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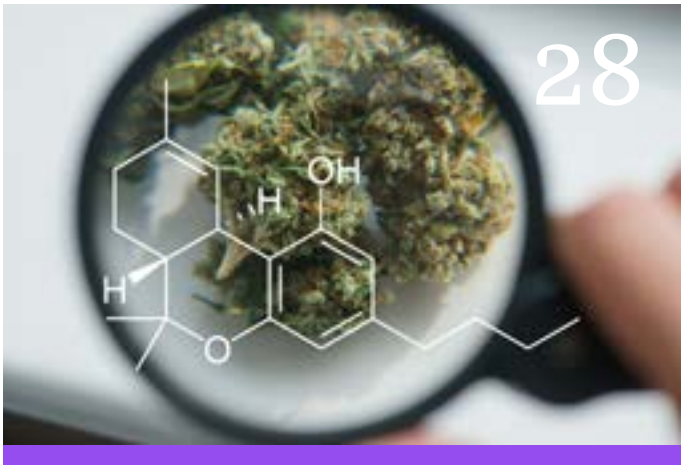

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UNITED EXPRESS

Dear readers,

Aero Crew News is proud of be adaptive, constantly growing and changing, looking for ways to serve our industry and expand our readership. Since our first issue, Aero Crew News' primary focus has been to feature airlines that are actively involved in pilot hiring. This month, we are excited to include flight attendant hiring, becoming more inclusive with our definition of "crew" in Aero Crew News.

Our first flight attendant feature is provided by Southwest Airlines! We encourage you to share the story with flight attendants you may know who are looking to advance their careers and become part of the "LUV team" (a term explained in the feature)!

If you work for an airline and would like us to feature your flight attendant hiring, please ask your hiring department to contact us at info@aerocrewnews.com.

Fly safely,

Craig D. Pieper

About the Publisher

Craig Pieper is the Publisher and Founder of Aero Crew News. Craig obtained his Bachelors of Science in Aeronautical Science, along with a minor in Aviation Weather, from Embry-Riddle Aeronautical University in 2001. Craig is also a 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.

May 2018

Last month Aero Crew News visits UPS in Louisville, KY; The UPS Legacy: A father and son share their love for aviation and UPS. Pilot Perspectives shares their experience with being a CFI, Why You Should Definitely Earn a Flight Instructor Certificate. Voyage concludes An Airline Captain's Secrets to Transformative Travel. Fitness Corner helps with stress in The Anti-Oxi-Dance to Reduce Stress. Safety Matters discusses the fundamental to all modern safety programs, Just Culture. Captain Mike, steps into the future in Leading the Way into NextGen. Skylaw is back with The Perils of Falsification; do you falsify your data? Envoy shares a story of one of their own in: Women With Wings. And, of course, there is always Aviator Bulletins with more aviation news from CommutAir, Envoy, DeerJet, PSA, Silver Airways, Desert Jet and Southwest Airlines.

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

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Deer Jet Launches Luxury Cruise Expeditions to Antarctica

Deer Jet has appointed the best equipped vessels with a wide range of luxurious amenities and facilities on board including outdoor heated whirlpools and SPA. Photos by Deer Jet.

Long recognized for its range of fine services on board customized private jets, luxury helicopters and super-yachts, now Deer Jet launches a new luxury cruise expedition service specially designed to lure the most discerning adventure lovers.

Antarctica is set to become the first destination on Deer Jet's portfolio of 'Luxury Cruise Expeditions'. Already taking bookings, the 14-days fully customized trips will take place between November and March this year.

Thanks to the global range of its comprehensive service network, Deer Jet has created one of the most luxurious cruise expedition to the Antarctica available to date, by offering many options of luxurious vessels, and fully customizing the cruise route and the ashore/offshore activities for each of its customers.

As an example, a guest can choose to take off from any point on the globe and begin this lifelong-lasting experience on one of Deer Jet's Gulfstream G650, a long-range aircraft featuring dining tables and full-size beds in a luxurious cabin finished with delicate leathers, rare woods and precious stones.

After landing on the Earth's southernmost continent, this guest will be able to arrange the path for its very own adventure by picking from a list of islands to visit around the Antarctica Peninsula including Frei Base, Livingston Island, Deception Island, Port Lockroy, Brown Bluff, Cuverville Island, Paradise Bay and Petermann Island.

While cruising on board one of the most luxurious cruise liners in the world, a rich choice of amenities, international cuisine and full range of appointed SPA, sports and wellness services are available. Equipped with their own luxury helicopter, submarine and yacht fleet, guests can choose to take off on an even more intimate sightseeing excursion.

Luxurious hotel suites on the seas, the latest of Deer Jet's travel adventures offers unlimited comforts on board some of the most luxurious cruise liners in the world.

On board the polar exploration vessels, Deer Jet's personal butlers can arrange a wide range of recreational and wellness activities for guests

On land, there is very extensive list of activities to choose from including mountain climbing, kayaking and scuba diving, as well as visits to a wide range of areas of interest including wildlife sites, historic sites, research stations, and areas of exceptional wilderness and aesthetic value.

According to the company, the International Association of Antarctica Tour Operators (IAATO), which promotes safe and environmentally responsible private-sector travel to the Antarctic, limits the number of ashore visitors to 100 and to 2-3 landings per day, making of this cruise expedition one of the most exclusive and rare of travel experiences. ACN

Deer Jet has chosen cruise liners which are a combination of luxury yachts and state-of-the-art expedition vessels

Flying Colours Receives Approval From European Aviation Safety Agency For ADS-B Out Installation On Bombardier Challenger 300 Aircraft.

Photo by Flying Colours

With the mandatory equipping of ADS-B OUT for aircraft flying in controlled European air space only two years away, Flying Colours Corp. has secured approval from the European Aviation Safety Agency (EASA) to install the tracking technology on Bombardier Challenger 300 airframes operating within its jurisdiction. The announcement, made just ahead of EBACE 2018, follows hard on the heels of gaining the same approval from Transport Canada Civil Aviation (TCCA), and complements the existing Federal Aviation Administration (FAA) approval issued in 2017. Flying Colours already holds supplemental type certificates for the installation of ADS-B Out equipment installation on Bombardier Challenger 600-2B16 (604 and 605), from the FAA, EASA and TCCA.

Flying Colours will maximize the latest approval during EBACE at Booth W105 when the executive team will outline key considerations and recommendations for ADS-B Out installations to delegates. To date Flying Colours has installed more than 30 ADS-B Out solutions on a variety of aircraft types, including 20 Challenger 604s in its home territory of North America.

It has prepared for the uptick in installation demand by investing in additional equipment, inventory and team members to boost its ADS-B Out installations by approximately 30%. The business currently has capacity for seven to ten installations per month across its two North American facilities with the St. Louis, KSUS facility operating 24/7 shifts to meet the demand. As a Bombardier Authorized Service Facility, the business has extensive maintenance experience on the Challenger 300 model and is well positioned to offer efficient, cost effective flight deck and cabin upgrades on the model.

Flying Colours has already received enquiries from European owners sourcing major flight deck and cabin upgrades. "We want to try and future proof the aircraft by giving owners the best advice in terms of avionics upgrades. For some European customers it is more attractive, and often more cost efficient, to bring their aircraft to our facilities to have maintenance, installation and interior upgrades all conducted under a single roof," explains Flying Colours Director of Sales Kevin Kliethermes. "This latest approval will help us support existing clients in their move towards NextGen capabilities, and hopefully attract new ones as the installation slots become rapidly booked up." The European mandate will come into force just six months after the North American obligation.

Flying Colours has also seen extensive growth in the company's avionics business overall with the team working on more than 30 different avionics projects in the last year. It has fitted the Pro Line 21™ Advanced package, Ku-band, Ka-band installations, and GoGo's latest AVANCE L3 and L5 systems, as well as outfitting the first Canadian registered aircraft with the Rockwell Collins network's Future Airspace Navigation System (FANS) 1/A upgrade, installed in combination with the ADS-B solution. "Our avionics business is growing, and as we add more approvals to the business, this will support continued development in this area" says Kliethermes. ACN

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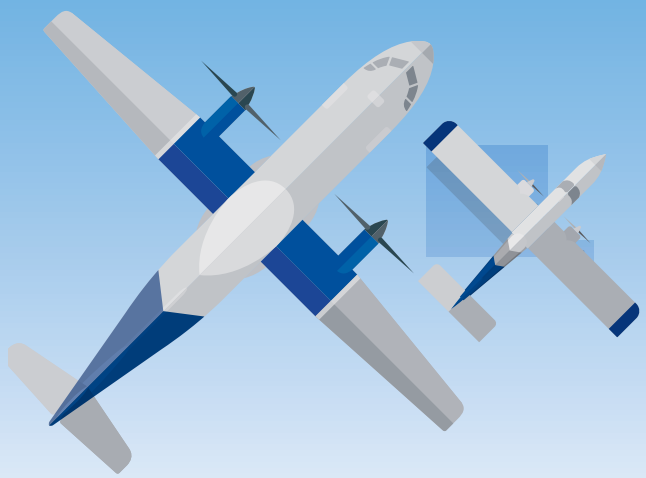

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Photo by CommutAir

Growth Talk with Chief Pilot David Fitzgerald

Corporate Growth and You

My name is David Fitzgerald, Chief Pilot at CommutAir. Two years ago, I joined CommutAir after 18 years at a larger Regional airline. I came to help shape the future of this United Express carrier after it reached an agreement with United for a 40% ownership stake, a commitment to triple the size of its fleet to up to 61 aircraft in 4 years, and first and fastest United Career Path Program.

Corporate growth landed me at CommutAir, but the most common question asked by current and future pilots is "David, how will CommutAir's corporate growth benefit me?"

Here's my answer:

Corporate Growth = Fly more, sit less: Every new jet that we receive adds about 275 hours of flying – requiring us to hire 11-12 new pilots. And practically every month, United's appetite for requisitioning Career Path Program (CPP) pilots continues unabated. Monthly aircraft deliv-

eries, combined with United CPP graduations means YOU move up the seniority list while accumulating hours for the UA-CPP.

So, get used to life on the line. With reserve periods of 5 months or less, the majority of our First Officers average 80+hours a month with 13-15 days off. And if you are looking for additional hours, simply sign up with Crew Scheduling for flying at incentive pay rates.

Corporate Growth increases the need for Captains: Why wear 3 stripes when we give you 4? As soon as you are near the 1,000 Part 121 equivalent hours mark, expect a call from me to sign you up for Captain Upgrade Training. As much as we need First Officers, our demand for Captains is even greater, which is why we guarantee Captain pay after 1 year.

Are you a seasoned Part 121 Pro? If so, keep your phone handy. Upgrade times are projected to be under 6 months with our next round of awards. By June, our junior-most Captain will be a November 2017 hire!

Corporate Growth is good for your logbook and your resume: Stand out from the pack when you interview with the network airlines with a well-rounded resume! A tripling fleet requires a capable infrastructure, and we plan to double our Flight Training Department, opening opportunities for line pilots to serve as Ground and Simulator Instructors, as well as Line Check Airmen. And no, you will not lose out on hours by becoming an instructor. Unlike other Regionals, at CommutAir, your instructor hours count towards your CPP requirements. It is your CFI days on steroids!

Finally, Corporate Growth quickly gets you in the RIGHT seat at United: CommutAir's CPP commitment to United is based on the size of CommutAir's pilot cadre. So the faster we grow, the faster you go to United. Punch your ticket to United Airlines soon after you accumulate 1,000 PIC hours. Where is the catch? There is none! Our United CPP is the fastest among competitors, and our growth will allow you to accumulate 1,000 PIC hours in 18 months or less.

Come beat the fastest CommutAir indoc to United indoc of 2 years and 10 days! The "final" call you receive at CommutAir is from United Airlines Pilot Recruiting – with your Class Date!

Every airline, including CommutAir, is offering similar compensation and similar sign-on bonuses. Every other airline markets "quick upgrades" and their equivalent of the CPP. Every airline is announcing growth plans (e.g., "10 airplanes soon"). So how do you make sense of the clutter? CORPORATE GROWTH! CommutAir is the only Regional with a confirmed triple-digit growth plan (300%).

And finally – a word about "culture."

Leaving CommutAir for United within 2 years may be your goal. However, my job - and part of our mission statement - is to provide for your comfort and maintain our family-like culture both in and out of the flight deck. You will notice it from Day 1 of Ground School, which culminates in an informal social at a local pub hosted by our CEO. You will notice it if you overnight in Cleveland and walk across to our HQ to mingle with the Dispatchers, Crew Schedulers and the rest of the office staff. And when on the line, I guarantee that you will create lifelong friends no matter where your career takes you.

If you have any questions for me or anyone at :

CommutAir, contact me at captainfitzgerald@commutair.com or pilotrecruting@commutair.com.

You can also follow us on Facebook, Instagram, LinkedIn, and Twitter or visit us on AirlineApps and Airline Pilot Central! ACN

David

Chief Pilot, CommutAir

Endeavor Air Captain Tyler Stargardt inspects the flaps of a CRJ-900 at Minneapolis-St. Paul International Airport. Photo by Endeavor Air

Endeavor Air's Delta Guaranteed Interview Program Makes Path to Delta Faster

For pilots looking for a career at Delta Air Lines, the fastest path to Delta just got faster. Endeavor Air, a wholly owned subsidiary of Delta, recently announced enhancements to its Delta Guaranteed Interview – DGI – Program that gives qualifying pilots a place in line ahead of the thousands of pilot applicants trying to secure the most coveted interview in the industry.

Prior to the May 25 announcement, pilots hired after January 6, 2015 as part of the DGI Program were required to serve 24 months as a captain at Endeavor. Under the new agreement, Endeavor pilots who meet all of Delta's hiring requirements now just need 18 months in the left seat at Endeavor. Additionally, Endeavor said for each month Delta is conducting interviews, the Minneapolis-based airline would double the amount of pilot candidates it sends to Delta each month – from 12 pilots previously, to 24 candidates a month. Endeavor also announced that pilots on property prior to January 6, 2015, would also be granted an additional interview at Delta if they elect to participate and meet program requirements.

"Through the DGI Program, Endeavor pilots will have an enhanced opportunity to join the 780 pilots who have already been hired at Delta during the past four years," said Joe Miller, Chief Operating Officer, in a memo sent to all Endeavor pilots. "The DGI Program will provide Endeavor pilots with an opportunity to work at the most respected global airline in the industry."

To learn more about the DGI Program, visit http://www.endeavorair.com/pilots. ACN

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Envoy Hits An Important Milestone

Operating 1,000 Flights A Day

Photo by Envoy

The consistent growth of Envoy's fleet has allowed Envoy to reach an important milestone in the operation. Starting June 8, Envoy will begin operating more than 1,000 flights per day under the American Eagle brand. Envoy Air Inc., is the largest wholly owned regional airline subsidiary of American Airlines Group (AAG).

This is an important step for Envoy, as one of the company's key strategic goals is to grow the fleet and consistently increase the number of flights available for American's customers.

It's a positive sign for all employees, but especially for pilots seeking a long-term career as a commercial airline pilot. As a wholly owned subsidiary, Envoy pilots are guaranteed to "flow through" to fly for American in seniority order, without having to complete an additional interview.

American recently announced plans to add 15 more 76-seat, two-class Embraer 175 aircraft to the Envoy fleet during 2019. These aircraft are in addition to the 10 Embraer 175 aircraft currently scheduled to begin arriving this fall.

As part of their announcement, American will also retain 15 options for additional Embraer 175 aircraft, that they may choose to exercise and place with Envoy at a future date. The firm orders will bring Envoy's E175 fleet to 69 by the end of 2019.

Envoy's President and CEO, Pedro Fábregas, attributes growth to the team's performance and commitment to providing outstanding service to American's customers. He also emphasized that every aircraft that is added to the fleet represents more jobs and greater opportunities for everyone at Envoy. "I want to thank each of our employees for continuously contribute to our success. To be able to operate 1,000 flights a day is a collective achievement that all our employees should feel proud to celebrate," said Fábregas.

Right after American announced its plans to place 15 more Embraer 175 (E175) aircraft with Envoy next year, American confirmed that Envoy can expect another 15 Embraer 145 (E145) aircraft to join the fleet in the coming months, with the first aircraft arriving after this summer and the remainder transitioning in monthly through early 2019.

"Together, our team has built the logistical capability and technical expertise to scale up the size of our E-Jet fleet," said Dee Temples, Senior Vice President of Air Operations. "These latest decisions to place additional aircraft to our Envoy's fleet reflect the confidence of American Airlines in our people."

Currently, Envoy is actively hiring for the pilots, flight attendants, mechanics and airport employees needed to support its growing operation at http://www.envoyair.com/careers/ ACN

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Staying Honest

Part of the "Ace It" Series

Written by: Cameron Shulak

Professional Pilots of Tomorrow's "Ace It" series highlights various tips and advice to help you succeed in interviews, checkrides, and through the aviation hiring processes. 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. Appropriate credit is always given for submissions.

Easily the most common question I hear pilots ask regarding job applications and airline hiring is, "Do I really need to put this on my application?" They might be referring to a failed checkride, a less than stellar performance in a training program, or a traffic ticket. It's an understandable question because it's tough to proffer a red mark on what is otherwise an impressive application. The questionable incident might have occurred many years ago, or might seem relatively insignificant, but the answer to the question is almost always the same.

Do I really need to put this on my app? Simply, the answer is pretty much always yes. Although applications differ from airline to airline, there is one thing that they all have in common – they are looking for complete and total honesty in your response to every question. If you don't know this before starting the application, the extensive fine print and disclaimers will definitely remind you. The questions are usually pretty specific in terms of what you absolutely need to disclose and what can be left out. (Usually, little to nothing can be omitted.) Be sure to read the questions carefully. An example of the rare occurrence where a past event can be omitted might be when an application asks for any criminal history, but specifically states to exclude traffic infractions. In this example, it's perfectly okay to leave out that traffic ticket, since including it would actually be in defiance of what the question asks.

Now, you might wonder why airlines care so much that you tell them everything? Well, aviation is a high-stakes industry in which a large majority of the job is done with no supervision. The Chief Pilot isn't always riding in your jumpseat, and the VP of Flight Ops isn't with you on the overnight. For this reason, airlines want to know that the pilots they hire are trustworthy and honest with relatively

clean histories and have totally disclosed their entire personal record. Their first way to test an applicant is by having him/her lay out their history on an application. Not only does this give the airlines a great picture of who you are as a pilot and what you've accomplished over your career, but it allows them to begin to judge how successful you might be in their operation.

Airlines want to affirm that you have nothing to hide. If for every question that starts with "Have you ever…" you can honestly answer, "No," great. But if you have an instance that qualifies, just let them know. If the application asks, "Have you ever failed a checkride?" it might be tempting to leave out that one minor stage check you had to redo in college, or the one maneuvers validation you had an issue with during airline training. However, airlines eventually get access to pretty much all of this information before you get to new hire training, so they're going to find out sooner or later. They're also going to run extensive background checks and get access to a whole collection of other information about your history, so it's extremely important that everything be disclosed on your application and in the interview. Disclosing all from the onset ensures that the airline is aware of everything and can make a hiring decision based upon the information. The worst possible situation is getting half way through new hire training to find you're being let go because the company found something in your records check that you didn't include on your application. That would put you in an even worse spot than not getting hired in the first place. Regardless, being totally honest during the hiring process is the high road to take and will keep you out of trouble for what will hopefully be a long and successful career at the airline you choose.

Now before you start worrying that you'll never get hired by your dream airline because you have that one checkride failure, let me offer some comfort in saying that perfect applications are extremely few and far between. You're definitely not going to be the only one in the applicant pool who has to list a failed checkride, or a traffic citation from your teenage years. To further help put you at ease, many airline recruiters will happily tell you that a limited number of these types of items on your application typically aren't going to keep you from getting that coveted interview. Airlines typically judge applications holistically, looking at the entire package. With the exception of a few major issues, one item isn't going to ruin the day.

Lastly, what is equally important to the airlines as what happened, is how you learned and grew from your mishaps. Addressing and correcting mistakes in a professional way shows a potential employer that you can take responsibility for your actions and make the situation right. In an interview, you very well may be asked what happened in a particular situation. Often, an interviewer won't explicitly ask you to explain how you bettered yourself from it, but this is a valuable thing to include in a response about a past incident. Airlines expect us to always be learning and growing as pilots; handling these situations in a positive way helps to demonstrate that you're going to be able to respond well to potential issues and learn from them when you're out flying the line on their behalf. ACN

Disclaimer: This article is provided as complimentary advice for PPOT's member base and other readers. While PPOT's mentors and writers are experienced aviation professionals, they can't be held responsible for any hiring decisions or results from following – or not following – the advice presented in this article or elsewhere within the PPOT organization. Always make your own educated decisions regarding your career and aviation hiring processes.

About the Author

Cameron Shulak is deeply connected to the aviation industry as an airline pilot, mentor, author, and volunteer. Read More…

Airline Pilot Wannabes: Never Lose Hope

How I Went From Private Pilot to Airline Captain in 23 Short Years!

It was August, 1966. I had 180 hours in my little black log book. The ink wasn't even dry on my instrument ticket but I was headed to Kansas City, Missouri to be interviewed for a "flight officer" position at Trans World Airlines. If I survived the stare down of the captain-interviewers, I would be given a physical and considered eligible for hire as a pilot for TWA.

The night before the interview my mind was racing as I thought about the recent whirlwind of commercial/instrument training that had just spit me out. Now, I was to be interviewed for my airline dream job.

In 90 days, I had trained for and completed my private pilot's license, my commercial and my instrument ratings at the old Flight Safety training academy at San Carlos airport. After passing my instrument ticket check ride, I was sure if I ever had to do a missed approach out of an ILS approach as part of the hiring procedure, I would screw it up. But as it turned out, in those days, they didn't require a simulator check to be hired. After all, how could they expect a 180 hour pilot to pass a sim check in a 707 full-motion simulator when all he'd had in his sweaty little hand was a throttle to make that Cessna top out at a measly 100 knots?

I remember not sleeping the night before the interview. I got up early walked around the corner and stared wide-eyed at the TWA training center at 12th and Baltimore streets in Kansas City. In my wildest dreams, I couldn't imagine being here and soon I would cross the threshold into that building and be considered for a pilot position at one of the premier airlines of its day. It also happened to be my first-choice employer.

When I walked into the TWA lobby, the receptionist smiled at me and told me to take a seat. The reception area had 15 or 20 straight back chairs arranged around its perimeter. Every chair was filled with a guy who looked like every other guy; dark suit, white shirt with a dark tie, and glossy black shoes. You know the look. I thought the secretary must be having a good laugh, watching guys like me sitting straight as a stick, well composed, looking dead-ahead, square jawed.

After a few minutes, I struck up a conversation with the guy on my right. He told me he had just returned from a tour in Vietnam. I asked him what he had flown over there and he answered, "Caribous." I asked him how many hours he had. "About 3000," he replied. I thought, What the heck am I doing here? If I sneak out now, maybe I can make the noon flight back to SFO. Except my return ticket isn't good until tomorrow. Okay, stay with it. I'm here now. Give it my best shot.

Then the Caribou driver pointed out another guy across the room and said, "That's a buddy of mine over there. He was in 'Nam with me, flew twin Otters, doesn't have as much time as me, only a couple thousand hours." Only a couple thousand hours! You're killin' me! Give me a break!

At this point, I really started to sweat. I tried to calm myself. I didn't want to go into the interview, smelling like a goat, and ruin one of the two white shirts I had brought with me; one for today and the other for the physical tomorrow.

Every time one of the office doors would open, a captain would stick his head out and call one of our names. As each suit filed separately into and out of one of the two interview offices, I could peer down the hallway. I noticed some of the guys were directed into a room on the left and some were directed to another on the right. I concluded that the guys with the most flight time were in the room on the right, and the room on the left held guys like me – the imposters, the wannabes, the rejects.

I was certain I was going to be herded out of the interview and into the room on the left with the other "untouchables!" Though I tried to not let my mind go there, I couldn't help myself. Just as I was trying to figure out how to slip out of the office without the receptionist noticing me, one of the captains came out of an office and called, "Mr. Botta?" That was it. I cinched up my skinny tie, patted down the lapels of my confirmation suit, walked into the office, and as I had read I should, I waited for the captain to invite me to sit down.

The captain immediately made me feel like I belonged there, which confused me. Why would he do that if he was only going to herd me out of his office and into the reject room? I thought, Oh well, I'm here, may as well see if I can compensate for my lack of flight time by being a really nice guy. He asked me a bunch of questions about flying, aerodynamics, weather, why I wanted to work for TWA, what kind of movies did I like, did I like girls, what I studied in college ¬– those kinds of questions. (The girl-question wouldn't fly these days.) He didn't bother to ask me about my flying time. Why the heck would he? It wasn't enough to make any difference! He was probably just being nice so I would say something complimentary about TWA on my return flight home.

Then he asked me a big one, "Why do you think you're qualified to fly for TWA with a Social Science degree? How do you think a Social Science degree prepared you to fly airplanes?" I can't remember what I told him but I stumbled through the rest of my answers, giving it my best shot with each one. I remember thinking, Man, I wish I had stuck with that mechanical engineering program at San Francisco State, even though I hated engineering. By the end of the interview, I was thinking I had done pretty well but probably not nearly well enough to make up for my measly 180 hours.

After a few more questions, the captain stood up, shook my hand and said, "Thanks for coming, Mr. Botta." It was way too formal, too polite. If I were hired, he would be giving me a hug or something, right? Then he opened the door, pointed down the hall to the door on the right and added, "Good luck, son." Oh well, at least they gave me a round trip ticket. They serve booze on the flight so I can get hammered on the way home with the other West Coast losers.

I walked about twenty feet down the hallway, hesitated for a second, then opened the door and sat down. I looked around to see about five guys sitting there. One asked, "How'd you do?" I said, "I have no idea, man. It seemed to go pretty well." Then I offered what I thought was my best rationale for not getting hired, "I was up against all you guys with thousands of hours. How did you expect me to get hired?"

Looking puzzled, he said, "Wait a minute, buddy. You do know we're the new hires right?" I looked at him and said, "What!? You gotta be kidding me! Are you sure?" Emphatically, he says, "Yeah, the other guys got escorted out of that other room and they're down in the lobby, waiting for a ride to the airport!" I started laughing, but I could feel my eyes overflowing with tears of joy.

At that moment I knew I could make it through the physical because my pulse was now back to something less than a hummingbird's and I still had a clean white shirt.

Little did I know it would take me twenty-three years to upgrade to captain owed to a host of industry and corporate setbacks. But nothing detracted from the sheer joy of getting paid to fly airplanes, travel to countries I had only read about, and be part of an aviation family that continually reminds me of the existence I was blessed to live for the better part of my life. Though things didn't go as planned, I finally found my own version of The Right Stuff. It was still the best job this guy could have – to be paid for never having to work a day in his life.

Bert is a retired TWA & NetJets captain. He writes about aviation and is published in many aviation industry magazines. He's also a mentor/coach for next generation airline pilots. 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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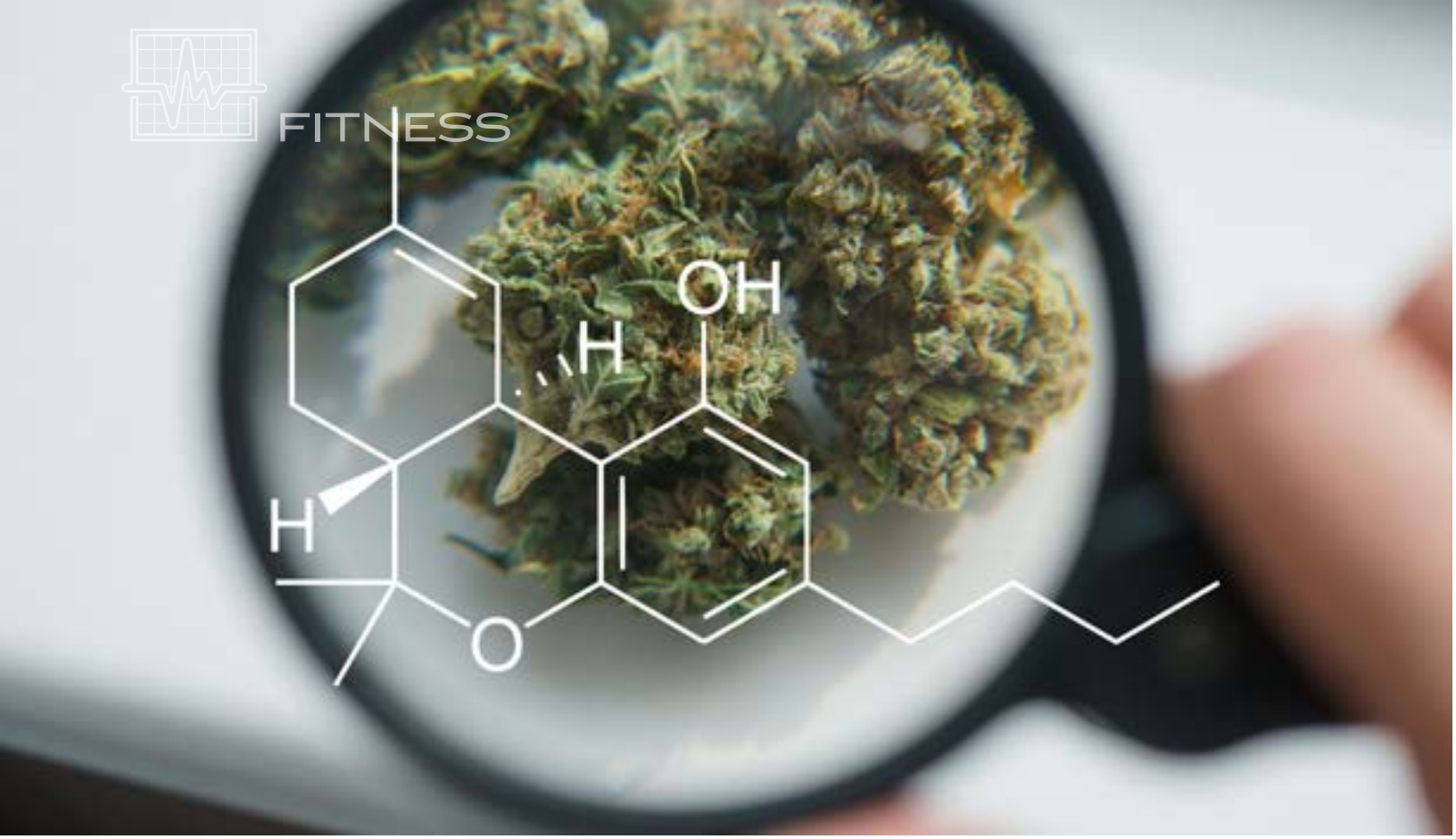

Cannabidiol (CBD) Oil: Is it a supplement? Is it a drug? Is it healthy for pilots?

By Max Wettstein

Opinion-only/Not medical or legal advice, check with local laws regarding legality, Aero Crew News does not endorse or promote the use of these products.

The other day I walked into my natural-foods-type grocery store, and no kidding, somebody walked up to the juice bar and ordered a smoothie with CBD oil in it. This immediately caught my attention. Is it legal to sell CBD oil in grocery store? And if so, is it real CBD oil or just a novelty gimmick? I live in California and I realize this is a state that is on the leading edge of the marijuana movement, but I didn't think you could just sell cannabis products right in a grocery store!

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That experience got me thinking. If someone, say a pilot, weren't really educated on cannabis products but was just trying to be 'healthy,' then they too, might ask to have CBD oil added to their smoothie, just as they would any other dietary supplement. That made me question that even though I had consumed hemp seeds for years, which are very healthy for you, I had no idea if I could safely or legally try hemp CBD oil.

Why would a publication for pilots be concerned with CBD oil, otherwise known as cannabidiol oil? We all know pilots do not use FAA-unapproved or FDA-controlled drugs, such as marijuana or cannabis. The FDA makes discretionary allowances to dietary supplements, (which are entirely unregulated) so perhaps CBD oil is simply the latest supplement panacea fueled by anecdotal hype. Can we now buy CBD oil at our local vitamin store? Or wait, is that only in certain states? And, is there any real science to support the claims made by those who herald its value? This is how I used to feel about CBD until it showed up for sale right in my grocery store, basically parked on the shelf between vitamin C and the Omega-3 EFAs.

As your pilot-fitness advocate, I knew it was time I finally became educated on CBD and hemp products. The FAA is way behind on CBD and hemp, as is the DEA and FDA. Read on and have no fear because I am about to sort this out for you – hemp vs. marijuana and CBD products.

At this point, we all have more questions than answers about CBD oil and all its panacea claims. But, you are probably certain that it is illegal for pilots to consume and that it will cause you to test positive on a drug test. I am certainly not here to advocate that you consume CBD (cannabidiol) in any of its forms – oils, lotions, capsules, sprays, tinctures, etc. I am here to raise awareness now that it is becoming readily available and popular in mainstream health culture. Many beneficial health claims have been made about CBD, and I'm not here to support those claims either. You must do your own research. But, let me help answer some common questions about hemp-sourced CBD, which is both non-toxic and non-psychoactive.

Hemp is a different plant than marijuana.

Both hemp and marijuana are in the Cannabis-Sativa plant family. However, marijuana contains much higher levels of the psychoactive, intoxicating cannabinoid THC, (tetrahydrocannabinol) than hemp. In fact, hemp contains less than 0.3% THC, while marijuana contains between 10-30%, depending on the variety. Hemp is a crop used commercially outside the U.S. that contains beneficial cannabidiol in its stalks and seeds making it a better source of CBD oil than marijuana, though marijuana also contains cannabidiol. Ironically, it is illegal to farm or grow hemp crops in the United States, though you cannot become intoxicated from it. It is not classified as a drug and it is very sustainable and has diverse commercial uses. Marijuana however, is now legal to grow in many states, including California and Colorado and has almost no commercial use other than medicinal, and is a controlled Schedule 1 drug by the DEA.

1. Hemp CBD oil is legal for sale in all states while marijuana CBD oil is not.

This is the main takeaway from this article. Remember this one thing: Hemp-sourced CBD oil contains only trace/negligible amounts of THC, (the psychoactive ingredient in marijuana) is non-toxic and is legally sold uncontrolled, while marijuana-sourced CBD oil does contain THC and can only be sold like a Schedule 1 drug or is in an FDA 'New Unapproved Drug' status. Ironically, Hemp-sourced CBD oil has to be imported into the United States since it is not permissible to grow hemp domestically. Companies can import hemp and extract the oil here.

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...

2. The FAA currently does not even address hemp or hemp products.

Hemp, as a plant or a whole-food, is not considered a drug, however it is a controlled-substance once it enters the U.S. The FDA currently considers hemp seeds a food and seems to be presently looking the other way when it comes to hemp CBD oil. The FDA has sent out official warning letters to a few companies selling CBD oil, but they were all selling marijuana-sourced CBD oil, not hemp-sourced. Whether or not you choose to consume or use hemp products, the FAA currently has no policy on the topic. However, as is the case with any supplement, medicine or even food, common sense applies toward consuming it before flying.

3. The FAA tests for THC not cannabidiol.

While there are trace amounts of THC in some hemp products, the amount is less than 0.3% and is considered negligible. However, the chance that hemp-sourced CBD oil may cause a positive THC result on a drug test, while very remote, is considered possible.

4. It's the Wild West out there.

The riskiest part for any consumer is that CBD products are mostly unregulated, so there are many companies jumping into this new market, without the knowledge or means to make a quality product. Some CBD oil products may have very little cannabidiol in them, while others may have higher than expected THC. The curiosity about CBD is on the rise, because marijuana is becoming legal in some states, and also because CBD oil seems to have suddenly become the buzz as the latest elixir for inflammation, pain, mood, and even for seizure and migraine prevention. As a consumer, you may want to wait until it is sold in a reputable store rather than trying to shop via the internet. There is much to be learned about CBD. Even the FDA is either looking the other way from companies who are selling hemp-sourced CBD oil, or in some cases, they are calling it a 'new unapproved drug.' This confusion is kind of silly when you realize that for decades, whole-food type markets have been selling hemp seeds as a natural food item, and they also contain some CBD.

5. Cannabidiol is a cannabis-plant cannabinoid – it is not THC.

I just want to close by clearing that up (laugh-out-loud)! CBD used to be discarded as useless or ignored by marijuana and hemp consumers alike. CBD is non-toxic and non-psychoactive. We all have natural cannabinoid-receptors in our brains and bodies. Recently, CBD has gained mainstream and popular culture attention for helping with pain-management, inflammation, mood improvement, and seizure and migraine prevention. However, to date, there are no clinical studies and little traditional science to support these anecdotal claims.

In conclusion, it is my opinion that, for now, you should forgo adding the CBD oil elixir to your post-workout smoothie. Though the novelty might be appealing and there is nothing to prohibit you from trying it, the potential for an impact to your profession does exist, however remote, because quality control of the products is minimal or non-existent. ACN

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The Seven Aviation Safety Sins:

When safety programs don't protect you

Written By: Scott Stahl

The overarching goal of aviation safety programs is to improve the overall safety of the industry. That seems reasonable to almost anyone in the industry. What may not be as obvious is that in order to achieve the goal, safety cultures must provide for the open sharing of sensitive information and must provide protections for those who participate in the system.

We have spent a lot of time discussing safety culture, safety programs and how modern safety systems rely on buy-in and participation from all stakeholders. In order to function, aviation safety programs provide legal protection for those reporting issues or mistakes. However, it is obviously not in the best interest of safety to protect anyone who may do something willfully not in the interest of safety. Specifically, to avoid abuse of the system, certain acts are exempted from the protections of safety programs and are subject to full legal prosecution.

I have often heard of these exemptions as "the seven sins of aviation." Here they are, in no particular order:

1) Reckless Conduct: This would include anything done in relation to an operation that is not conducted with safety as the highest priority. An example might be conducting aerobatics at an airshow without a waiver from the FAA, or otherwise needlessly endangering people or property. If any conduct is determined to be reckless by the appropriate committee, then the report will be excluded from any program providing protection, and action may be recommended.

2) Willful violation of any part of 14 CFR or 49 USC: This includes any policy, procedure, or regulation that was knowingly violated by the person reporting. Examples may include continuing an approach below minimums knowing that visibility requirements are not met, disregarding fuel reserve requirements resulting in an emergency, or

operating an aircraft knowing that certain components are not working or have not been deferred.

3) Intentional Falsification of Records: Essentially, this seeks to remove protection from someone who may have made a mistake, but subsequently changed records or documents in an attempt to obfuscate the error. An example might be unintentionally flying an airplane with equipment that was not properly repaired or deferred and then attempting to create a pre-dated logbook entry showing that it was deferred or repaired prior to the conduct of the operation. Another example might be documenting that required maintenance was performed even though it actually was not.

4) Alcohol: It is well understood and should go without saying that if someone operates an airplane while under the influence of alcohol, any subsequent issues or reports will be excluded from protection or accepted in the safety programs. An example would be someone who flies at more than the .04 BAC limit. It would also cover someone who is under the BAC limit, but who is still under the influence of the alcohol at the time of the operation.

5) Substance Abuse: This covers operations conducted under the influence of anything that is not alcohol but is a substance whose use is forbidden by law or whose use impairs safety and judgement. A likely example might be someone who flies an airplane while taking a medication that causes drowsiness or other impairment. These situations are obviously not protected under most safety programs.

6) Controlled Substances: Any act involving controlled substances, whether by operating under the influence of them or not, will typically exempt a report for inclusion. This could include trafficking drugs or precursor chemicals that are deemed "controlled" under the Controlled Substances Act.

7) Possible Criminal Activity: Using an airplane in any manner not described above that could be in conjunction with any other criminal activity would also not be subject to inclusion in a protected safety program. An example might be using an airplane to conduct an illegal transport operation.

It should be noted that one of the biggest factors to consider in all of this is that intent the main criteria for inclusion in a safety program that provides protection. The system is designed to accommodate and accept inevitable human error but not human behavior with malicious intent. Essentially, as long as the reporter was operating with the interest of safety in mind and was not actively engaging in illegal activity, their participation in the program will most likely be protected. ACN

About the Author

Scott Stahl is a contributor to Aero Crew news, with articles focusing on technical aviation subjects. Read More...

FEATURE

A Glimpse Into Becoming A Flight Attendant At Southwest Airlines

Photos by Southwest Airlines

As a widely-recognized great place to work, Southwest Airlines is fortunate to receive a high volume of interest in Flight Attendant positions. More than 20,000 candidates applied in 2016. When the position was finally posted again in February 2018, more than 28,000 external candidates applied. Southwest Airlines is known for hiring for attitude and training for skill, but the airline says it will never put skill over attitude. They look for People with clearly-defined expectations the airline has defined as Living and Working the Southwest Way. Living the Southwest Way means having a Warrior Spirit, a Servant's Heart, and a Fun-LUVing Attitude. Specific behaviors are attributed to each of those expectations. For Warrior Spirit, it's striving to be the best, displaying a sense of urgency, and never giving up. To demonstrate a Servant's Heart, an Employee will follow The Golden Rule, treat others with respect, and embrace the Southwest Family. Southwest Employees are known for Fun-LUVing Attitudes, and that includes being a passionate Team Player, not taking oneself too seriously, and celebrating successes. Working the Southwest Way includes wowing customers by delivering world-class Hospitality, creating memorable connections, and being famous for friendly service. Read on to hear firsthand from Southwest Airlines Flight Attendant Brian O'Donoghue about the journey to becoming a Flight Attendant at the nation's largest domestic air carrier.*

Why a Flight Attendant at Southwest?

My interest in interacting with people in a hands-on environment, traveling, and meeting new people prompted me to apply for a Flight Attendant position. I had some insight into what the job required—my wife, Maria is a Flight Attendant at another airline. And, I'd gotten to know many Flight Attendants through my job as a TSA Agent at the Denver International Airport

When I made the decision to become a Flight Attendant, I knew Southwest Airlines was the place for me. Quite simply, it is a great place to work and the best in the industry. There's an enthusiasm, spirit, and a company pride that is unmatched anywhere else. I can honestly say I look forward to going to work every day.

The application process

The application is a multi-step process. I started by creating a profile at southwest.com/careers. Then, on the day the position would be posted, I sat in front of my computer ready to submit my application the minute it opened. I knew in the past the position attracted enormous interest.

Upon successfully submitting my application, I was contacted via email by a People Department (HR) Representative. We communicated over a couple of months, and then I had a phone interview. The phone interview went well, and the next step involved a face-to-face interview in Dallas with the Recruiting Team. The face-to-face interview came about eight months after I initially submitted my application.

A few days after my interview in Dallas, I received a call saying that I had been recommended as a candidate and would be invited to training, pending the successful completion of a background check and drug test. This took some time to complete. I received my new hire package shortly after I was notified that I had completed the hiring process. The package contained a lot of valuable information about training, the expectations and requirements to be a successful candidate, and information on material needed to study for testing during training. Some of the study material included airport codes and public announcements that are necessary to memorize. I was ready to begin training!

Training at Southwest Airlines University

I have to admit that I had some nerves as I was leaving for training, but I was also excited. I was heading off to begin a career I had wanted for several years. Over the next four weeks of training, I made lifelong friends and memories.

The four weeks of training was undoubtedly stressful and challenging, but the feeling of happiness when we graduated is one of the highlights of my life to date. Our Trainers were excellent and pushed us all the way to being the best Flight Attendants in the business. I think of my Trainers as friends, and I am genuinely grateful for everything they did for us.

My first flight

I had the same nerves ahead of my first flight that I did going into training, but knew I was well prepared. I had a great Crew that was supportive and helpful. The Crew gave me advice and encouragement the entire three days I was with them. Over the past several months, I have flown with some genuinely great people, and the fantastic thing about being a Flight Attendant is you continue to learn every time you go to work. Every flight I learn something new from the Crew who has often been doing it for years before me.

I feel very fortunate to be where I am. Southwest Airlines is a fantastic company to work for—second to none—and the Flight Attendant position is a great one. I am grateful for the opportunity. It is by far the best job I have ever had. To me, it is more than just a great job--it is a career. I love going to work every day, and I sincerely hope that I am blessed to have many years with Southwest as a Flight Attendant. ACN

**Ranking based on the U.S. Department of Transportation's most recent reporting of domestic originating passengers boarded. During peak travel seasons*

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
							Legacy Airlines			
American Airlines (American)	Group I	$104.93		$90,659.52	[illegible]	$132,754				
	Group II	$160.28		$138,481.92	$234.67	$202,755	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M* Max 60**		
	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				
		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B		
Alaska Airlines (Alaska)	B737	$143.32	75	$128,988	$213.26	$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	> 5 Yr 5-10 Yr 10-15 Yr + 15 Yr
		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28
Delta Airlines (Delta)	747, 777	$184.59		$159,486	$270.25	$233,496				
	787	$176.83		$152,781	$258.90	$223,690				
	767-4, A330	$174.35		$150,638	$255.28	$220,562		1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170		
	767-3,2, B757	$154.50		$133,488	$226.21	$195,445				
	B737-9	$148.93		$128,676	$218.05	$188,395	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days			
	B737-8 & 7	$148.93	72	$128,676	$216.92	$187,419			0%	15

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.

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes
Legacy Airlines												
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	MALV 72-84 or 88*	Single Occupancy, Paid for by company	$2.30 Dom** $2.80 Int.**	AA - May/1999 US East Aug/2014 US West Sep/1998	14,738	10,538	APA	iPad	BOS, CLT, DCA, **DFW**, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL	*Monthly Average Line Value depends on pay group, **$0.05 increase 1/1/16
			6.D.1.d	7.A.5		Oct/2015	Dec/2017					Contract 2015, as amended
Alaska Airlines (Alaska)	B737	AS	85 Hours plus per diem	No Hotel During Initial Training	$2.15	2012	1,897	921	ALPA	iPad Air	**SEA**, ANC, LAX, PDX	Alaska bought Virgin America
			11.D.5.b	5.A.1	5.A.1	Dec/2017	Dec/2017					Contract 2013, as amended
Delta Air Lines (Delta)	B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90	DL	$3,888.29 / Month	Single Occupancy, Paid for by company for the first 8 days in class only.	$2.20 Dom., $2.70 Int.	February 2014	13,003	9,436	ALPA	Surface	**ATL**, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B	Feb/2016	Apr/2016					Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	A330, A350 B717, B767	HA	3 Hours per day, plus per diem		$2.00* $2.50 Int.		600		ALPA		**HNL**	*Interisland
			9.G.1									Contract 2010, as amended
United Airlines (United)	A350, B777, B787, B767, B757, B737, A320, A319	UA	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	$2.35 Dom* $2.70 Int.*	2006	11,240	8,786	ALPA	iPad	IAH, EWR, CLE, DEN, **ORD**, SFO, IAD, GUM, LAX	*$0.05 increase on Jan 1st.
			3-E	4-G-1, 9-E	4-A	Oct/2015	Dec/2017					Contract 2012 as amended

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	MMG	Single Occupancy, Paid for by company	$2.00	November 2017	873	73	IBT	iPad	AVL, BLI, CVG, FLL, IWA, **LAS,** LAX, MYR, OAK, PGD, PIE, PIT, SFB, VPS	*2018 to 2028
			3.P	6.A	3.Z	Dec/2017	Dec/2017	See Note*				Contract 2016, as amended
Frontier Airlines (Frontier)	A319, A320, A321	F9	MMG	No	$1.90	November 2014	1180	180	FAPA		DEN, ORD, MCO	*2018 to 2028
						Dec/2017	Dec/2017	See Note*				
JetBlue Airways (JetBlue)	A321, A320, A319, E190	B6	$2,500 per month	Single Occupancy, Paid for by company	$2.00	E:11/2013 A:12/2013	3,582	840	ALPA	Yes	**JFK**, BOS, FLL, MCO, LGB	
			Add A, Pg24	Add A, Pg24	11	Dec/2017	Dec/2017	Feb/2015				Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	WN	89, 87 or 85 TFP*	Single Occupancy, Paid for by company	$2.30 Dom. $2.80 Int.	August 2006	9,074	3,374	SWAPA	iPad	ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX, BWI	*Trip for Pay (TFP) is based upon number of days in the month
			4.K.6	4.T.1	4.T.3	Dec/2017	Dec/2017					Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	NK	$1,750*/mo	Single Occupancy, Paid for by company	$2.25	March 2015	1,821		ALPA		ACY, DFW, DTW, FLL, LAS, ORD	*Monthly payment is prorated and includes salary and per diem
			3.D.1	5.A.1	5.B.1	Dec/2017	Dec/2017					Contract 2018, as amended
Sun Country Airlines (Sun Country)	B737NG	SY	MMG	None	1/24th the IRS CONUS M&IE airline daily rate		289		ALPA	iPad	MSP	
			3.B	5.B.1	5.3		Aug/2016					
Virgin America (Redwood)	A319, A320	VX	$2,500 per month	None	$2.00	2012	820	157	ALPA	Nexis EFB	SFO, LAX, JFK EWR, LGA	Merging with Alaska Airlines
			10.J.1	3.B.e	10.I.1	Dec/2017	Dec/2017					Rule book 2014

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes

General Information

	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 unitl 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.I.1	24.O.2		Contract 2015, as ammended
Alaska Airlines (Alaska)	??/12	Yes	12:30* 10:00**	430	5	5 x number of days	1:2 or 1:1.75***	1:3.5	50% air & ground	150%	None, Dry cleaning reimburesment available on a trip 4 days or more	None	*Between 05:00-01:59, not to exceed 14 hours. **Between 02:00-04:59, not to exceed 11 hours. ***1:1.75 duty rig applies to duty between 22:00 - 06:00
	2	12.A	12.B		12.A.1.a	12.A.1.b	12.A.2.a	12.A.3	8.C.2	25.P.2	5.E		Contract 2013, as ammended
Delta Air Lines (Delta)	12,13,14 Reserve*		FAA 117 minus 30 minutes	559	2	ADG** = 5:15	1:2 or 1:1.75***	1:3.5	100% air, Chart 8.B.3 Ground	200%*****	None	None	*Days off depends on number of days in bid period and ALV. **Average Daily Guarantee, ***1:1.75 between 2200 - 0559, ****Green slip as approved by company
	12.N.2		12.D.1		4.H.1	12.J	12.K.1	12.L	8.B	23.U			Contract 2014, as ammended
Hawaiian Airlines (Hawaiian)	12 or 13 / 12	Yes	14, max 16 For int pilots. 12, max 14* 10, max 12*	361	2** or 4.17 GOP****		60% GOP****	1:4*** GOP****	100% air, 50% ground		Initial paid for by company and every 12 months		*Based on local start time for interisland pilots. **For reserve to report but no flying assigned, ***International pilots only, ****Greater of Provisions; scheduled, flown, duty rig or trip rig.
	10.G.1	4.B.3	10.D.1.a		4.C.1.a		4.C.2	4.C.3.a.2	7.B.1		5.E.1		Contract 2010, as 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 discreation of the company
	5-E-4, 5-E-5		5-F-1-a		5-G-2		5-G-1	5-G-3	3-A-3	20-H-4-a	4-G-2		Contrat 2012 as 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

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	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 negotionations
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	*Depedning on how many days in the bid period determines min days off, 28, 29, 30 or 31; **5 hours min average per day over trip
	5.E.2	4.H	5.M		4.I.2		4.I.1	4.I.3	4.L	4.S.5	2.A.4		Contract 2016, as ammended
Spirit Airlines (Spirit Wings)	13/12/15*	Yes	14 hours or 11.5 hours	241	4 or 4.5**			1:4.2	100% or 50%***	100% or 200%****	Pilot pays for initial uniform, replacements per schedule therafter	None	*Mixed Relief and Reserve, **4 for day trips and 4.5 for multi day trips, ***50% when deadheading to training, ****200% when designated by the company
	12.E.1	4.D.2	12.C		4.C.1.b			4.C.1.c	8.A.1 & 2	3.C.3	5.F.3		Contract 2018, as ammended
Sun Country Airlines	12 / 10 or 11*	Yes**	FAA 117	196	4		1:2	1:4.2	75%	150%	100%	Supplied in AC	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F	12.C				4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)	11/13	Yes*	60 Mins < FAA FDP	159	3.5	-	-	-	50% or 3.5 min	100%*	Initial paid for by company, then $230** per year	None	*Unless picked up at premium pay it is 150% add pay. **$30 per year for shipping costs. Merging with Alaska Airlines
	5.D.4	7.C.3.d.i	7.B.3.a.iii		App. G				8.F.3	3.b	2.D.1		Rule book 2014

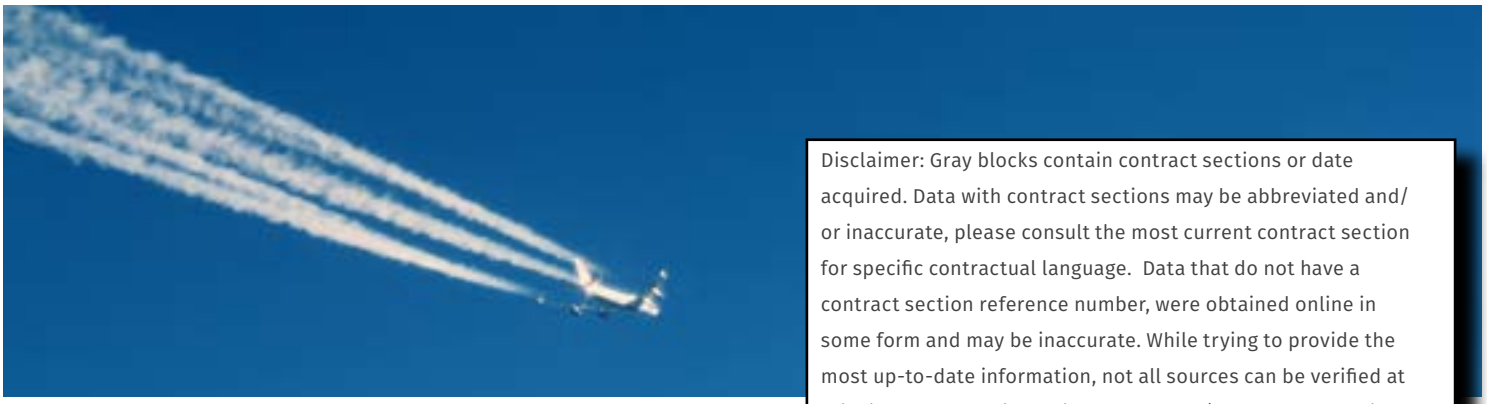
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						Cargo Airlines							
Atlas Air	13 in 30 14 in 31	None above minimum guarantee	14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more	332	None	None	None	1/4.95	1/2.85 Biz Class or better* or $300 comp	100%	Provided by the company	None	*Biz class only on international DH or when duty day exceeds 16 hours with DH.
			12.C						8.D, 8.A.3		30.A.2		
ABX Air	13 in 30 14 in 31		15 Hours May be extended to 16 hours	280	4.5				100% Air* 50% Air** 50% Ground	100%	Provided by the company	None	*100% pay credit on company aircraft; **50% pay credit on passenger 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 ammended
Kalitta Air	13 or 14*	Yes	Dom 16, 18, 20** Int 18, 26, 30**	127	1 hr or 3.65 (on Day off)				50%	150% on days off	$200 after first year. Initial paid by crewmember.	None	*13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double.
	2, pg 13		18.B.5		5.E & G				19.H	5.G	6.D.1 & 2		
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2016 as amended

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

Additional Compensation Details

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

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes



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Additional Compensation Details

Major Airlines

	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
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%.
		3.CC	3.C	HRxMMGx12	3.CC	HRxMMGx12	9.A.1	10.A	4.C	4.C	5.A	Contract 2016, as amended
Frontier Airlines (Frontier)	A319, A320, A321*	$100.01	75	$90,009	$166.68	$150,012	1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days	1 Day / Month Max 120 Days	5% 1:2	After 3 years 2.2% up to 6% at 9 years		*A321 coming end of 2015
		4.3		HRxMMGx12	4.3	HRxMMGx12	8.B	15.B.2 & 3	16.B.2	16.4		
JetBlue Airways (JetBlue)	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						
			3.C*	HRxMMGx12		HRxMMGx12	3.J**	3.J	3.E	3.E	3.F.i	Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	$157.36	85	$160,507	$224.80	$229,296	1-5 = 14 Days 5-10 = 21 Days 10-18 = 28 Days +18 = 35 Days	1 TFP / 10 TFP** Max 1600 TFP	9.7% 1:1	-		*85/87/89 TFP based on days in bid period, **Trip for Pay (TFP) is the unit of compensation received.
		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
Spirit Airlines (Spirit Wings)	A319 A320 A321	$157.54	72	$136,115	$237.50	$205,200	> 1 = 7 Days 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	5 H/M* 700 Hrs Max	0%	11%**	$34 to $754 depending on plan single, single +1, or family plan	*New hires start with 33 hours of sick time and accrue 3 H/M unitl 12 months of service, **1% annual increases up to 15%
		3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1		28.C	27.B	Contract 2018, as amended
Sun Country Airlines	B737NG	$112.93	70	$94,861	$168.55	$141,582	0-8 = 15 days 9-13 = 22 days +14 = 30 days	4 H/M	4%	2%	$0 to $300 depending on plan single, single +1 or family plan	
		Appendix A	4.A.1	HRxMMGx12	Appendix A	HRxMMGx12	7.A.1	14.A		28.B.2	27.A.2	
Virgin America (Red Wood)	A320	$107.00	70	$89,880	$172.00	$144,480	0-1 = 5 Days 1-5 = 15 Days +5 = 20 Days	5 H/M 80 and 480 Max**	125% of 6% contributed	-	-	*Reserves have a MMG of 75, 10.D.1, **Two sick banks, normal and catastrophic. Merging with Alaska Airlines
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				Rule book 2014

Cargo Airlines

	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
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 acrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank, ****Company will match 50%
		3.A.1	3.B.1**	HRxMMGx12	3.A.1	HRxMMGx12	7.A.1	14.A	28.A.1		Appendx 27-A	
ABX Air	B-767	$153.03	68	$124,872.48	$218.61	$178,385.76	>1 = 1 Day/Mo 1-5 = 14 Days 5-15 = 21 Days 15+ = 28 Days	1 Day / Month No Max				
		19	19.D.1	HRxMMGx12	19	HRxMMGx12	10.A	9.A				
FedEx Express (FedEx)	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						
		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
Kalitta Air	B747	$168.70	64	$129,562	$249.67	$191,747	1-4 = 14 Days 5+ = 21 Days	7 Days on first day; After 1st year .58 Days / Month Max 42	>10 2.5%* <10 5%*	None	>5 Yrs $20/$40** <6 Yrs No Cost	*The company will match 100% of the amount contributed. **$20 for individual, $40 for family (per mo nth)
		5.B.2	5.K	HRxMMGx12	5.B.1	HRxMMGx12	8.A	7.A	10.A		9.C.3	
UPS (UPS)	B757, B767, A300, B747, MD-11	$212.69	75	$207,373	$300.00	$292,500	1-4 = 14 Days 5-10 = 21 Days 11-19 = 28 Days 20+ = 35 Days	5.5 Hours Per Pay Period No Max		12%	$50 to $410* Per Month	*Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.
		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

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ANC **Anchorage, AK**
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FedEx Express
UPS

ATL **Atlanta, GA**
Delta Air Lines
Southwest Airlines

AVL **Asheville, NC**
Allegiant Air

BLI **Bellingham, WA**
Allegiant Air

BOS **Boston, MA**
American Airlines
JetBlue Airways

BWI **Baltimore, MD**
Southwest Airlines

CGN **Cologne, Germany**
FedEx Express

CLE **Cleveland, OH**
United Airlines

CLT **Charlotte, NC**
American Airlines

CVG **Cincinnati, OH**
Allegiant Air
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DAL **Dallas, TX**
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Virgin America

DCA **Washington, DC**
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DEN **Denver, CO**
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DFW **Dallas, TX**
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Spirit Airlines

DTW **Detroit, MI**
Delta Air Lines
Spirit Airlines

DOH **Doha, Qatar**
Qatar Airways

DXB **Dubai, United Emirates**
Emirates

EWR **Newark, NJ**
Delta Air Lines
United Airlines

FLL **Fort Lauderdale, FL**
Allegiant Air
JetBlue Airways
Spirit Airlines

GUM **Guam**
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HKG **Hong Kong**
FedEx Express

HNL **Honolulu, HI**
Hawaiian Airlines
Allegiant Air

HOU **Houston, TX**
Southwest Airlines

IAD **Washington, DC**
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IAH **Houston, TX**
United Airlines

IND **Indianapolis, IN**
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JFK **New York City, NY**
American Airlines
Delta Air Lines
JetBlue Airways
Virgin America

LAS **Las Vegas, NV**
Allegiant Air
Southwest Airlines
Spirit Airlines

LAX **Los Angeles, CA**
American Airlines
Alaska Airlines
Allegiant Air
Delta Air Lines
United Airlines
Virgin America
FedEx Express

LGA **New York City, NY**
Delta Air Lines
United Airlines

LGB **Long Beach, CA**
JetBlue Airways

MCO **Orlando, FL**
JetBlue Airways
Southwest Airlines
Frontier Airlines

MDW **Chicago, IL**
Southwest Airlines

MEM **Memphis, TN**
FedEx Express

MIA **Miami, FL**
American Airlines
UPS

MSP **Minneapolis, MN**
Delta Air Lines
Sun Country

MYR **Myrtle Beach, SC**
Allegiant Air

OAK **Oakland, CA**
Allegiant Air
Southwest Airlines

ONT **Ontario, CA**
UPS

ORD **Chicago, IL**
American Airlines
United Airlines
Frontier Airlines
Spirit Airlines

PDX **Portland, OR**
Alaska Airlines

PGD **Punta Gorda, FL**
Allegiant Air

PHL **Philadelphia, PA**
American Airlines

PHX **Phoenix, AZ**
American Airlines
Southwest Airlines

PIE **St. Petersburg, FL**
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PIT **Pittsburgh, PA**
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SDF **Louisville, KY**
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SEA **Seattle, WA**
Alaska Airlines
Delta Air Lines

SFB **Orlando, FL**
Allegiant Air

SFO **San Francisco, CA**
United Airlines
Virgin America

SLC **Salt Lake City, UT**
Delta Air Lines

STL **St. Louis, MO**
American Airlines

VPS **Fort Walton, FL**
Allegiant Air

Regional Airlines

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

Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	4
							Over 2,000 Pilots			
ExpressJet (LXJT (Accey)	EMB-145XR, EMB-145, EMB-135	$45.26	75	$40,734	$98.18	$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	
	60-76 Seat A/C****	$49.98		$44,982	$107.83	$97,047				
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	
ExpressJet (LASA) (Accey)	CRJ-200	$46.44	75	$41,796	$101.80	$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50%of6% 7=75% of 6% 10=75%of8%	
	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	80	$35,664	$76.21	$73,162	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1.2-6%****	
	CRJ-200	$45.77	75	$41,193	$106.67	$96,003				
	CRJ-700	$48.52		$43,668	$113.07	$101,763				
	EMB-175	$48.70		$43,830	$113.20	$101,880				
	CRJ-900	$50.00		$45,000	$117.00	$105,300				

Sample only; refer to adjacent pages for actual information

Abbreviations and Definitions:

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

ALPA: Air Line Pilots Association

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

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

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

IBT: International Brotherhood of Teamsters

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

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

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

UTU: United Transportation Union

YOS: Years of Service with the company.

	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	$2.05/hr Dom $2.60/hr Int.***	April 2014	2,061	United, American, Delta	IBT	iPad Air	CMH, DCA, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR	*No Part 121 Experience, **Part 121 Experience; ***International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Dec/2017	Dec/2017					Contract 2015
Envoy formally American Eagle (Envoy)	CRJ-700, EMB-145, EMB-175	MQ	Up to $22,100* plus $20,000 retention bonus**	64 hr MMG + 16 hrs per diem per day	Paid for by company; single occupancy	$1.85/hr + $0.05 increase in 2018, 2021 & 2024	Sept 2017	2,173	American	ALPA	iPad Air 2	DFW, ORD, LGA	*Dependent on aircraft assignment once hired; **Paid over two years in quarterly installments and after one year of service; ***Company projects less than 3 years for new hires to upgrade and 6 years to flow to American Airlines.
			Online	4.A	4.B	5.B.1	Dec/2017	Dec/2017					Contract 2003 as amended

	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 Referal Bonus	MMG & Per Diem*	Paid for by company; double occupancy	$1.65/hr**	October 2015	659	Delta, American	ALPA	iPad	PHX, LAX, SEA	*Per diem only when not in base for sims; **DOS + 24 Mos. $1.70,
				3.H, 5.B	5.B.3	5.B.1	Dec/2017	Dec/2017					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	G7	$12,000** $5,000***	$23/hr @ 60 hr	Paid for by company; single occupancy	$1.60/hr	December 2017	600	United, Delta	IBT		ORD, RDU, STL, DEN	*7 CRJ-900s being delivered by the end of 2015. **New hire bonus, ***With CL-65 type.
			Jan/2017	5.B.3	6.C	5.O	Dec/2017	Dec/2017					Contract 2016 as amended

Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes

General Information

	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 referal 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, restricitions apply. **Attendance Bonus** 0 Sick Days Used $1000, 1 Sick Day Used $700, 2 Sick Days Used $500, 3 Sick Days Used $300
				3.C.1	5.A.1	5.C.1	Dec/2017	Jun/2016					Contract 2015 as amended
Cape Air (Kap)	ATR-42 C402 BN2	9K	None	40 Hours per week	Paid for by company; Single occupancy	$37/ovemigh t	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 BE1900 & 99 SA227 C208 PA31	AM	None	$9 - $12.50 per hour* $35 / Day Per Diem	Paid for by company; Single occupancy	$1.45/hr	Immediate	185	UPS FedEx DHL Lantheus ACS Mallinckodt	None	iPad	**DFW**, BFI, PDX, SFO, BUR, ONT, PHX, ABQ, SLC, SAT, OMA, LAN, CVG, SDF, BUF, MHT, EWR, MIA, BQN, SJU	*Hourly rate in training depends on PIC, SIC and aircraft type.
							Oct/2015	Oct/2015					
CommutAir (CommutAir)	DH-8-100 DH-8-200 ERJ-145	C5	Up to $15,000*	MMG	Paid for by company; single occupancy	$1.80/hr	Apr/2017	291	United	ALPA	None	EWR, IAD, **BTV****	*With ATP/CTP: $7,000; Without ATP/CTP: $2,000 free ATP/CTP course; $5/121 PIC qualifying hour up to $8,000 **BTV is only HQ
			Online	3.G	5.A.8	5.B.3	Dec/2017	Dec/2017					Contract 2015 as amended
Peninsula Airways (Penisula)	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;
	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%, 150%, and 200%***	Provided by company****	Company provided	*2 Golden Day Off (GDO) Periods per year, 1 GDO Period has 3 days off. **Only line holders and available for reassignment. ***Company Discretion, 130% or 150%, ****Includes luggage
	23.E.1	3.E & F	23.C.1	-	3.B.2	-	3.B.3	3.B.4	3.G.1	3.C	4.B, C, F	-	Contract 2015
Envoy formally American Eagle (Envoy)	11	Yes	FAA Part 117	616	3.9 Res 3.7 Line	None	None	None	75%	150% or 200%*	Pilots pay 50% except leather jacket 100%	Company provided	*200% only when critical coverage declared by company
	10.B.1	3.F.2	10.A.2	-	3.E.1 & 2	-	-	-	3.K	LOA	6.A	-	Contract 2003 as amended

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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
						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,A1	-	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 ammended
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 ammended
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 discreation
	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 ammended
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 discreation,
	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 ammended

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						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 refenced contract section, **Unless available for premium pay
	25.C.2,3 & 4	3.G.4.a	LOA 12	-	3.G.3.a	3.G.3.a	-	-	8.B.5, 8,C,3	25.G	26.Y.4	-	Contract 2013 as amended
Trans States Airlines (Waterski)	12 line holders 11 reserves	Yes*	14	246	4**	None	None	None	100%	150% 200%***	$25 / month	None	*Line Holders have Cancellation Pay - 100% line by line, block or better, **For reserves only, ***At discretion of company.
	25.B.3.a.2 & d.2	3.F	12.E.1	-	LOA 2011-07	-	-	-	3.H.1	3.E.2	5.F.3	-	Contract 2011 as amended
Cape Air (Kap)	10	Yes	14	170	5	None*	None*	None*	100% for 135 50% for 121	100% or 150%**	Paid in full by company, no set amount per year. Reasonable amount.	Yes as needed	*Pilots are paid per duty hour not flight hour. **Paid above minimum, if it is over 40 hours per week, then it will be paid at 150%
	14.E.2	3.I	14.B	-	3.B.V.I.	-	-	-	3C1B	-	-	25.A.5	Contract 2012 as amended
Silver Airways (Silverwings)	11	Yes*	14	161	3, 4 on lost day	Greater of min day, credit, duty rig	1:2	None	50% for first 5 hours, then 100%	100%	$150 / yr**	None	*Greater of line value or actual flown except for named storms, than 50%; **For replacement only.
	6.D.3 & 4	6.H.8.a	8.A.1	-	3.H	3.B.1	3.B.1.c	-	7.D.1	3.D	5.J	-	Contract 2011 as amended
Ameriflight, LLC (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	*Additionaly incentive offered at company discretion,
	25.C.1-25.C.2	3.E.1	12.B.1	-	3.D.2.a	-	-	-	8.A.2	3.F.1	5.D.3	-	Contract 2015 as amended
Peninsula Airways (Penisula)	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
	10.C.1.d; 10.C.1.e.(4)	4.E.1	10.B		4.B	-	-	-	4.F.1	4.A.4	15.AA	-	Contract 2016 as amended

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

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 Additoinal hours may be accured for any illness longer than 30 days, if more than 255 hours used at once acrual is 7 H/M. ****60-76 seat aircraft pay rates added with new contract extension, currenlty there are none on property.
	60-76 Seat A/C****	$49.98		$44,982	$107.83	$97,047						
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	CRJ-200	$46.44	75	$41,796	$101.80	$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50%of6% 7=75% of 6%	None	30%	*Vesting based on YOS, **1.2 Days per month of employment.
	CRJ-700, CRJ-900	$48.48		$43,632	$109.33	$98,397						
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	CRJ-200	$48.10	75	$43,290	$112.09	$100,881	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1-4 yrs, 4% 5-9 yrs, 6% 10 yrs, 10%	None	38%	*MMG for reserve pilots is 76. **Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards. ***H/M based on MMG of 75 hours. ****Based on YOS.
	CRJ-700	$50.99		$45,891	$118.82	$106,938						
	EMB-175	$51.17		$46,053	$119.27	$107,343						
	CRJ-900	$51.94		$46,746	$121.05	$108,945						
	-	3027.2	3008.5.A.3*	HRxMMGx12	3027.1	HRxMMGx12	3011.1**	3012.1		-		Pilot Agreeemnt signed August 2015
Republic Airways (Republic or Shuttle)	EMB-170 EMB-175	$57.43	75	$51,687	$129.39	$116,451	1 = 12.6 days 2 = 13.65 days 3 = 14.7 days 4 = 15.75 days 5 = 16.8 days 6 = 17.85 days 7 = 18.9 days 8 = 22.05 days 9 = 23.1 days 10 = 24.15	PDO* 1 Yr = 4.25 H/M 2 Yr = 4.94 H/M 3 Yr = 5.55 H/M 4-6 Yr = 6.00 H/M 7-9 Yr = 8.00 H/M 10-12 Yr = 12.00 H/M 13-15 Yr = 9.30 H/M 16+ Yr = 10.00 H/M No Max	1-5 = 3% 6-12 = 5% 13-15 =7% 16+ = 8%	None	35% for Legacy PPO Medical Plan 25% for PHP Pilot Health Plan 35% for TPO Traditional PPO Plan	*Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day.
	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8.A.1***	8.A.1	14.K		14.E	Contract 2015
Envoy formally American Eagle (Envoy)	EMB-145	$39.78	75	$35,802	$89.12	$80,208	<1yr = <7 dys*** 1-2yrs = 7 dys >2yrs = 14 dys >7yrs = 21 dys >16yrs = 28 dys	90dys-5yrs = 3.5hrs/month; >5 yrs = 4hrs/month	1-4 = 3.5% 5-9 = 5.25% 10-14 = 6.4% 15-19 = 7% 20+ = 8%	None	31% to 35% 1% increases per year	*New-hires are capped at 12th year pay for CA and 4 years for FO. **<1 is prorated.
	EMB-175				$93.90	$84,510						
	-	LOA**	LOA	HRxMMGx12	LOA*	HRxMMGx12	8	9.A	28.B**	28.B	28.A.3.b	Contract 2003 as amended

	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
						500-2,000 Pilots						
Endeavor Air (Endeavor)	CRJ-200	$65.74	75	$59,166	$117.70	$105,930	<1yr=<7 dys*** 1-2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	3.5 H/M	100% Match: 1-5 = 3% 5-10 = 5% 10-20 = 8% 20+ = 12.5% Vesting**	None	32% for medical (35% 1/1/15), 25% dental	*Pay based on DOS+2 years, 1% increases every year; **Based on YOS, ***>1 year prorated
	CRJ-900	$67.09		$60,381	$122.20	$109,980						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A.3.b	14.A	28.B	28.B	27.A.2	Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200	$41.78	75	$37,602	$98.37	$88,533	< 1 = 7 days > 2 = 14 days > 7 = 21 days >14 = 28 days	0-5 = 3.5 H/M 5+ = 4 H/M 485 Max	50% Match: .5-5 = 2% 5-7 = 4% 7-10 = 8% 10+ = 8%*	.5-5 = 1.5% 5-7 = 2% 7-10 = 2.5% 10+ = 3.5%	27%	*75% after 10 YOS, **Vesting after 3 YOS.
	CRJ-700 CRJ-900	$43.29		$38,961	$106.67	$96,003						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A	14.A	28.C**	28.C	27.B.4	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	C200/E145	$52.00	76	$47,424	$92.58	$84,433	< 1 = 7 days > 2 = 14 days > 5 = 21 days >15 = 28 days > 20 = 35 days	0-1 = 1.52 H/M 2-4 = 2.17 H/M +5 = 3.0 H/M	50% Match: 0-9 = 6% 10+ = 10%	None	Based on rates set by company and insurance provider	
	C700/E170				$99.65	$90,881						
	C900/E175				$105.08	$95,833						
	C900-C				$108.00	$98,496						
	-	3.A	4.A.1*	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A	Contract 2017 as amended
Air Wisconsin (Wisconsin)	CRJ-200*	$49.98	75	$44,982	$109.29	$98,361	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days	3.75 H/M Max 375	3-4% = 1% 5-6% = 2% 7% = 3% 8% = 4% 9% = 5%	3%	25%	*1.5% Pay Raise every year on October 1st., 3.A.2, **Pilot must contribute first percentages to get company matching (second percentage)
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.B.2	14.A.1	28.B**	28.A	27.D.2.a	Contract 2003 as amended
Horizon Air (Horizon Air)	Q-400 ERJ-175	$49.43	80.5	$41,383	$119.19	$99,786	< 5 = 14 days > 5 = 28 days	3 H/M	6%	None	Company Discretion	*MMG based on 35 day bid period. Approximately 10.4 bid periods per year
	-	App. A.D	5.B.1	HRxMMGx10.4	App. A.B	HRxMMGx10.4	13.B	14.A.1	27.C	27.C	27.A	Contract 2012 as amended
Compass Airlines (Compass)	E-170, E-175	$45.80	75	$41,220	$111.24	$100,116	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	0-2 = 3 H/M 2-5 = 3.25 H/M 5+ = 3.5 H/M Max 450	50% Match: 9m-4 = 4% 3-5 = 6% 6+ = 8%	None	29% Employee, 34% Family	*Contract is based on months of service for vacation accural, 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

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

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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
						Under 500 Pilots						
Piedmont Airlines (Piedmont)	Q-100, Q-300	$40.33	75	$36,297	$89.98	$80,982	> 1 = 5 days*** < 1= 5 days 2-7 = 10 days 7-13 = 15 days +14 = 20 days	4 H/M	50% Match: <4 = 6% 4-9 = 9% 10-14 = 10% 15-19 = 11& 20+ = 12%	1%	Set amount** 2016 Max 17%	*50% match based on YOS, **See chart at referenced contract section; ***First year is prorated.
	-	3.B	3.C.1	HRxMMGx12	3.A	HRxMMGx12	7.A.4	14.A.1	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
Trans States Airlines (Waterski)	ERJ-145	$45.67	75	$41,103	$106.07	$95,463	< 1 = 7 days** 2 - 5 = 14 days 6 -13 = 21 days +14 = 28 days	0-2 = 3 H/M 3-5 = 3.5 H/M +6 = 4 H/M 450 Max	9+ mos = 4% 3-6 = 6% 7+ = 8% 50% Match	None	35% Employee, 35.9% Emp +2	*Line holder lines built to a minimum 80 hours, **First year is prorated.
	-	3	3.C.1*	HRxMMGx12	3	HRxMMGx12	7.A.1	14.A	28.D	-	27.C.2	Contract 2011 as amended
Cape Air (Kap)	ATR-42, C402, BN2	$12.72	40	$26,458	$30.02	$62,442	1 = 7 Days 2 = 14 Days 5 = 21 Days + 10 = 35 Days		up to 4%**	None	50%	*Pay is per duty hour and minimum pay per week is 40 hours; **25% matching
	-		Per week*	HRxMMGx52		HRxMMGx52	8.A.1		5.G.1	-	5.A & B	Need contract
Silver Airways (Silverwings)	Saab 340b	$39.03	75	$35,127	$83.07	$74,763	< 1 = 7 days** 2-6 = 14 days 7-10 = 21 days +11 = 28 days	4 H/M 160 Max	4%*	None	40% for employee, 75% for family	*25% matching, **First year prorated
	-	3.L	3.G	HRxMMGx12	3.L	HRxMMGx12	11.A.1	13.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	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
Peninsula Airways (Penisula)	Saab 340A, Saab 340B*											
	-											Need contract
Seaborne Airlines (Seaborne)	DHC-6-300	$44.00	75	$39,600	$93.00	$83,700			Yes*			*Based on profitability
	S340	$40.00		$36,000	$69.00	$62,100						
	-			HRxMMGx12		HRxMMGx12						Need contract
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	B1900, DH-8	$64.00	60	$37,440	$117.00	$84,240	2.9 Hours Per Week	2 Days Per Year	2%	None	$450-$500 / Mo. $750-$800 / Mo.	
	-			HRxMMGx12		HRxMMGx12						Need contract
Island Air (Moku)	Q-400	$61.88	80	$59,405	$123.60	$118,656	< 1 = 15 days +3 = 19 days +5 = 23 days	7.6 H/M 480 Max 720 Max*	1-3 = 1% 3-6 = 5% 6-8 = 3% 8-10 = 2% 10-12 = 1% 12+ = 0%	1-3 = 1% 3-4 = 3% 4-5 = 4% 5-6 = 5% 6-8 = 7% 8-10 = 8% 10-12 = 9% 12+ = 10%	0% for employee, full cost for family, after 3rd year then 0% for all	*After 5 YOS.
	-	3.A	4.A.2	HRxMMGx12	3.A	HRxMMGx12	5.A	12.A.1	LOA 2	LOA 2	14.A	Contract 2016 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

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ABQ **Albuquerque, NM**
Ameriflight, LLC

ACK **Nantucket, MA**
Cape Air

ALB **Albany, NY**
Cape Air

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

ATL **Atlanta, GA**
ExpressJet Airlines
Endeavor Air

AUG **Augusta, ME**
Cape Air

BFI **Seattle, WA**
Ameriflight, LLC

BIL **Billings, MT**
Cape Air

BOI **Boise, ID**
Horizon Air

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

BQN **Aguadilla, PR**
Ameriflight, LLC

BUF **Buffalo, NY**
Ameriflight, LLC

BUR **Burbank, CA**
Ameriflight, LLC

CGI **Cape Girardeau, MO**
Cape Air

CLE **Cleveland, OH**
ExpressJet Airlines

CLT **Charlotte, NC**
PSA Airlines

CMH **Columbus, OH**
Republic Airways

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CVG Cincinnati, OH
Ameriflight, LLC
PSA Airlines

DAY Dayton, OH
PSA Airlines

DCA Washington, DC
Republic Airways
PSA Airlines

DEN Denver, CO
Skywest Airlines
GoJet Airlines
Great Lakes Airlines

DFW Dallas, TX
ExpressJet Airlines
Envoy
Ameriflight, LLC
Mesa Airlines

DTW Detroit, MI
ExpressJet Airlines
Endeavor Air
Compass Airlines

EIS Tortola, BVI
Cape Air

EWB New Bedford, MA
Cape Air

EWR Newark, NJ
ExpressJet Airlines
Republic Airways
Ameriflight, LLC
CommutAir

FAT Fresno, CA
Skywest Airlines

FLL Fort Lauderdale, FL
Silver Airways

GDV Glendive, MT
Cape Air

GEG Spokane, WA
Horizon Air

GGW Glasgow, MT
Cape Air

GUM Guam
Cape Air

HNL Honolulu, HI
Island Air

HPN White Plains, NY
Cape Air

HVR Havre, MT
Cape Air

HYA Hyannis, MA
Cape Air

IAD Washington, DC
Mesa Airlines
Trans States Airlines
Silver Airways
CommutAir
Air Wisconsin

IAH Houston, TX
ExpressJet Airlines
Skywest Airlines
Mesa Airlines

IND Indianapolis, IN
Republic Airways

IRK Kirksville, MO
Cape Air

JFK New York City, NY
Endeavor Air

LAN Lansing, MI
Ameriflight, LLC

LAX Los Angeles, CA
Skywest Airlines
Compass Airlines

LEB Lebanon, NH
Cape Air

LGA New York City, NY
ExpressJet Airlines
Republic Airways
Endeavor Air

MAZ Mayaguez, PR
Cape Air

MCI Kansas City, MO
Republic Airways

MCO Orlando, FL
Silver Airways

MDT Harrisburg, PA
Piedmont Airlines

MFR Medford, OR
Horizon Air

MHT Manchester, NH
Ameriflight, LLC

MIA Miami, FL
Republic Airways
Ameriflight, LLC

MKE Milwaukee, WI
Air Wisconsin

MSP Minneapolis, MN
Skywest Airlines
Endeavor Air
Compass Airlines

MSS Massena, NY
Cape Air

MVY Martha's Vineyard, MA
Cape Air

MWA Marion, IL
Cape Air

OGS Ogdebsburg, NY
Cape Air

OLF Wolf Point, MT
Cape Air

OMA Omaha, NE
Ameriflight, LLC

ONT Ontario, CA
Ameriflight, LLC

ORD Chicago, IL
ExpressJet Airlines
Skywest Airlines
Republic Airways
Envoy
GoJet Airlines
Trans States Airlines
Air Wisconsin

ORF Norfolk, VA
PSA Airlines

OWB Owensboro, KY
Cape Air

PDX Portland, OR
Skywest Airlines
Horizon Air
Ameriflight, LLC

PHL Philadelphia, PA
Republic Airways
PSA Airlines
Piedmont Airlines

PHX Phoenix, AZ
Skywest Airlines
Mesa Airlines
Ameriflight, LLC
Great Lakes Airlines

PIT Pittsburgh, PA
Republic Airways

PSP Palm Springs, CA
Skywest Airlines

PVC Provincetown, MA
Cape Air

PVD Providence, RI
Cape Air

RDU Raleigh-Durham, NC
GoJet Airlines

RKD Rockland, ME
Cape Air

ROA Roanoke, VA
Piedmont Airlines

RUT Rutland, VT
Cape Air

SAT San Antonio, TX
Ameriflight, LLC

SBY Salisbury, MD
Piedmont Airlines

SDF Louisville, KY
Ameriflight, LLC

SDY Sidney, MT
Cape Air

SEA Seattle, WA
Skywest Airlines
Horizon Air
Compass Airlines

SFO San Francisco, CA
Skywest Airlines
Ameriflight, LLC

SJU San Juan, PR
Ameriflight, LLC
Seaborne Airways
Cape Air

SLC Salt Lake City, UT
Skywest Airlines
Ameriflight, LLC

SLK Saranac Lake, NY
Cape Air

STL St. Louis, MO
GoJet Airlines
Trans States Airlines

STT St. Thomas, USVI
Cape Air

STX St. Croix, USVI
Seaborne Airways
Cape Air

TBN Fort Leonard Wood, MO
Cape Air

TPA Tampa, FL
Silver Airways

TUS Tucson, AZ
Skywest Airlines

TYS Knoxville, TN
PSA Airlines

UIN Quincy, IL
Cape Air

Mainline Flight Attendants

General Information

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Number of FA's	Union	Average Reserve Time	Most Junior Base	Most Senior Base	Bases	Notes
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	None	Company Provided; Double Occupancy			APFA				BOS, CLT, DCA, DFW, LAX, LGA, MIA, ORD, PHL, PHX, RDU, SFO, STL	
												Contract 2014, As Amended
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	No hourly wage, $24/day perdiem	DoubleTree or Holiday Inn Express	$24/day ($1/hour)	1,000	TWU*		N/A**	N/A	BLI, FLL, HNL, IWA, **LAS,** OAK, PGD, PIE, SFB	*(currently in contract negotiations) **F/A candidates are allowed to give preference of base during interview process. We do out best to accommodate those requests, but cannot always place candidates at their first preference
						May/2016						
Total Flight Attendants						1,000						

| | Aircraft Types | 2 Digit Code | Pay During Training | Hotel during new hire training | Per Diem | Number of FA's | Union | Average Reserve Time | Most Junior Base | Most Senior Base | Bases | Notes |

Contractual Work Rules

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

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Min Day Credit | Min Trip Credit | Incentive Pay | Downtown Hotel | Deadhead Pay | Open time pay | Uniform Reimbursement | Job Shares Available | Jetway Trades | Notes |

Additional Compensation Details

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

| | Aircraft Types | FA Starting Pay | MMG | Base Pay | FA Top Out Pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |

Regional Flight Attendants

General Information

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Do Business For	Number of Flight Attendants	Union	Average Reserve Time	Most Junior Base	Most Senior Base	Bases	Notes
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	EV	None	None	Dual Occupancy Paid for by company*	$1.70	United American		IAM				EWR, **IAH**, ORD, CLE, DFW**	*If FA lives 25 miles or more away from traning 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 guaranee	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						

Aero Crew Solutions is a group of professionals committed to providing you outstanding service to solve your employment needs. We do this by hosting job fairs throughout the United States. We also provide various career services that include career consulting, application review, interview prep and résumé services.

Career Services

Application Review	Career Consulting
Resume Critique	Interview Prep

Upcoming Virtual Pilot Job Fairs

Friday, July 13th, 2018

Friday, October 26th, 2018

AeroCrewSolutions.com

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