3.G	HRxMMGx12	3.L	HRxMMGx12	11.A.1	13.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
	All	Salary	160 Units of Pay	\$31,000	Salary	\$89,650	1.16 Days per month		5%	None	\$198 per month	
CommutAir (CommutAir)	Q-200, Q-300, ERJ-145	\$45.62	75	\$41,058	\$106.36	\$95,724	1 = 7 days 1-5 = 14 days 5-11 = 21 days 11+ = 28 days	2.5 H/M	up to 6%**	None	30.0%	*FO max out at 6 years, CA max out at 20 years ERJ. **50% based on YOS
	-	3.M	3.D.1*	HRxMMGx12	3.M	HRxMMGx12	7.A.1	14.A.2	28.D.1	28	27.C	Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	Currently Not Operating Any More Flights											
Peninsula Airways (Peninsula)	Saab 340A, Saab 340B*											
	-											Need contract
Seaborne Airlines (Seaborne)	DHC-6-300	\$44.00	75	\$39,600	\$93.00	\$83,700			Yes*			*Based on profitability
	S340	\$40.00		\$36,000	\$69.00	\$62,100						Need contract
	-			HRxMMGx12		HRxMMGx12						
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	B1900, DH-8	\$64.00	60	\$37,440	\$117.00	\$84,240	2.9 Hours Per Week	2 Days Per Year	2%	None	\$450-\$500 / Mo. \$750-\$800 / Mo.	
	-			HRxMMGx12		HRxMMGx12						Need contract
Iceland Air (Moku)	Q-400	\$61.88	80	\$59,405	\$123.60	\$118,656	< 1 = 15 days +3 = 19 days +5 = 23 days	7.6 H/M 480 Max 720 Max*	1-3 = 1% 3-6 = 5% 6-8 = 3% 8-10 = 2% 10-12 = 1% 12+ = 0%	1-3 = 1% 3-4 = 3% 4-5 = 4% 5-6 = 5% 6-8 = 7% 8-10 = 8% 10-12 = 9% 12+ = 10%	0% for employee, full cost for family, after 3rd year then 0% for all	*After 5 YOS.
	-	3.A	4.A.2	HRxMMGx12	3.A	HRxMMGx12	5.A	12.A.1	LOA 2	LOA 2	14.A	Contract 2016 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

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



## THE GRID



**ABQ** Albuquerque, NM  
Ameriflight, LLC

**ACK** Nantucket, MA  
Cape Air

**ALB** Albany, NY  
Cape Air

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

**ATL** Atlanta, GA  
ExpressJet Airlines

**AUG** Augusta, ME  
Cape Air

**BFI** Seattle, WA  
Ameriflight, LLC

**BIL** Billings, MT  
Cape Air

**BOI** Boise, ID  
Horizon Air

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

**BQN** Aguadilla, PR  
Ameriflight, LLC

**BUF** Buffalo, NY  
Ameriflight, LLC

**BUR** Burbank, CA  
Ameriflight, LLC

**CGI** Cape Girardeau, MO  
Cape Air

**CLE** Cleveland, OH  
ExpressJet Airlines

**CLT** Charlotte, NC  
PSA Airlines

**CMH** Columbus, OH  
Republic Airways

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

# Mainline Flight Attendants

## General Information

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Number of FA's	Union	Average Reserve Time	Most Junior Base	Most Senior Base	Bases	Notes
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	None	Company Provided; Double Occupancy			APFA				BOS, CLT, DCA, DFW, LAX, LGA, MIA, ORD, PHL, PHX, RDU, SFO, STL	
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	No hourly wage, \$24/day per diem	DoubleTree or Holiday Inn Express	\$24/day (\$1/hour)	1,000	TWU*		N/A**	N/A	BLI, FLL, HNL, IWA, LAS, OAK, PGD, PIE, SFB	Contract 2014, As Amended
Total Flight Attendants						1,000						
	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Number of FA's	Union	Average Reserve Time	Most Junior Base	Most Senior Base	Bases	Notes

## Contractual Work Rules

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

## Additional Compensation Details

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



# Regional Flight Attendants

## General Information

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

## Contractual Work Rules

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

## Additional Compensation Details

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

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Resume Critique

Interview Prep

### **Upcoming Virtual Pilot Job Fairs**

Friday, April 13<sup>th</sup>, 2018