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Republic Airways
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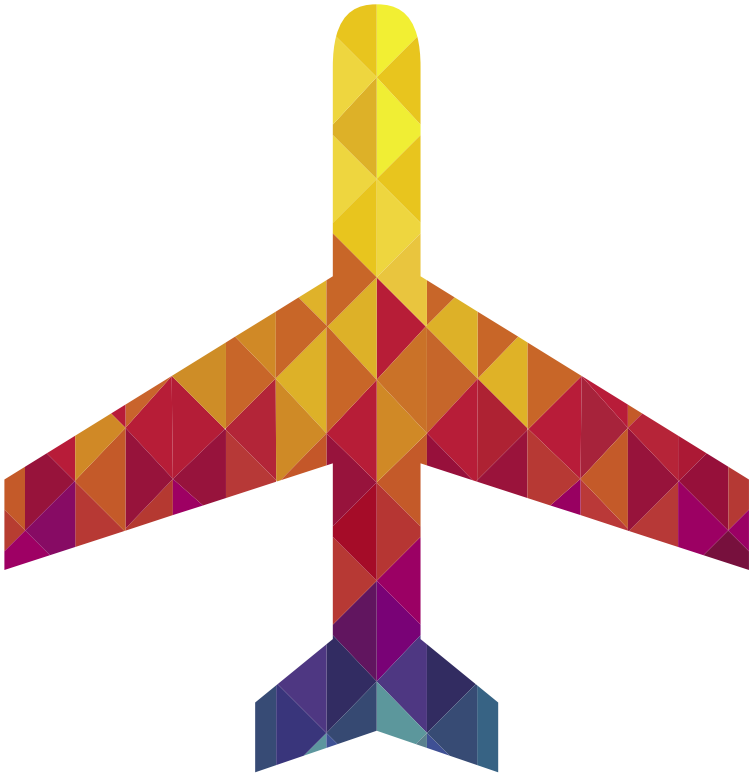

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NGPA WINTER WARM-UP & INDUSTRY EXPO / PALM SPRINGS, CA 01.21-24/2016

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Dear readers,

As summer winds down once again, we shift gears from lazy summer days to the back-to-school and work grinds. As pilots, we know September is our slowest month of the year owed to exactly that ¬– school starting and the end to our biggest travel season. I try to find comfort in the predictability of the cycles of our lives.

This month, we take a look at pilots helping others by volunteering their time, talents and their planes to transport people in need. I encourage you to read our feature to gain an understanding of the heroic work done by these aviators. For those who volunteer in this way, we all thank you.

This month we observe another anniversary of 9/11 and we are all reminded of the devastation and destruction of that tragic day. Imbedded in my memory is the smoke rising from NYC that could be seen for miles and miles. Never Forget.

Fly safe,

Craig D. Pieper

Craig D. Pieper

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

About the Publisher

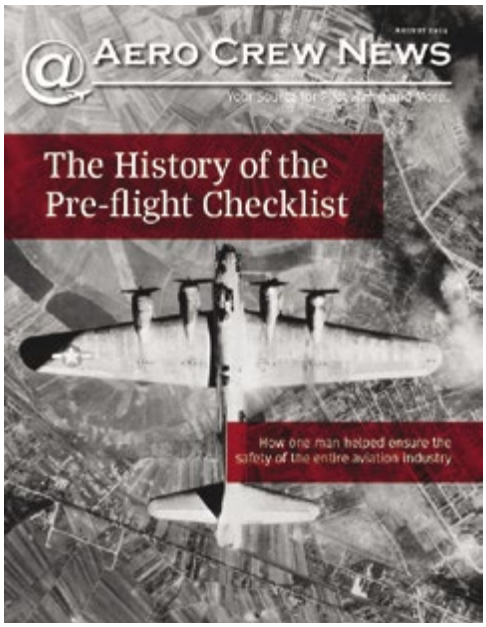
Craig Pieper is the Publisher and Founder of Aero Crew News. Craig obtained his Bachelors of Science in Aeronautical Science, along with a minor in Aviation Weather, from Embry-Riddle Aeronautical University in 2001. Craig is also a First Officer for a major airline with a type rating in the Boeing 737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

August 2019

Last month, we featured the story of Major Ployer P. Hill, the grandfather of a friend to my father. My father, Delos Pieper, meet Doug Hill in 1974, when both served in United States Air Force 15th Military Airlift Squadron at Norton Air Force Base in California. By 1979 they had transitioned into the United States Air Force Reserve 728th MAS.

As a young child, I meet Doug, but my memory of our meeting is vague. But, a few years ago, I started to get to know Doug as he was instrumental in my own aviation career. From him, I learned the story of his grandfather's contribution to aviation.

During my primary flight training, I remember my flight instructor telling me that FARs are "written in blood." Major Hill's story is proof of the metaphor. Flight control checks are part of every flight and we can remember the ultimate sacrifice Doug's grandfather made to advance aviation safety.Let us hear from you through info@aerocrewnews.com. To view this and previous issues, visit our archive at aerocrewnews.com/category/issues/



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Cape Air Group

Photos and Story by: Cape Air

Cape Air Donates Second Aircraft to Cape Cod Community College Aviation Maintenance Technology Program

The Cessna 402C will benefit students undergoing training on airframe and power plant repair.

Cape Air receiving Above Beyond Award

In support of aviation education and talent development, Cape Air will gift Cape Cod Community College's Aviation Maintenance Technology Program with a second Cessna 402C, nine passenger, twin-engine aircraft. Having two identical aircraft on campus will enable students and faculty to work across a total of four matching engines, resulting in a consistent learning experience.

The college's unique, 15-month Aviation Maintenance Training (AMT) program, housed at Plymouth Municipal Airport, meets a critical need for highly skilled technicians in airframe and power plant repair —including full FAA Certification. For the program itself to be certified to deliver a comprehensive maintenance, repair and overhaul curriculum, it is critical for students to have the opportunity to train on working aircraft. The Cessna 402C will also benefit students who are working towards the completion of training on airframe, including fuselage, wings and electronics systems.

"Supporting aviation education and the cultivation of new talent is something we are extremely proud to be a part of," said Linda Markham, President of Cape Air. "We have been actively supporting Cape Cod Community College's Aviation Maintenance Technology Program since its inception, when we donated our first aircraft. To see the program and its students continue to grow and thrive is a great asset to our entire community and the aviation industry as a whole."

"We are immensely appreciative to Cape Air for their commitment to our AMT program, and to the success of our students," said John Cox, President of Cape Cod Community College. "One of the key components of this program is that our students work on real, functioning aircraft at our hangar in Plymouth as part of their training. Because of Cape Air's support and dedication to supporting this important program, our students will continue to gain valuable hands-on experience."

Since launching in September 2016, Cape Cod Community College has served more than 110 students in the AMT program. What started as several small cohorts of students has grown substantially, with new cohorts beginning in September, January, and May.

In addition to aircraft donation, Cape Air continues to collaborate with the college to bolster its aviation curriculum as well as provide a pathway for graduates pursuing a future in aviation maintenance. From access to Cape Air's senior leadership and technical support to career development pathways, Cape Air remains a steadfast partner of the program and its students. Cape Air currently has three graduates from the program actively working within fleet maintenance and operations, as well as two current students assisting in mechanics until graduation and certification testing is complete. ACN

Cape Air Deed Signing

Photo and Story by: Envoy

Envoy Passenger Services Agents Ratify Cwa Agreement

Multi-year Contract Improves Pay, Work Rules and Job Security

Envoy Air Inc., the largest wholly owned regional airline subsidiary of American Airlines Group (AAG) is pleased to announce that its Customer Service Agents represented by the Communications Workers of America (CWA) have ratified their first collective bargaining agreement, that will remain in effect through February 2026.

The six-and-a-half year agreement raises wages, enhances work rules, improves benefits, and offers job security for nearly 5,000 Envoy Passenger Service Agents in approximately 100 cities across the United States. The agreement also includes a ratification and retention bonus based on each Agent's years of service, in recognition of the time spent in negotiations.

Envoy's President and CEO, Pedro Fábregas, noted that this agreement will provide new opportunities for agents while positioning Envoy for growth.

"I would like to express our appreciation to both negotiating teams and mediator Mike Tosi of the National Mediation Board, for their commitment to resolve the outstanding issues and reach this agreement for our agents," said Fábregas. "There has been much effort and discussion to satisfy all parties and establish a solid framework for a more collaborative working relationship for years to come."

"For more than two years, CWA members at Envoy have stood strong in their fight for a contract with fair, family-sustaining wages and a contract that treats them with the respect they deserve," said CWA President Chris Shelton. "Thanks to the dedication of our members, we now have a strong agreement that gives Envoy agents increased wages, improvements on numerous benefits, and better opportunities for agents moving forward as they continue to make Envoy successful." ACN

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Photo and Story by: Air Wisconsin

Air Wisconsin: Now Hiring Direct Entry Captains

Air Wisconsin is excited to give qualified pilots the opportunity to continue their flying career with the airline as a Direct Entry Captain. Pilots with 1,000 hours of previous Part 121 experience transition into a Captain upgrade class after initial training. These pilots will receive $44,000 in bonuses by completion of IOE and will start in the left seat.

Efficiently built schedules and excellent work rules make the most of your time away from home. All pilots have duty rigs (2:1) and trip rigs (4:1) with 12 guaranteed days off a month for reserve and line holders. The company also provides hotel rooms for breaks between flights that are over 4.5 hours.

In addition to Air Wisconsin's industry-leading health benefits, the company offers an unparalleled 401(k) match program that's two to three times higher than any other regional carrier. Pilots also can earn up to 35 vacation days per year and have the opportunity to enroll in United's Career Path Program.

Flying exclusively as United Express under a long-term agreement with United Airlines has resulted in the need for significant growth in Air Wisconsin's pilot workforce. There are opportunities for pilots of all experience levels. New hire First Officers without previous Part 121 experience will upgrade as soon as they are Captain eligible, some upgrading after as little as 14 months. Apply on Airline Apps or learn more about joining our team at www.airwis.com/pilots. Questions? Email: pilotrecruiting@airwis.com. ACN

Photos and Story by: Embraer

Embraer Announces the Expansion of its Eugênio de Melo unit, in São José dos Campos

São José dos Campos, Brazil, August 19th, 2019 – Embraer announced today, at the company's 50th anniversary celebration, a US$ 30 million investment in the expansion of its Eugênio de Melo unit, in São José dos Campos (São Paulo, Brazil). Through the construction of new facilities, the site will have capacity for over 4,000 employees. The site currently has 1,500 employees working in manufacturing, development, engineering, structural and system testing, and training, among other administrative and research activities.

"The future of the Brazilian aviation industry will be the result of what we dream and build together. We believe this is the best tribute we can pay on Embraer's 50th anniversary," said Francisco Gomes Neto, President and CEO of Embraer. "By announcing the expansion of the Eugênio de Melo unit, in São José dos Campos, we reinforce our commitment to our people and the local community, which are both part of our strategic vision of continuous and sustainable growth."

At least 600 temporary job opportunities were created for the construction of four new buildings. The buildings will be dedicated to the company's global engineering and technology center, to customer service and training–housing flight simulators and other technologies to provide technical instruction to the company's aircraft operators, to administrative areas and to the company's historical center–dedicated to Embraer's 50-year history and the advancements the company has created for the national aviation industry.

Embraer is also making improvements, as well as expanding the current facilities, such as the restaurant, concierge, bus platforms and parking. The improvements are expected to be completed in the last quarter of this year and will increase the facility from 754,000 square feet (70,000 square meters) to 1.2 million square feet (110,000 square meters). The unit is located on a 121 acre (530,000 square meter) site and began operations in 2001. ACN

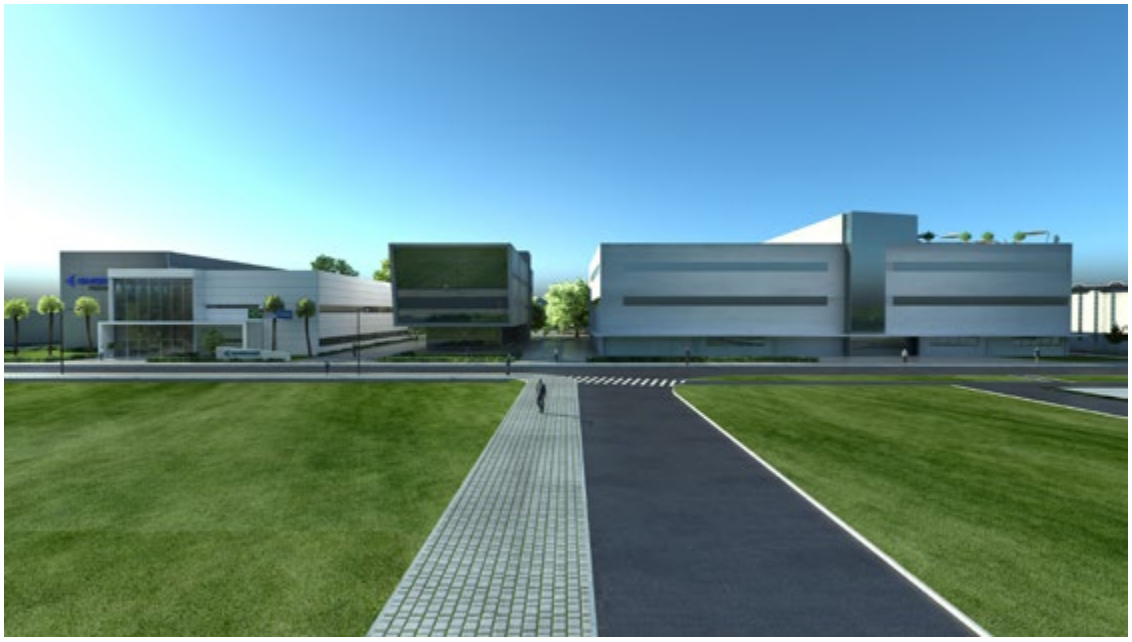

Photo and Story by: Jet Linx

Jet Linx Aviation Institute Golf Classic Raises Over $269,000 For Aviation Students

The Private Aviation Company's Sixth Annual Golf Tournament Celebrates Aviation and Education

Jet Linx, the preeminent jet card membership and private jet management company in the United States,hosted the sixth annual Jet Linx Aviation Institute Golf Classic on July 22, 2019 in conjunction with the University of Nebraska at Omaha (UNO) Aviation Institute, raising a grand total of $269,000 in 2019. The tournament, which took place at The Players Club at Deer Creek in Omaha, welcomed 124 golfers to share their passions for golf and aviation. Funds raised from the golf tournament benefit the UNO Aviation Institute and provide students with scholarships and resources for growth and development.

"Our sixth annual Jet Linx Aviation Institute Golf Classic was a great success and we are proud to be part of an event that supports the local community as part of our long-standing partnership with the UNO Aviation Institute," said Jamie Walker, President & CEO of Jet Linx Aviation. "Jet Linx is dedicated to making a difference in our local base communities through initiatives such as the Jet Linx Aviation Institute Golf Classic. We are able to not only support these students who are the future of our industry, but the entire aviation community they will enter upon graduation."

Funds raised from the Jet Linx Aviation Institute Golf Classic provide incoming and current students with the ability to apply for scholarships, while also creating different avenues for growth and advancement in the study of aviation and driving awareness of various aviation related career opportunities available. The UNO Aviation Institute's graduate program is one of only eight masters programs in the country with an aviation specialization and is among the longest continuously-accredited programs in the nation. To date, the Jet Linx Aviation Institute Golf Classic has established six UNO scholarships.

"We are so fortunate and grateful to have a partner like Jet Linx to spearhead these fundraising efforts," said Scott Vlasek, Faculty Lecturer at UNO Aviation Institute. "The Jet Linx Aviation Institute Golf Classic has very quickly become a national-level event and truly goes above and beyond for our aviation program."

Jet Linx further established their commitment to advancing the UNO Aviation Institute by inviting them to participate in the establishment of Southwest Airlines' Destination 225°, a revolutionary new program announced on August 1, 2019 and developed in conjunction with CAE, creating a unique career pathway for pilots. Together with the UNO Aviation Institute and nine other partners, Destination 225° provides participants with a defined career path from initial training to Part 135 operations and commercial airlines, and offers pilots the opportunity to elevate and extend their careers.

Jet Linx has become the preeminent jet card membership and private jet management company in the United States due to its unique and innovative business model that offers a more personalized approach to guaranteed private jet travel solutions through individual, city-specific, local services that are supported by a national operation and robust technology platform. Jet Linx is also committed to delivering the highest safety standards in the private aviation industry, with extensive safety certifications including IS-BAO Stage 3, ARGUS Platinum and Wyvern Wingman. In June, Jet Linx conducted its third annual Safety Summit, voluntarily grounding its fleet of 115-plus aircraft nationwide to bring together all of its 500-plus employees to focus on the organization's safety standards

For more information on Jet Linx and their involvement in the local community, please visit www.jetlinx.com. ACN

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PHOTO AND STORY BY: JET LINX

Southwest Airlines Partners with Jet Linx & CAE to Develop Future Pilots

Destination 225° Creates Career Path For Pilots

Southwest Airlines, the nation's largest domestic carrier, has entered into a strategic partnership with Jet Linx, the preeminent private jet management and jet card membership company in the United States, and CAE, a global leader in pilot training for civil aviation, to create a unique career pathway for pilots. The new Program, called Destination 225°, provides motivated and capable candidates with a career path from initial training, to private aviation (Part 135) and to commercial airlines (Part 121), seamlessly bridging all three segments of the industry.

Named for the Southwest heading on a compass rose, Destination 225° addresses one of the industry's biggest challenges; a defined career path for pilots from initial training through retirement. The Program represents a career lifecycle solution for pilots, facilitating entry into the aviation industry and providing opportunities for pilots to elevate and extend their careers. Participating Destination 225° organizations will be able to offer their most talented pilots the opportunity to move from one organization to the next, without having to leave the Program. The Program also includes collegiate aviation institutions, military and other smaller aviation companies as feeders to the program to reach all corners of the industry.

Said Jamie Walker, President & CEO of Jet Linx, "We are excited to partner with Southwest and CAE to establish this ground-breaking new Program for the industry. It underscores our commitment to providing industry best solutions for our flight team members and for the industry." Continued Mr. Walker, "Destination 225° will serve as a solution to help attract future pilots to the industry by offering them a single career path from three trusted industry partners. It's a great step towards helping address the future pilot supply pipeline."

The partnership comes at a time when demand for pilots is at an all-time high and will increase exponentially on a global basis over the next 20 years. Boeing Co., has projected that the industry will need to recruit 800,000 new pilots over the next two decades to meet the rising number of flights as well as workplace attrition. This is one of the biggest hiring cycles in history for airline pilots and the rigorous qualification requirements is creating competition for skilled pilots.

"Destination 225° will support Southwest Airlines by developing world-class pilots who are ready to fly 'The Southwest Way,'" said Alan Kasher, Southwest Airlines' Vice President of Flight Operations. "We're proud to partner with Jet Linx in this comprehensive pilot development mission designed to make a pathway to becoming a Southwest Pilot an attainable goal for passionate, qualified individuals. This is simply the beginning; we look forward to working with Jet Linx for years to come."

An additional component of Destination 225° will be an Ab-Initio training program that CAE will lead in cooperation with ARGUS International, Inc., a company specializing in aviation safety risk management. Ab-Initio is a Latin term meaning "from the beginning" and is a process that takes a student pilot from the beginning of training, mentors them throughout pilot training, and ensures the pilot an airline career upon being rated and certified in a particular type of jet aircraft. CAE will be training and mentoring these pilots throughout the Program. ACN

Four Stripes

What it means to be a Captain

By: Joseph Schmidt

"Captain," was followed by silence. Out of habit, my head immediately turned to the other pilot in the flight deck who, of course, stared back at me.

"Captain!" shouted the gate agent, again with urgency.

"Oh, excuse me. Sorry. Yes. How can I help?" I answered with certainty.

"Operations mentioned that this flight is weight-restricted. How many bags can we expect to be able to take on the way down to Miami? Will passengers need to be re-accommodated?"

"Give me one minute to work this out please!" I started to crunch some numbers in an attempt to get every human, every suitcase, and every ounce of fuel that we were permitted to take to Florida.

After completing an exhausting and challenging two-and-a-half-month-long training process, it was my first official day as a captain. I had received a call from the company exactly three minutes into my morning reserve availability period. I had precisely two hours to report to the aircraft. My emotions were mixed; nervous yet excited. Upon arrival at the airport, I would learn that nothing was going smoothly. The aircraft and part of my crew ware

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late. My first officer was relatively new to the airline and wasn't familiar operating at LaGuardia. All of this is compounded by issues with our dispatch paperwork. I thought, "I was trained for this. I am ready. I can do this."

While most pilots begin their careers as first officers in the flight deck, the ultimate goal is to become a captain – to wear the uniform with four stripes instead of three. There are many motivations behind this desired promotion, among them, the raise in pay, the prestige, the desire to "run the show." Plus, experience as a captain is highly coveted by major airlines around the world.

But what exactly is expected of a captain? What is it that sets the captain apart from the first officer? The captain is the final authority aboard the aircraft. The airplane does not move unless the pilot-in-command has deemed the airplane safe to fly. The captain must also agree with the planned routing, confirm the correct cargo load is aboard, and more. The captain must be knowledgeable about the operation as a whole, but also his aircraft and company procedures. The captain must be an efficient manager of resources, including the most valuable resource of all – people with information; crewmembers, air traffic controllers, someone on the other end of the telephone, etc. A captain is able to use all of these resources to lead the ship safely to its destination, while passengers in the cabin enjoy cocktails and movies.

The first officer is key in this entire process. An experienced, skilled, and motivated captain is a great asset to the flight deck, but a first officer can make all the difference. Once preparation for a flight begins in the cockpit, there is not a single aspect that doesn't involve teamwork. While the roles may be slightly different in the flight deck through various stages of the flight, challenges are always addressed as a crew. A first officer is not a pilot-trainee. A first officer is not someone there in case something were to happen to the captain. A first officer is a captain – just not today.

Owed to regulatory changes of the past decade, a captain and a first officer now undergo almost identical training. The biggest difference between the first officer and the captain is the role, the mindset, and the expectations. While it is important for a first officer to speak-up when the captain is doing something unsafe, against procedure, or incorrect, it is assumed that the first officer will always defer to the captain, who will make the final decision. Having the final say can be challenging for someone transitioning from the first officer position to the captain position. For years, it has always been someone else with the final call, but now, it is up to me. Not every decision will be perfect, or even a good one, but one must be made. The WORST scenario is simply not making a decision at all.

Being a good captain is not easy. All resources must be maximized for every flight. Sometimes it is necessary to be stern, yet kind, and most importantly, respectful. Other times, it is all too easy to be over-controlling and micromanaging – the worst combination that adversely impacts the crew. It's okay not to know everything! You are not expected to be a machine. You are not expected to be an all-knowing robot. You may not always be liked, but you are expected to lead the ship safely and efficiently with your experience and knowledge. While the honor of wearing four stripes does not come freely nor easily, the efforts are well rewarded. ACN

About the Author

Joseph Schmidt is a Captain at Republic Airline, flying the Embraer 170/175. He is a self proclaimed "AvGeek," and a passionate musician. Read more

Take a short approach.

Cape Air and Spirit Airlines have joined forces to create a shorter, more convenient pathway to a jet pilot career. The **Cape Air-Spirit Jetway Program** provides education, flight hours and mentorship without higher degree requirements.All pilots are welcome to participate. One interview is all it takes to qualify.

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How To Stay Sane In Turbulent Times

Written By: Reni Thijssen

The aviation industry is probably the only field in which high cholesterol is more dangerous than speeding along at Mach 0.8, which is why it is crucial to develop good habits for your well-being. This is widely accepted and promoted in the aviation industry, but this concept applies to both physical and mental well-being. The swirling lifestyle with around-the-clock schedules, jet lags, and times spent away from home can become the perfect foundation for mental health challenges. The ensure your continued good mental health, follow these simple prescriptions.

Keep routines

Maintain control of your time by setting sound priorities which makes you feel better and keeps your energy in balance. Try to keep normal morning and evening routines as much as possible. If a morning run or an evening coffee are usual at home, try to do them when you are away. Routine is easy because of experience. Keeping easy routines when travelling will help to make you feel productive and give you a sense of purpose. However, it takes work to keep to routines on a trip. Effective routines should be a mix of both mental and physical activities, like:

- **Write down small personal goals for the day**
- **Work out**
- **Read**
- **Take a hike**
- **Write**

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Stop worrying

Worrying is mentally exhausting and does not help you arrive at solutions. It will lead to more anxiousness and stress causing negative thought patterns. When you notice these adverse thoughts creeping in, actively search for a distraction. Call a friend or family, meet up with a colleague, or go out to explore the environs. Working out is a good way to divert overthinking and focus on the here-and-now while you gain energy.

When you find yourself with things that are worrying you too much, create "worry time" for 15 minutes a day. Research has shown that this strengthens your mental health. Worry in a private place or while doing an activity. Set an alarm for 15 minutes, preferably not just before bed time. Let the negative thoughts come up and think about the worst case scenarios. Keep worrying until the alarm goes off, and move on to more productive tasks. It will not stop the negative thoughts completely, but it will help you compartmentalize the thoughts. When the thoughts come up outside the time frame, make a mental note that this is not the time to worry.

Keep learning

On layovers, there might be time to kill. A perfect way to start the day on a layover, is to take 20 minutes every morning to learn something. It doesn't have to be a lot – not like a completely new master's degree or learning to play a musical instrument. Reading is the most effective and efficient approach to continuous learning. Books, newspapers, blogs or articles that spark motivation will help keep you reading. Doing so over a cup of coffee or tea makes it even more enjoyable. Make learning a traveling habit. Bringing along a book or other reading material will make it easier to start. Consider it as quality time to invest in yourself.

Enjoy the ride

Happiness, like a muscle, can be trained. This is not an inspirational quote by some famous writer, it is simply the truth. By working on personal growth and a better lifestyle, we can boost our inner state of happiness. Essential for the increase of happiness are increasing self-confidence, appreciation and communication skills. In addition, research shows that strengthening positive qualities, such as gratitude and optimism, decreases psychological problems and even increases resilience.

- Keep track of personal successes by writing them down in a notebook. For example, at the end of the day, write down three events, proud moments or valuable encounters for which you are thankful.
- Compliment others frequently to let them know you appreciate them. This will make them feel better, which will have a rebounding positive effect on you.
- Share through social media. This has the same effect as writing them down in a notebook. In addition, this will benefit the communication game, which will be much appreciated by your loved ones back home.

Give yourself a break

Take some time off and relax. Do not forget to reserve time for enjoyable things that come along on the road and experience them consciously. Resist the personal auto-pilot. ACN

About the Author

Reini Thijssen is an Dutch certified life coach and avid traveler. Read More...

MONEY

Making Financial Sense

Written By:James C. Knapp, AIF®, BFA™

Welcome to back-to-School season!!! Merriam-Webster.com defines learning as, "to gain knowledge or understanding of or skill in by study, instruction, or experience." As we prepare our families to begin their learning journey, I believe it is important to remind you of the benefits of fully understanding and knowing YOURSELF.

From experience, I have found that investors rarely fully understand themselves, the values they hold dear and specific goals they seek to accomplish. As it relates to allocating your hard-earned assets, investors typically believe a beginning process is sitting with an advisor and answering a risk questionnaire. Investors believe their risk questionnaire dictates how they should invest.

I believe the approach outlined above is backwards; it misses the PERSONAL in personal financial planning! I suggest clients begin their journey to financial freedom by appreciating a deeper understanding of themselves, their values and their emotions.

"Concentrate your energies, your thoughts, and your capital. The wise man puts all of his eggs in one basket, and watches the basket."

– Andrew Carnegie

I work to help my clients align their decisions with their goals, and their goals with their values. I do this in a way that prepares them for the certainty of uncertainty.

I believe that people who reflect on their values before making a decision of almost any kind, including a financial decision, make better decisions. Values reflection won't make you smarter, but values reflection will make you more rational.

A Vanguard study found that the dominant factor in portfolio growth is saving and investing behavior. Accordingly, the amount people save and invest, as well as the duration of their investment matter more than all other factors combined. Furthermore, providing behavioral advice to clients in practice has the largest value-add relative to "average" client experience. Behavioral coaching had a larger impact on client return than any other practice, including asset location, rebalancing, spending strategies, and expense ratios.

Behavioral financial advice has been around for a while. It stands beside traditional finance. Financial advice has been based on a Nobel Prize winning economic theory model – Modern Portfolio Theory. All things we have learned about Asset Allocation, Efficient Frontier, and Modern Portfolio Theory are still important. However, they are all based on the premise that investors will make rational decisions without bias and base decisions on risk and reward potential. In reality, people frequently behave irrationally, and irrational behaviors are often stimulated by extreme emotions, either positive or negative. Behavioral financial advice helps understand the reality that people often behave irrationally and in a biased manner. It also helps us realize that people are more averse to loss than we originally thought.

For those investors who have already worked through the process of greater self-awareness, let's discuss a few data points to consider as you navigate through the investment markets.

On July 31, the Federal Reserve (Fed) cut interest rates for the first time since the Great Financial Crisis. Federal Reserve Chair Powell defended the rate cut as a "mid cycle adjustment to policy."

About $15 trillion of government bonds worldwide, or 25% of the market, now trade at negative yields, according to Deutsche Bank. This number has nearly tripled since October 2018.

New UK Prime Minister Boris Johnson says he is committed to leaving the EU on October 31, even if no new "Brexit" deal is renegotiated, and an escalation in trade tensions between the United States and China are within a list of news items that can go on and on. The point is, you need to stay aware of not just the headlines but go beyond to work through their possible ramifications (and if you can't, engage with someone who can on your behalf).

I find Chair Powell's comment of a "mid cycle adjustment" interesting – we are currently in the longest U.S. expansion in history (122 months)! The second longest expansion in history was 120 months (starting in the early 1990s to the dot-com bust). The average expansion is around 60 months. What do you think and how are you allocating your investable assets?

No two market cycles are the same. History shows the drivers that fueled the bulls' runs and the catalysts that ends them have always been different. However, investor behaviors are often the same.

Investors often have ideas of what constitutes an optimal portfolio. A conventionally held allocation is to have 80% stocks & 20% bonds (or 60% stocks & 40% bonds). I've found that investors may blindly choose this but they don't actually realize the returns they expect. I believe this is largely due to the allocation's volatility leading to sub-optimal behavior. This is evidence that why understanding your values and emotions is so important.

If you seek help gaining clarity on how aligning your values and emotions, while keeping your personal biases in check, work towards your investment goals, email me at JAMES.KNAPP@KNAPPADVISORY.COM. I would be honored to share my process. ACN

James C. Knapp, AIF®, BFA™

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About the Author

James C. Knapp founded Knapp Advisory Group to help professionals and retirees make informed decisions with their financial affairs. Read More...

WHY THEY FLY

Written By Kathleen Masser

On any given day, hundreds of small planes take to the skies in the name of charitable aviation. You may have heard the call sign NGF and wondered why those pilots often get priority. They are the angels with sheet metal wings.

Russel Steingold is one of them. As a child growing up in South Africa, Steingold dreamed of being a pilot. It only took him 54 years. He earned his license in 2018 and that September signed up to volunteer for Angel Flight West (AFW). He had heard other pilots talking about AFW on the field at Santa Monica Airport (SMO).

"I wanted to do something useful with my flying, not just to fly aimlessly for no reason," he says. By the following June, he'd racked up 500 hours and completed his AFW orientation. A few days later, he was flying his first mission. "It was fantastic," he says. "I was very excited about it. It was so gratifying. I picked up a wounded vet from Ontario and flew him up to Visalia," recalls Steingold, who served in the Israeli Army. "He started off quiet, but slowly warmed up. I also have a military background, so we had quite a bit to talk about." His passenger was on his way to a therapeutic and recreational camp operated by the VFW. Within a week, Steingold had flown two more missions, another veteran and a young burn survivor on her way to Champ Camp. "Angel Flight West is a really great organization," he says. "I hope to contribute more in the future."

Steingold flies a Cirrus SR22 and recently purchased a Beechcraft Baron. On the ground, he runs a successful fashion company. "It affords me to be able to fly," he says, adding with a smile, "Will work for fuel."

"What these men and women do is just incredible and inspiring," says AFW Executive Director Josh Olson. "These pilots are volunteering their time, talent, and all the costs to help people in need. There are no costs to the passengers. We have two volunteers who have flown over 1,000 missions. But even if a pilot flies only one mission, they've made a difference in someone's life."

When Olson joined the organization in 2003, first as a volunteer and then on staff as a mission coordinator, it was to escape his career in the entertainment industry. Then something happened.

"I took a call from a father in Montana," Olson remembers. "His name was Josh and his little girl had been diagnosed with leukemia and needed to get to Children's Hospital in Seattle. The father and I shared more than the same first name. I'd recently become a first-time dad and my young daughter, born prematurely, had

"I truly believe that, although I didn't realize it at the time I got my pilot's license, this is the real reason I am a pilot."

RICK HOLLOWAY | ANGEL FLIGHT WEST VOLUNTEER PILOT | CALDWELL, IDAHO

Jim Origliosso flying 12-year-old Shaylee to Mt. Vernon, Washington, for a fun-filled week at Camp Korey, a free camp for kids with serious medical conditions.

spent weeks in the ICU. After an emotional conversation, the first of many, I called my wife and told her this is what I wanted to do with my life."

Since their first flight in 1984, AFW has completed more than 80,000 missions. More than 65,000 were performed by volunteer pilots, the balance on tickets donated by Alaska Airlines (more than 13,000 to date), JetSuiteX, Hawaiian Airlines, and Mokulele Airlines.

Olson says, "It takes a village of volunteers and partners to take care of the transportation needs of our patients and passengers. Whether providing commercial tickets, volunteering to drive or fly, or donating to help pay the costs for our technology and staff, we all work together to pull off some life-saving miracles."

Associate Executive Director Cheri Cimmarrusti came to AFW more than 20 years ago, when flights were tracked on a whiteboard above her desk. She's been known to describe her job as "herding cats" but always with a laugh. The thing she loves most is the connection she and her team are able to make with the pilots and passengers. She says, "Not a day goes by that I'm not amazed by what our volunteers do. And the stories of the passengers and the road many of them must travel are what keep everyone motivated to complete the mission."

Those stories certainly motivate Sue Wolber, though airplanes never held center stage in her girlhood fantasies. "I was a shy, quiet little mouse as a kid, but always interested in math and science." That interest eventually led to a degree in computer science and a career as a

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software engineer. Then a new employee joined her work group. He was a pilot. "He took each of us up for a ride and let us fly a little hands-on. I loved it, and over the next few months I went for a couple more rides, sharing the cost with him. After three or four flights, I was hooked and started taking lessons," Wolber recalls. That was 1990. Today she owns shares in two planes and has logged more than 4,000 hours flying out of Fort Collins, Colorado.

In 2007, Wolber learned she had breast cancer. "I was incredibly lucky that the cancer was caught early," she says. "I only had to do surgeries and radiation but no chemo. I had good insurance, a supportive boss at work, wonderful friends and great family. But cancer of any kind really makes you stop and think about how short life is, and what your priorities in life are. It made me aware of the what-ifs – 'what if' I hadn't had all the support and insurance, 'what if' the cancer hadn't been caught early. What about all the people who aren't as lucky as I was?"

Once the cancer treatment was behind her, she got her flight physical back and bought her dream airplane. "It's a go-fast Bonanza. And I decided I wanted to use it to give back, to help the people who are having a hard time medically and financially. Just a few questions to fellow pilots made it obvious that Angel Flight was the organization I was looking for."

In 2010, she signed up with both Angel Flight West and Angel Flight Central. Many of the missions Wolber flies are for patients with stage four terminal cancer who have tried all the FDA-approved treatments, exhausted their medical insurance, and are traveling to clinical trials.

"All of these missions are incredibly rewarding," she says. "But the one that touched me the most was a lady who needed a new start in life. Her husband kept beating her up. She'd moved away from her now-adult kids, kept changing jobs and moving around, trying to 'stay lost,' but the husband kept finding her and beating her up.

"By the time she was in a shelter hiding from him, she was a scared rabbit. Angel Flight West and the shelters offered her a chance to move somewhere to get a new start. They literally handed her a map of the US and asked, 'Where have you never been – where do you know no one?' And she picked a town.

"The shelter in the new town arranged for housing when she arrived. AFW arranged for the transport. I picked her up partway and took her further on her journey to a new life. She had to leave behind her children, her friends, her name, her social security number, her cell phone, her email address, everything that might let her husband find her. And she had to have the courage to go somewhere where she knew no one and completely start over.

"When I picked her up, the first thing I noticed was that she had no teeth, from all the punches. She was scared of her own shadow, terrified the husband would pop up along the way. Partway through the flight, she finally relaxed a little and told me that the shelter at her destination had arranged for her to get dental care for free, to get back the ability to chew.

With multiple ruptured discs and a hip replacement, Richard can't make the three-hour drive to Oregon Health Sciences University in Portland from his home in Roseburg. AFW is his airline and Jim Origliosso was pilot.

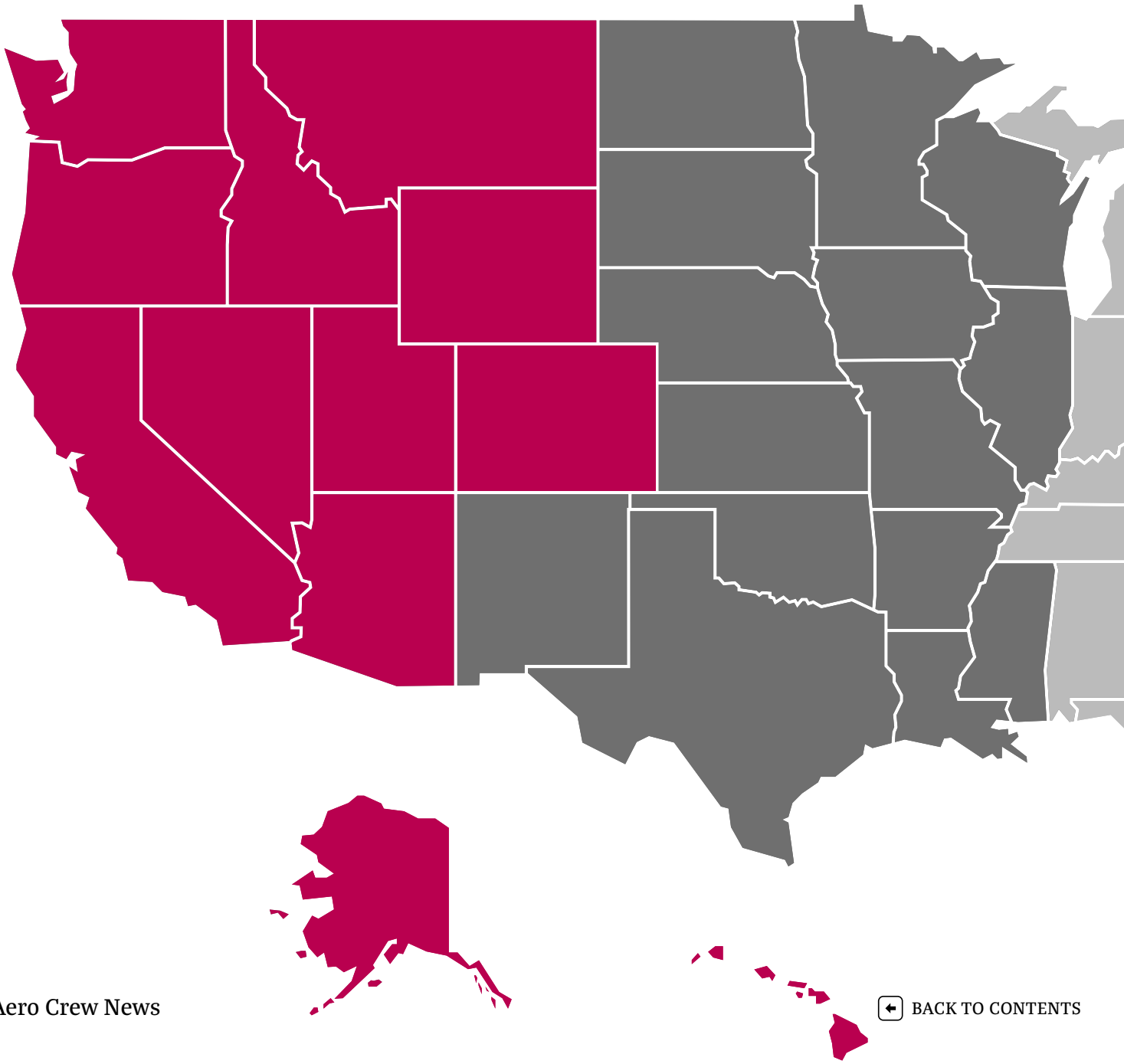
Headquarters: Santa Monica, CA

Founded in 1983

10 employees

2,000+ Pilots

2,746 Passengers (yearly)



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Angel Flight WEST

Number of Bases: 13

Alaska, Arizona, California-North, California-South, Colorado, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming

Taleah and family flown by Steven Bollinger

"It's horrible there are people in the world like her husband, but it's wonderful there are organizations like shelters and AFW who offer this kind of assistance."

On the ground, Wolber continues to work as a software engineer, and enjoys hiking, biking, and travel. She volunteers with Young Eagles and Women of Aviation Worldwide (WOAW) and ferries passengers for the Collings Foundation. She also teaches for the Civil Air Patrol –transition training for Skylanes and Bonanzas and mountain flying.

While there is a financial incentive (all flight costs are tax deductible) it is not the reason these pilots volunteer. "My earliest memories are of airplanes, and the magic of flight," says Jim Origliosso. "I was 'that kid' with model airplanes covering the ceiling of my bedroom."

It wasn't until Origliosso was in his mid-50s that it came to him that he might have the time and money to realize his dream of being a pilot. He's been flying for 12 years now and loving every minute of it.

In 2012, he attended Oregon Pilots Association meeting and someone handed him an AFW brochure. He explains, "After I'd gotten my private pilot certificate and instrument training, I was searching for another reason (excuse) to spend substantial amounts of time and money on what is essentially a hobby. Plus, during the learning process, I had scared myself a couple of times and made a promise that if things worked out okay, I would do something good. AFW as a pretty good solution to both of those issues."

Now, with 99 Angel flights in his logbook, Origliosso says, "It is without a doubt the most fulfilling and rewarding thing that you can do as a pilot. You get to do what you love to do while helping others during what must be most

Megan M flown by Jon Palsson

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difficult and challenging life situations. It's very meaningful and hugely appreciated by the people you're helping."

Origliosso flies a Piper Dakota out of Hobby Field in Creswell, OR, and is also AFW's Oregon Wing Leader, arranging fly-ins for current and prospective volunteers and helping with outreach.

As for memorable missions, he says, "I remember the people more than the situations. If you sit shoulder to shoulder with a person during what is often, for them, a life changing moment while you both are participating in a fairly risky activity, there is a relationship. You respect them for what they are going through and they're trusting you with their life."

Origliosso, who was interviewed while at AirVenture 2019, confesses, "If I'm not flying, I'm usually thinking about flying. At the moment, I'm camping next to my airplane at Oshkosh, watching airplanes takeoff and land."

Angel Flight West has garnered an array of accolades, including induction into the San Diego Air & Space Museum Hall of Fame and receiving a FIERCE Award from the Biden Cancer Initiative for the help they offer to cancer patients. Selected from more than 700 nominees, AFW is one of ten organizations and individuals honored at the 2018 inaugural event in Washington, D.C. "We share those honors with every one of our volunteer pilots," says Executive Director Olson.

Seven years ago, AFW began handing out awards themselves, establishing the annual Endeavor Awards to celebrate the every-day Joes and Janes who use their time, skills and aircraft to help others. Past awardees include volunteer pilots who fly for Lifeline Pilots, LightHawk, Orbis International, Patient Airlift Service (PALS), Pilots N Paws, Remote Area Medical, Veterans Airlift Command, Wings Flights of Hope, and several Angel Flight organizations (Mid-Atlantic, Southeast, and West). The event also recognizes those who inspire aviation aficionados everywhere including Bill Ayer, Dale Klapmeier, Clay Lacy, Sully Sullenberger, and Sean Tucker.

Accepting his award, Sullenberger remarked, "You know, not everyone gets the recognition for what they do. We have people doing a lot of important things, selfless things, all the time. They just haven't been as publicly noticed as we were."

Ready to sign up? Pilots in the Western states can visit the Angel Flight West website (www.angelflightwest.org). AFW also welcomes Earth Angels, volunteer drivers who ferry passengers to and from the airports. Pilots in other parts of the country can find a volunteer pilot organization through Air Charity Network (https://aircharitynetwork.org/about-us/). ACN

There are only two doctors in the US who treat Tamara's rare form of cancer, and neither is in her small hometown of Creswell, Oregon. The nearest is at Swedish Medical Center in Seattle. Jim Origliosso flew Tamara up and back so she could get the life-saving care she needs.

Angel Flight WEST

Our Network of 1,400+ volunteer pilots fly their own planes and pay for all cost out of their own pockets
Read More...

Mainline Airlines

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

Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K
							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			
	Group II	$170.27	72	$147,113.28	$249.30	$215,395	6-15 = 1 additional day per year	5 H/M* Max 60**		
	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.

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	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.*	2015	12,500	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	Aug/2019	Jul/2019					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	$2.00	Apr 2016	1376	180	ALPA	iPad*	DEN, ORD, MCO LAS, PHL	*$600 EFB stipend every 3 years
						Apr/2019	Apr/20194					
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.	July 2016	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	Dec/2018	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
Omni Air International (Omni)	B767 B777	OY	N/A	Provided, Single Occupancy	$2.10 Dom. $3.00 Int.	Aug 2015	309		Teamsters 1224	Panasonic Toughtbook (In A/C)	Pilots are home based with exception of pilots in IAD & LAS	
												Contract 2018 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							67,197	38,854				

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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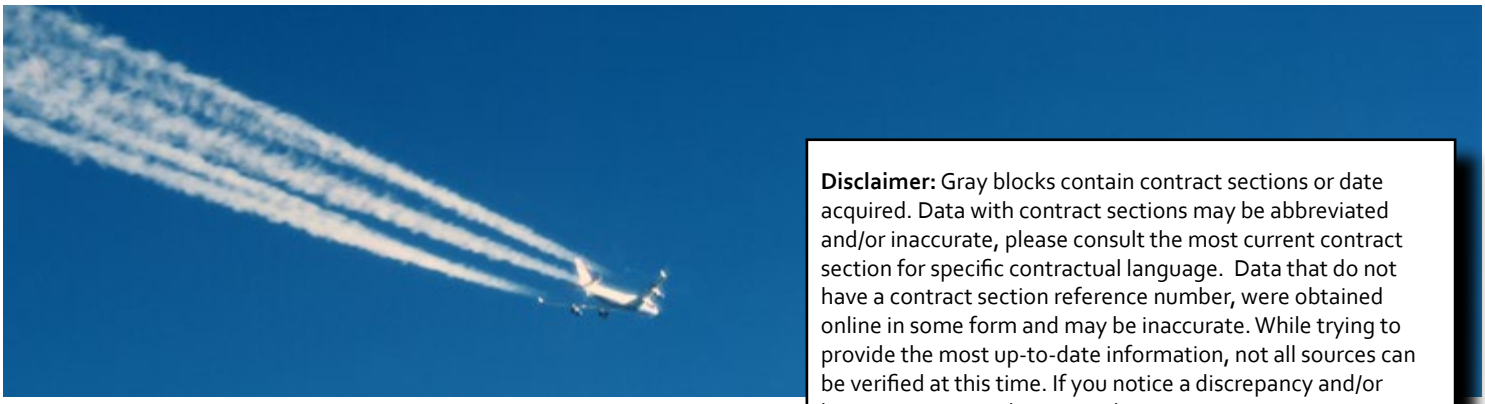
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
							Major Airlines						
Allegiant Air (Allegiant)	12 or 11* 12 or 10*	Yes	FAA 117	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*	276	5**			1:3.5	100%	100%, 125A% or 150%***	$40/ month	None	*10.5 hrs max duty for redeye **6 hrs for CDO **125% above 82 hrs, min of 150% from Premium Add Folder
	12.E	3.E.1	12.D		3.E.4			3.E.3	3.E.2	3.G / 3.1	18.B		
JetBlue Airways (JetBlue)	12	Yes	FAA 117	87	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		
Omni Air International (Omni)	14	64 Hour Guarantee; some programs have 80 hour guarantee	18 (17 DOS+3)	179	3.56 (3.76 DOS+3)	N/A	N/A	N/A	50%	Greater of 3.56 or actual plus 1st day $300, 2nd $400 & 3rd and beyond $500	Yes	No; In A/C Telex 750	International Deadhead over 3 hours in class Business or better when available. Pilots may elect coach and recieve up to $750 extra for each DH. Pilots home based are provided positive space tickets to & from their trips. Pilots keep airline award miles. Pilots are provided hotels any night away from their personal residence.
													Contract 2018 as amended
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

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)	B777 B787 B767-400 A350*	$240.34	70	$201,886	$351.87	$295,571	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%	*A350s are currenlty on order and deferred until 2022.
	B767-200 B757-300	$200.43		$168,361	$293.46	$246,506						
	B737-8/9, A320	$193.44		$162,490	$283.22	$237,905						
	A319, B737-700	$185.54		$155,854	$271.64	$228,178						
		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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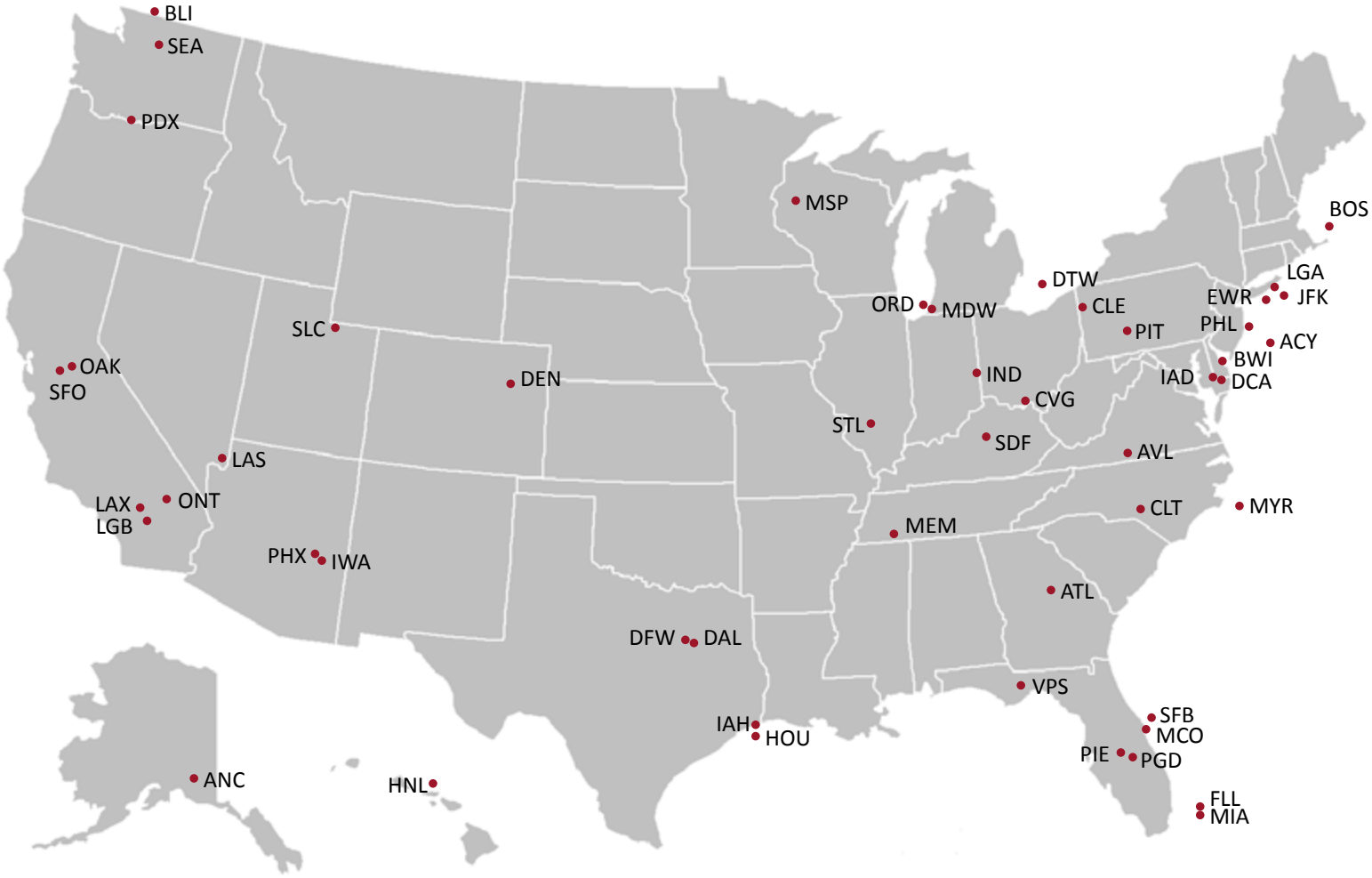
Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
							Major Airlines					
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	$145.17	70	$121,943	$216.42	$181,793	1 = 7 Days 2-4 = 14 Days 5-8 = 21 Days 9+ = 28 Days	4 H/M Max 600	5% at 200%*	None	EE - $134 EE+Child - $177 EE+Spouse - $281 EE+Family - $394	*The company will match 200% of what the pilot contributes up to 5%.
		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	$159.00	75	$143,100	$240.00	$216,000	<1 = 1.15/mo. 1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days	1 Day / Month Max 120 Days	0%	12%*	Capped at 32%	*Increasing 1% per to 15% in 2022.
		3.B		HRxMMGx12	3.B	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

	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
							Cargo Airlines					
Atlas Air	B747 B767*	$149.33	62	$111,102	$213.32	$158,710	>5 = 14 days <6 = 21 days	1 Day / Month Max 24 Catastrophic 2 Days / Month*** No Max	10%****		Health 14-25% Dental 20-30%	*B767 pay is 91.97% of B747 pay, **First year is 50 hours MMG, Out-Base is 105 hours MMG, ***Catastrophic sick days 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	
Omni Air International (Omni)	B777 / 767	$201.17	64	$167,373	$297.72	$247,703	1-6 - 12 days 7-9 - 14 Days 10+ - 18 days	7/12's sick day time accrual for each month of service	Yes; 100% match of first 5% capped at $10,000 for employees earning over $120k	None	20%	Pilots average 20-45 hours of block time per month. Rarely exceed guarantee. Plan to be away up to 16 days each month for guarantee. If used the two extra over ride days the guarantee is increased to 71:12 instead of 64 hours. Special programs and TDY have 80 hour guarantee. Pay Note - 1st year pay is the rate effective April 2019. Max pay is the rate at DOS+4 from April 2018.
												Contract 2018 as amended
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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Allegiant Air

BLI **Bellingham, WA**
Allegiant Air

BOS **Boston, MA**
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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
Delta Air Lines

DAL **Dallas, TX**
Southwest Airlines
Virgin America

DCA **Washington, DC**
American Airlines

DEN **Denver, CO**
United Airlines
Frontier Airlines
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DFW **Dallas, TX**
American Airlines
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
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GUM **Guam**
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HKG **Hong Kong**
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American Airlines
Delta Air Lines
JetBlue Airways
Virgin America

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

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

PIE **St. Petersburg, FL**
Allegiant Air

PIT **Pittsburgh, PA**
Allegiant Air

SDF **Louisville, KY**
UPS

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 Over 2,000 Pilots	Sick Time Accrual	401(K) Matching (%)	4
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 10 15 2
	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
ExpressJet (LXJT) (Accey)	EMB-175SC EMB-145 CRJ-200	EV	$22,000* $5,000** $1,000 Referral, EQO***	$40/HR @65HR/Mo	Paid for by company; single occupancy	$1.95/hr	Sept 2011	1,465	United	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE, TYS, **ATL******	*Up to $40,000 at company discreation; **$5,000 Type Rating Bonus; ***EQO = Earned Quartely Overide, $10,000 for FO's $8,000 for CA per year paid out each quarter, restrictions apply; ***ATL is not a base HQ only.
			Online		Feb/15	4.C.2	Mar/2019	Mar/2019					Contract 2018 as amended
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175	OO	$7,500*	65 Hours	Paid for by company; single occupancy**	$1.95	Jan 2018	4,880	United, American, Alaska, Delta	None	iPad	COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SEA, SFO, SLC, TUS SAN, **SGU*****	*$7,500 w/ Part 121, 135 or type rating for any turbo jet over 12,500 lbs; **Depends on location, some may be double occupancy ***SGU is not a base, only HQ.
			Online	3008.19.A	3015.6.A.1	3009.1.A	Mar/2019	Mar/2019					Pilot Agreement signed August 2015
Republic Airway (Republic)	EMB-170 EMB-175	YX	$17,500*	$1,600 first mo. then MMG	Paid for by company; single occupancy	$2.05/hr Dom $2.60/hr Int.***	November 2016	2,221	United, American, Delta	IBT	iPad Air	CMH, DCA, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR, IAH	*$1,500 paid on first check, $8,500 after the completion of training, $2,500 after first year, $2,500 after 18 months, and $2,500 after 2 years. ***International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Jan/2019	Aug/2018					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
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	$18,000*, $5,000**	$50.22 / HR MMG & Per Diem	Paid for by company; single occupancy	$1.75/hr	FAA Mins 1,000 Hours 121 Time	1,900	American	ALPA	iPad	CLT, DCA, CVG **DAY**, TYS, PHL ORF	*$10,000 after training, $8000 after 1st year, **Referral bonus, **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time.
				3.F.1		5.A.1	May/2019	Apr/2019					Contract 2019 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	Up to $44,000	2.5 hours per day	Paid for by company; single occupancy	$1.75/hr dom $1.80/hr int	Jan 2014	534	United	ALPA	iPad	ORD, IAD, MKE, CAE	
			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; single occupancy**	$1.80/hr	Sept 2018	860	Alaska	IBT	iPad 2	BOI, GEG, MFR, **PDX**, SEA	*By the end of 2018, the projected fleet will be 26 E175s and 37 Q400s. **Upgrades available to newhires that meet Part 121.436(a) minimums.
				5.I.4	6.C	5.G.1	Jan/2019	Jan/2019					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
Piedmont Airlines (Piedmont)	DH-8-100 DH-8-300 ERJ-145	PI	$18,000*	MMG + 1/2 per diem per day	Paid for by company; single occupancy	$1.70/hr	January 2017	700	American	ALPA		PHL, MDT, ROA, **SBY**	*Paid in two installments.
			LOA 16	5.D.4	5.A.3	5.D.1	Dec/2017	Jul/2019					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/overnight	FAA Mins 1,000 Hours 121 Time	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	FAA Mins 1,000 Hours 121 Time	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)	ERJ-145XR	C5	Up to $50,000	MMG	Paid for by company; single occupancy	$1.80/hr	FAA Mins 1,000 Hours 121 Time	302	United	ALPA	iPad	EWR, IAD	
			Online	3.G	5.A.8	5.B.3	Mar/2019	Mar/2019					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
Total Pilots								20,773					
	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
ExpressJet (LXJT) (Accey)	12/12 or 11 for reserve in 30 day month	Yes*	11 or 13; 15**	276	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 2018 as amended
SkyWest Airlines (Skywest)	12	Yes*	FAA Part 117	198	4:12	None	1:2**	1:4	100%	150%***	$200 / year***	None	*Must remain on reserve for that period; **1:1 after 12 hrs; ***130% pay on awarded flying credit over 87 hours. Six holidays full pay for all pilots (working that day or not); ****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	438*****	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 *****Includes 2018 LOA
	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
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%**	75-85 = 125% 85+ = 150% JrMan = 175% Holiday = 200%***	$400****	None	*For line holders only with exceptions to open time pick ups; **with exceptions see contract section; ***Holiday pay offered by company when needed; ****After 1 YOS
	12.D.1	3.i.1	12,A1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2019 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
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	FAR Part 117	131	3.75	Reserve: 4 hrs Split Duty 4.5 hrs*	None	None	100%	150% to 200%**	$17.50 per month ($210 / yr)	None	*Reserve 4 hrs per trip: Duty or Trip (whichever is greater); **Additional 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	

	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
ExpressJet (LXJT (Accey)	EMB-145, CRJ-200	$47.87	75	$43,083	$105.06	$94,554	< 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% 20+ = 8% Vesting***	<5 = 2.5% 5<10 = 4% 10<15 = 5% 15<20 = 5.5% 20+ = 6% (New hires not eligible)	30%	*25 EMB-175SC to be flown for United Express; **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. ***Based on YOS;
	EMB-175 (70 Seat*)	$47.87		$43,083	$110.48	$99,432						
	-	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 2018 as amended
SkyWest Airlines (Skywest)	CRJ-200	$60.50	75	$54,450	$116.00	$104,400	<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% 10-14 yrs, 8% 15-19 yrs, 10% 20+ yrs, 12%	None	30%	*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.
	CRJ-700				$122.83	$110,547						
	EMB-175				$123.29	$110,961						
	CRJ-900				$125.10	$112,590						
	-	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
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 CRJ-700 CRJ-900	$56.24	75	$50,616	$119.16	$107,244	< 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.
	-	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
Piedmont Airlines (Piedmont)	Q-100, Q-300	$50.00	75	$45,000	$96.00	$86,400	> 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
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

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

ABQ	**Albuquerque, NM**	**ATL**	**Atlanta, GA**	**BOI**	**Boise, ID**	**BUR**	**Burbank, CA**
	Ameriflight, LLC		ExpressJet Airlines		Horizon Air		Ameriflight, LLC
ACK	**Nantucket, MA**		Endeavor Air	**BOS**	**Boston, MA**	**CAE**	**Columbia, SC**
	Cape Air	**AUG**	**Augusta, ME**		Peninsula Airways		Air Wisconsin
ALB	**Albany, NY**		Cape Air		Cape Air	**CGI**	**Cape Girardeau, MO**
	Cape Air	**BFI**	**Seattle, WA**	**BQN**	**Aguadilla, PR**		Cape Air
ANC	**Anchorage, AK**		Ameriflight, LLC		Ameriflight, LLC	**CLE**	**Cleveland, OH**
	Horizon Air	**BIL**	**Billings, MT**	**BUF**	**Buffalo, NY**		ExpressJet Airlines
	Peninsula Airways		Cape Air		Ameriflight, LLC	**CLT**	**Charlotte, NC**
	Corvus Airlines						PSA Airlines

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Republic Airways
CVG **Cincinnati, OH**
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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
Republic Airways
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
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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

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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						

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