

APA

ALLIED PILOTS ASSOCIATION

2023 Tentative Agreement **EXECUTIVE SUMMARY**

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2023 Tentative Agreement **EXECUTIVE SUMMARY**

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2023 Tentative Agreement

EXECUTIVE SUMMARY

This Executive Summary provides an overview of the 2023 Tentative Agreement (TA). This summary contains a general overview of the 2023 TA and highlights key proposed contractual changes to the existing collective bargaining agreement (CBA). The 2023 TA has been approved by the Allied Pilots Association (APA) Board of Directors and is subject to member ratification.

The 2023 TA contains full contractual language. If ratified by the membership, the 2023 TA will become the 2023 CBA. For more information and details, please refer to the Allied Pilots Association's "Contract 2023" webpage.

This Executive Summary highlights significant changes, but not every change, to the collective bargaining agreement and is being prepared in advance of "road shows" and other informational forums. Road shows will be held at each domicile and will allow for questions and answers.

Guiding Principles. APA's bargaining priorities for a 2023 TA are to:

- Design scheduling and work rules which improve a pilot's overall quality of life.
- Capture gains in compensation and benefits.
- Address the unimplemented items from previous contracts.
- Create consistent and concise definitions and processes throughout the Agreement while consolidating common provisions.

APA's bargaining priorities followed the APA Board of Directors' guidance. Throughout the bargaining process, the Board provided direction which steered proposals and negotiating positions, including a comprehensive framework in January of this year. During this iterative process, the Board considered membership input received through surveys, polls and other communications, and also engaged in extensive consultation with the Negotiating Committee and internal and external subject matter experts.

Commencing in 2019, APA conducted regular polling to inform and align contract goals with the pilot group. Polling consistently showed that the pilot group primarily desired improvements in scheduling and work rules to improve quality of life. The pilot group also expected pay increases in line with industry peers. Polling and membership feedback focused APA's efforts, allowing us to capture more for the pilot group as a whole. APA successfully negotiated meaningful gains or changes for almost every item measured in polling responses. Thank you for your feedback and for staying engaged during the process.

Peer comparators' agreements and real-time industry bargaining developments were influential in our own negotiations. This 2023 TA includes several industry-leading compensation, benefits, and work-rule provisions. As with any negotiation, we did not gain all that we sought nor does this 2023 TA does not exceed all other airlines in every aspect; however, when comparing 238 items from the Board-approved January framework and this 2023 TA against Delta's March 2023 CBA, the guidance provided has resulted in meaningful enhancements to our collective bargaining agreement and set a new bar for the future.

Duration. If the 2023 TA is ratified, the duration of the new CBA would be forty-eight (48) months with early openers as early as nine (9) months (e.g., if the new CBA effective date is August 1, 2023, then the agreement would become amendable on August 1, 2027, and early openers for the next round of bargaining could occur on or after November 2026).

Work Rules. Scheduling and work rule changes within the TA are designed to:

- Improve overall Quality of Life
- Generate pilot options
- Introduce principles of trip ownership
- Simplify scheduling and work rules
- Create scheduling and work rule transparency
- Promote Company and pilot accountability and operational integrity
- Rely on modern technology

A few examples include:

- ✧ Sequence Construction limits by three-part bid status
- ✧ Unilateral right to decline Sequence Protection/Recovery Flying for a future cancellation
- ✧ Ability to choose own Recovery Flying through Self-Repair
- ✧ Defined parameters for the Company to assign Recovery Flying following a cancellation (“one-bite at the apple”)
- ✧ Four-hour Cancellation Assignment Period (CAP) for Sequence Protection
- ✧ Priority to return a pilot to the pilot’s original sequence following a partial cancellation
- ✧ Restoration of a duty free period (DFP) when a Reserve is flown into a DFP
- ✧ Elimination of RPV and creation of a more transparent and user-friendly Reserve Assignment System (RAS)
- ✧ Creation of a two-way Electronic Communication System (ECS) between the pilot and the Company (moving away from a pure Company notification system)
- ✧ Increased monetary compensation for every reassignment for every pilot
- ✧ Visibility on vacancy awards
- ✧ Provisions to allow for “double-dipping”
- ✧ Deadhead pays greater of actual or scheduled
- ✧ Open Time sequences remain in DOTC for balloting for at least 15 minutes

Work rules and scheduling provisions require programming. The 2023 TA provisions were designed around current technology opportunities while avoiding over-reliance on FOS and its inherent limitations in order to ensure an implementable Agreement. While implementation will not be instantaneous with Date of Signing for some provisions, the 2023 TA commits Company IT resources and experts to ensure a timely implementation. To that end, the 2023 TA includes Letter of Agreement (LOA) 2023-04 which is an Implementation Timeline. The Implementation Timeline LOA is addressed below.

More details explaining changes to and the revamping of Section 4.C. (Sequence Protection), Section 15 (Work Rules), and Section 17 (Vacancies) are included in Appendix A.

Compensation and Benefits. This TA improves overall compensation through several means, including addressing pay rates, increasing 401(k) Company contributions, expanding the profit sharing plan, providing for monetary incentives for pilots, monetary disincentives for the Company, raising the value of a vacation day, and building on previous premium and holiday pay structures.

- **Overall Estimated Value:** The 2023 TA's estimated added value to the existing CBA is approximately \$8.3 billion over the 48-month duration of the CBA. Beginning with nearly \$1 billion in one-time payments and ratification bonuses, the incremental increase in pilot value grows each year of the tentative agreement. At the end of the 48-month period (the amendable date of the 2023 TA), pilot value will be 47% higher than it would have been on the same date under the 2015 JCBA.
- **One-Time Payment LOA and Ratification Bonus LOA:** The 2023 TA includes a One-Time Payment to **all pilots** who had eligible earnings during 2020, 2021, or 2022, regardless of the pilot's status on the Date of Signing, as well as a Ratification Bonus which applies to the three months in 2023 immediately preceding the Effective Date, which also applies to **all pilots** who had eligible earnings during that period.
 - ✧ 2020: 4%
 - ✧ 2021: 4%
 - ✧ 2022: 14%
 - ✧ 2023 (three months prior to Effective Date): DOS rates (~21.0%).
- **Individual Pilot Compensation and 401(k) Value:** The average pilot will see an immediate pay raise of over 21% with approval of this new agreement. This rate will also be paid for the three months prior to ratification. Combined with 401(k) contribution increases and subsequent raises each May (listed below), including a 3% increase three-months prior to the Amendable Date, pilot compensation rates rise during the duration of this Agreement by over 44%.
 - ✧ Date of Signing (DOS) / Effective Date: ~21.0%
 - ✧ Pay rate increase May 2, 2024: 5%
 - ✧ Pay rate increase May 2, 2025: 4%
 - ✧ Pay rate increase May 2, 2026: 4%
 - ✧ Pay rate increase May 2, 2027: 3% (Amendable Year)
 - ✧ Complete Pay Rate Tables are included in Appendix B to this Executive Summary
 - ✧ Additionally, future annual pay level increases will be based on Date of Hire

 - ✧ 401(k) company contribution increase rate May 2, 2024: 17%
 - ✧ 401(k) company contribution increase rate May 2, 2026: 18%
 - ✧ Additionally, 401(k) eligibility will start at Date of Hire rather than after one year of service

- **Quality of Life and Other Benefits:** Quality of life improvements comprise nearly 20% of the increase in pilot value with the most value delivered via vacation improvements, reassignment pay, and increases to both training pay and per diem. Improvements in Long-Term Disability (both present and future) and life insurance benefits, as well as the creation of an RHRA and MBCBP, also deliver substantial value to this proposed agreement.
 - ✧ Long-Term Disability (LTD)(highlights only): This TA includes improvements to all current LTD Plans and creates a new Plan for prospective disabled pilots.
 - Current plans: All pilots already receiving LTD benefits will see an unprecedented 30% increase to their current LTD monthly benefit; all remaining offsets will be eliminated.
 - New LTD Plan: Monthly benefit will be 50% of average monthly compensation, with an imputed income option; 401(k) Company contribution based on the pilot's average monthly compensation; elimination of the mental health duration cap; 60-day elimination period.
 - ✧ Retiree Health Reimbursement Arrangement (RHRA): 66% of sick bank value at retirement credited to an RHRA (max of \$200,000)(a pilot cash out option at retirement) is also available.
 - ✧ Market Based Cash Balance Plan (MBCBP): Establishment of an MBCBP to allow self-directed participation for excess 401(k) contributions.
 - ✧ Life Insurance: Increase in benefit areas on a graduated scale (\$500,000 to \$250,000).

Definitions and Unimplemented Items. Bargaining efforts related to definitions and unimplemented items focused on the principles of standardization, Company accountability for programming and implementation, transparency for prioritizing and implementation status, and developing enforcement options for slow implementation. Implementation was an important part of discussions because of the large number of unimplemented items from previous agreements.

Definitions: The 2023 TA focuses on standardizing terms and definitions used within the Agreement. Efforts were made to memorialize terms which are commonly used in our operation but do not have a contractual definition. For example, the term "Open Time" is now a contractually defined term whereas before, the term was often used in a conflicting manner and without a recognized accepted definition.

Implementation: An Implementation Timeline LOA is included with the 2023 TA. The 2023 TA includes new scheduling and work rules which will require programming and delayed implementation. The Implementation LOA includes a timeline, prioritization, and an accountability process for all items with a deferred implementation date. APA will be involved in the process as equal members of a Joint Implementation Action Committee.

Company accountability includes a contractual requirement for the Company's Chief Operating Officer and Chief Information Officer to be personally involved in the process with regular implementation compliance meetings every six months. The Implementation LOA also introduces an accelerated arbitration process, outside of the normal Section 23 arbitration process, with remedies available for unsatisfactory progress, to drive movement and completion.

Affected Sections. The 2023 Tentative Agreement does not amend or change every section of the current Joint Collective Bargaining Agreement (“JCBA”). Table 1 represents those sections and provisions which have one or more substantive changes to contractual language. Appendix A only reviews those sections which have substantive changes.

CONTRACT SECTIONS WITH MODIFICATIONS	
Section 2 (Terms and Definitions)	Section 15 (Hours of Service and Work Rules)
Section 3 (Compensation)	Section 16 (Reserved for Future Use)
Section 4 (Sequence Protection)	Section 17 (Vacancies)
Section 5 (Benefits section: RHRA, MBCBP, LTD, Medical, Life Insurance)	Section 19 (Deadhead and Jumpseat)
Section 6 (Training)	Section 20 (Physical Examinations)
Section 7 (Expenses Away from Base)	Section 23 (System Board of Adjustment)
Section 8 (Moving Expenses)	Section 24 (General)
Section 9 (Sick Leave)	Section 25 (Agency Shop)
Section 10 (Sick Leave)	Section 26 (Duration)
Section 11 (Leaves of Absence)	Supplement F(1) (A-Plan)
Section 12 (Check Pilots and Instructor Pilots)	Supplement F(8) (401(k))
Section 13 (Seniority)	Supplement U

Table 1

Additionally, there are five proposed Letters of Agreement (LOA) which become effective with ratification of the 2023 CBA:

- LOA 2023-01: One-Time Payment (covering the years 2020, 2021, and 2022)
- LOA 2023-02: Ratification Bonus (covering the three months prior to ratification)
- LOA 2023-03: Amendment to LOA 20-001 (sunsets the COVID “PW” pay protection provisions at 12 months after DOS)
- LOA 2023-04: Implementation Timeline (ensures new provisions are implemented)
- LOA 2023-05: Post-Ratification Discussions (allows for ongoing administrative efforts to clean up the CBA)

2023 Tentative Agreement **EXECUTIVE SUMMARY**

Appendix A: Review of TA Sections

Section 2 - Definitions

Efforts were made to conduct a comprehensive review of the collective bargaining agreement and our operations in order to identify terms and definitions that either needed to be added to the agreement or which needed to be updated or consolidated.

As a result, Section 2 nearly doubled in the number of defined terms with even more specific definitions being included within that term's respective contractual section. Locking down definitions improves clarity and understanding of the Agreement and supports contract administration and enforcement. Some terms still need to be added and the Parties have agreed to continue the effort to expand this list. This ongoing administrative effort will occur post-ratification.

- Some examples of definitions finalized include:
 - ✧ *Open Time.* An uncovered sequence that contains at least one working segment, is not failing continuity, and is available for pickup
 - ✧ *MIC.* Misconnect, Illegality, and/or Cancellation, also referred to as "Sequence Cancellation" or "Cancellation."
 - ✧ *Electronic Communication.* The system which serves as the primary means of communication between the Company and the pilot regarding the pilot's schedule.
 - ✧ *Working Segment.* A segment requiring a pilot to operate and that is not a deadhead.

Pay level anniversary is now based on a pilot's Date of Hire. Pay level increases occur annually through year twelve (12). A pilot's pay level anniversary is a function of the definition of Classification Date. Classification Date has now been redefined to be based on a pilot's Date of Hire. This adjustment will have a prospective effect on future annual pay level increases for all pilots with less than 12 years of service and for all pilots hired on or after CBA ratification. The Company will adjust affected pilots' Classification Date within 18 months of the Effective Date of this Agreement.

- A select list of terms (Glossary of Select New and Updated Terms and Definitions) new to this Agreement is included as Appendix C to this Executive Summary.

Section 3, LOA 2023-01, LOA 2023-02, Supplement F(8)

Pay, Overrides, One-Time Payment, Ratification Bonus, Profit Sharing, 401(k)

- **Pay Rates.** Pay rate increases as follows:

Effective Date	~21%
May 2, 2024	5%
May 2, 2025	4%
May 2, 2026	4%
May 2, 2027 (this raise occurs in the year of the next Amendable Date.)	3%

- **Pay Bands.** Equipment pay rates are arranged in Pay Bands now rather than Pay Groups. Moving to Pay Bands improves upon industry comparators, and provides the flexibility needed to recapture the pay for flying which was done by retired Group 3 aircraft. The Pay bands include: Small Narrowbody, Narrowbody, Long-Range Narrowbody, Small Widebody, Widebody, and Large Widebody.

A321XLR, A321neo, and 737-MAX10 Block Hour Rate: These aircraft will pay a higher pay rate override (as shown in the Pay Tables) for block hours flown in these aircraft.

- **Overrides.**

- ✧ International Override increase: CA \$6.50 / FO \$4.50 (Captain was \$6.00; new flat FO rate rather than a percentage of the Captain rate)
 - Canada now qualifies for International Override (was previously excluded)
- ✧ ***New*** Long-Haul Narrowbody (NB) Override: CA \$8.00 / FO \$6.00 on all NB flying to Hawaii, Europe, and South America (south of the equator)

- **LOA 2023-01 One-Time Payment.** A One-Time Payment to all pilots who had eligible earnings during 2020, 2021, or 2022, regardless of status on Date of Signing (e.g., a pilot who retired or who went out on LTD in October 2022 and who was active in 2020 and 2021 and the first nine months of 2022, will receive a payment based on eligible earnings during the pilot's active period). The payment will be equal to the percentage of eligible earnings for that year. This payment is not eligible for 401(k) Company contributions. Eligible Earnings for the One-Time Payment, and for the Ratification Bonus explained below, will be defined the same as Eligible Earnings as defined in the American Airlines, Inc. Global Profit Sharing Plan.

- ✧ 2020: 4%
- ✧ 2021: 4%
- ✧ 2022: 14%

- **LOA 2023-02 Ratification Bonus:** This Ratification Bonus LOA applies the Date of Signing pay rates to the three months immediately preceding the Effective Date. The 2023 Ratification Bonus is eligible for 401(k) Company contributions (i.e., pensionable).

Both the One-Time Payment and Ratification Bonus will be considered eligible earnings for any future profit-sharing calculation for 2023.

While complete retroactive pay from the January 1, 2020 amendable date to the new Agreement was not obtained, the One-Time Payment and Ratification Bonus LOAs are an industry-leading gain and capture over \$900 million value for the pilot group. These two LOAs acknowledge the absence of rate increase after the January 1, 2020 amendable date.

- **Profit Sharing.** AAG Profit Sharing Program improvements (pro-rated for 2023).
 - ✧ 10% of Pre-Tax Income (PTIX) up to \$2.5 billion
 - ✧ 20% of PTIX in excess of \$2.5 billion

Profit Sharing scenario: In a situation where the Company makes a pre-tax profit of less than \$2.5 billion, 10% of AAG's pre-tax earnings will go into the profit-sharing pool. An individual pilot's payout percentage of the profit-sharing pool is then based on the overall earnings of the entire profit-sharing group and the pilot's own eligible earnings.

- **401(k) Non-Elective Company Contributions (Supplement F(8))**
 - ✧ May 2, 2024: 17%
 - ✧ May 2, 2026: 18%
 - ✧ Eligibility for participation in the 401(k) plan changed to Date of Hire (previous eligibility was one year of service). Pilots currently in their first year of service will become eligible at DOS and will not have to wait until their one-year anniversary.
- **Pay Rate Adjustment.** This 2023 TA does not include a pay rate adjustment clause. It does include an amendable date raise of 3% for May 2, 2027 (this industry-leading amendable date raise will actually take place three months prior to the amendable date). The 3% 2027 pay rate increase is also designed to align with an average cost of living increase at the end of the duration of this TA.

New Equipment and Small Narrowbody Pay Band

- The A220-300, if that equipment were to be placed in service, would be placed in the Narrowbody Pay Band and would pay the same as the A321.
- Small Narrowbody Pay Band
 - ✧ In the event AA places into service one of the six aircraft types listed in the Small Narrowbody Pay Band, the pay rate listed for that aircraft will be the pay rate used.
 - ✧ In the event AA places into service two or more of the six aircraft types listed in the Small Narrowbody Pay Band, then a blended pay rate will be used. The blended rate will be calculated prior to the second (or any additional) Small Narrowbody Pay Band aircraft entering into service. The calculation will be a weighted average of the two (or more as applicable) aircraft wage rates based on fleet size of the respective aircraft.

- ✧ When there are multiple aircraft in the Small Narrowbody Pay Band, all aircraft in that Pay Band will be paid the same blended rate (however, any established pay rates for aircraft already in service cannot be reduced as a result of the blended rate calculation, e.g., if the A220-100 is in service and then later the E190 is returned to service, a blended rate will be calculated to apply to the E190 but the A220-100 rate would remain the same).
- ✧ If a new aircraft is introduced into the Small Narrowbody Pay Band which does not have a rate listed in the Pay Table, the rate for that aircraft must first be negotiated and then will be used as its own rate (if it is the only aircraft) or will be included to calculate a blended rate.

Section 4 - Minimum Guarantees and Sequence Protection

Section 4.A. and 4.B Minimum Guarantees

- PBS-awarded line: Bid line minimum value for pay purposes is the Monthly Average Line Value (MALV) minus seven (7) for Narrowbody bid statuses and will change for Widebody bid status to MALV minus ten (10) for Widebody bid statuses, but in no case less than 65 hours.
 - ✧ The MALV must be no less than 74 hours and no greater than 82 hours.
 - ✧ See also Line Construction in Section 15.D.1.
- No change to Reserve guarantees.

Section 4.C. Sequence Protection and Recovery Obligation (RO)

- Principles which drove changes to Recovery Obligation Rule Sets include:
 - ✧ Predictability
 - ✧ Pilot Optionality
 - ✧ Transparency
 - ✧ Trip Ownership
 - ✧ Operational Integrity

In line with the above principles and in order to reduce the complexity of the recovery obligation process, established repair windows for Recovery Obligation (RO) events were created and are explained below. These defined repair windows shift Sequence Protection and RO away from a pilot being "on call" everyday awaiting assignment of replacement flying after a MIC to a pilot knowing exactly when the Company may assign Recovery Flying and knowing exactly when that pilot will be released if no assignment is made.

The concept of "contactability," which under the Current Process of the JCBA creates confusion and uncertainty for the pilot, is deemphasized in the 2023 TA. Instead, changes in Section 4.C., and in Section 15, shift the focus to accountability – accountability for both the Company for when it can make RO assignments, and accountability for the pilot by linking RO assignments to a pilot's original duty period and sign-in/report times. This accountability promotes predictability.

In addition to established repair windows, the process also shifted toward preferences to keep a pilot on or return a pilot to the pilot's original sequence, or at least those portions of the sequence which maintain continuity or are still scheduled to operate.

To improve RO process transparency, an information-only list of pilots who are subject to recovery obligation will be published and updated alongside the reserve pilot availability list.

Explanation of Recovery Obligation Rule Set Changes

- Establishment of “Future RO” and “Daily RO” were created in order to distinguish between near-term cancellations and cancellations which occur farther in advance. This distinction was created to add predictability, flexibility, and transparency to the respective recovery obligation processes.
 - ✧ Future RO: Any MIC (misconnect, illegality, cancellation) which occurs prior to the start of DOTC the day before the original sequence report time (MIC and Cancellation are often used interchangeably)
 - ✧ All other Cancellations are considered to be “Daily RO”
 - ✧ The 2023 TA allows the Company to split sequences and to combine sequences or segments in order to assign recovery flying to a pilot within the parameters of the new RO rule sets. This ability will allow the Company to increase utilization of pilots in RO, but is linked to the limitation that the Company only has “one-bite-at the apple” to make a Recovery Flying assignment and is limited to making that assignment as a “single solution” (i.e., all Recovery Flying must be made at the same time). This construct should also increase predictability for a pilot in RO and reduce the number of Reserve Pilots needed throughout the system.
 - The Company will not be able to split trips until Pilot Shared Sequences (pilot split trips) under Section 15 are implemented.
 - ✧ The TA uses timing markers to clearly set expectations and timelines and to assist contract compliance efforts:

Day -2 (minus 2)	Two days before Sequence origination
Day -1 (minus 1)	The day before Sequence origination
Day 1	The day of Sequence origination (first day of a Sequence)
Day 2	The second day of a Sequence (... and so on)

- ✧ Future RO are Cancellations which occur prior to the start of DOTC on Day -1.
- ✧ Daily RO are Cancellations which occur at any time after the start of DOTC on Day -1.

Future RO

- For partial sequence cancellations when the sequence maintains continuity, the pilot has no Recovery Obligation and simply continues to fly the remaining portion of the pilot’s original sequence, i.e., if a sequence has one or more segments *cancel*, and the sequence maintains continuity, then the pilot will not be subject to any Recovery Obligation or Recovery Flying and will operate the remainder of the original sequence. The pilot will be pay protected for the entire sequence. This change represents a primary principle of trip ownership.
 - ✧ If the pilot has a partial sequence cancellation as a result of a *misconnect* or *illegality*, then the Company may repair the sequence via the RO process.
 - Repairs must be done within 24 hours of the cancellation (72 hours in the event of a Mass Cancellation which is defined as 250 or more cancellations in a single day or an entire fleet grounding).

- ✧ For a partial sequence cancellation which fails continuity, repairs must be done within 24 hours of the cancellation (72 Hours in the event of a Mass Cancellation).
- ✧ For full sequence cancellations (often referred to as an XR removal), the pilot will be pay protected with a recovery obligation. The Company may only assign recovery flying during DOTC on Day -1. to repair a Future RO full sequence cancellation.
 - If no Recovery Flying is assigned by the end of DOTC the day prior to sequence origination, (Day one (1)). that pilot is no longer subject to Recovery Obligation, is pay protected, **and** can pick up additional flying over the footprint of the original sequence

Pilot Options for Future RO Full Sequence Cancellation

Decline RO: A pilot may unilaterally decline RO up to 2200 HBT on Day -2 (two days prior to sequence origination). If a pilot elects this option, the pilot will have no responsibility for Recovery Flying and will forfeit the pay protection of the original sequence. The pilot will be able to pick up over the footprint of the original sequence.

Self-Repair: A pilot may also “Self-Repair” through TTS or RTT. To satisfy RO and preserve pay protection, the self-repair must:

- contain 50% or more of the original sequence base value, subject to sequence overlap parameters (holiday/ weekend)
- be a single sequence
- be retained by the pilot (i.e., not traded-away/dropped)
- Deadline to self-repair: no later than close of the morning RTT before DOTC starts on the day prior to sequence origination (currently prior to 0800 on Day -1).
 - ✧ A pilot who has satisfied any Recovery Obligation (through a Replacement Flying Assignment, Self-Repair, or because no Replacement Flying was assigned) is allowed to pick up within any remaining footprint + the Replacement Flying Window (RFW) without forfeiting pay protection (“double dip”).

Daily RO

- The Cancellation Assignment Period (CAP) is the four (4) hour window during which the Company may assign Recovery Flying
 - ✧ The Sequence will be repaired within the CAP (or the later of the end of Day -1. DOTC if the cancellation occurs during DOTC on Day-1).
 - ✧ If not repaired by the end of the CAP, the Sequence may also be repaired prior to the start of the next duty period; however, the only Recovery Flying that can be assigned at that point is “Catch Up Flying” to catch the pilot up with the pilot’s original sequence.
 - ✧ If not repaired, the pilot is released with no further recovery obligation at the point of disruption/MIC or removal. The pilot must also be returned to base.
 - ✧ Pilots will remain contactable within the CAP while on duty, but in cases of a cancellation following a delay of the first segment of a duty period, a pilot will remain contactable no longer than 6 hours after sign-in.
- Recovery Flying Window (RFW) has been reduced. The RFW has been renamed to be the Recovery Flying Window rather than the Replacement Flying Window and the window has been adjusted to better reflect actual use and apply realistic expectations for Recovery Flying.

- ✧ General Rule: The RFW can extend beyond the Sequence Footprint no more than four (4) hours for any sequences other than a sequence with long-haul destinations (ocean crossing or south of the equator). (The JCBA RFW was the later of 4 hours or 0159 the next day.)
- ✧ Long-Haul Destinations flying RFW: No more than 24 hours after the original sequence footprint for canceled sequences; the Company only has 24 hours if the assigned recovery flying actually contains long-haul flying (ocean crossing or south of the equator). (The JCBA RFW was 30 hours in all cases.)
 - **NOTE:** For Narrowbody long-haul destination sequences, the 24-hour RFW only applies when a pilot has departed for or is at a long-haul destination outstation at the time of the MIC, and the additional time is required to return the pilot to domicile.
 - If a long-haul sequence cancels and the Recovery Flying assigned does not contain long-haul flying, then the RFW remains no more than four (4) hours.

Electronic Communication. The Recovery Obligation process will be linked to and integrated with a two-way “Electronic Communication” system in order to improve predictability, expedience, transparency, and operational integrity. APA will be involved in vendor selection, development, and functionality rollout.

Misconnect Parameters and Process. Misconnect times will be linked to the Company-allocated minimum connection/turn times used for PBS sequence construction (these lists will be published); a pilot will not be removed as a misconnect if the turn time is above the published minimum.

Section 6 – Training

Training Pay

- CQT pay increases to 5:00 per day
- Upgrade and Transition Courses: Pay increased to 3:05 per day
- Initial (New Hire) Training: 2:45 per day
- Reserve Pilots will also capture the increases to training pay. The difference between 5:00 and the pilot’s respective daily rate (Long Call at 4:03, or Short Call at 4:13) will be paid above guarantee, no credit (i.e., LC: 57 minutes; SC: 47 minutes).
- Distance Learning Pay Ratio: Increased to 1:1.5 (previously ration was 1:2)

Training Credit

- Credit for CQT training will increase in phased increments over the next three years:

At Date of Signing (DOS)	Remains at 2:45 per day
At DOS +1 year	Increases to 3:05 per day
At DOS +3 years	Increases to 4:00 per day

- Transition and Upgrade Course credit will adjust to 3:05 per day for line construction credit (LCC) only. The credit will be removed after PBS awards. LCC prevents PBS line compression and does not count toward IMAX.
- Initial (New Hire) Training credit: 2:45 per day.

Holiday Pay Deadhead (DHD) to/from training and simulator (SIM) training events are both included and eligible for Holiday Pay.

- Holiday pay protection when the pilot is in position for SIM training and the SIM cancels.
- NOTE: complete Holiday Pay provisions are outlined in Section 15.I.

OE Scheduling Enhancements

- "No OE Flying Days": This TA introduces guaranteed and known-in-advance days in which the pilot will have no OE flying. These days will be paid at same rate as OE days and scheduled in at least 2-day blocks. The pilot remains contactable to be notified of future OE assignments. There are no other changes to how normal days off are managed for OE.
- Pilots will be given at least 24 hours of prior notice for each assigned OE sequence.

Training Removal

- Lineholders: Pay, no credit if removed through no fault of the pilot (may fly over the training footprint).
- Reserves: Paid above guarantee, no credit (LC: 57 minutes; SC: 47 minutes), if removed through no fault of the pilot (difference between 4:03/4:13 and the 5:00 training pay). Reserves will resume reserve duty.

Training Extension Days (TEX Days). Pilots will now have the option to pre-plot four (4) DFPs in front of a long course training footprint in order to prepare for the course. While these days themselves are unpaid, a pilot will have the option to use up to four (4) PVDs for pay (no credit) on TEX days.

Travel to and from Training. A1 travel from training to either base or home of record has been secured in this TA.

- If a pilot initiates a change in the scheduled booking within 7 days of departure, then the pilot must list as A3 (A1 remains for a Company-initiated change or if the change is a result of a change to the pilot's training schedule).
- Travel to training remains current book (A1)

Additional Changes to Section 6 (Training)

- Established Training Working Group (TWG).
- Clarified Training Notification Requirement in 6.B.6.(c)(1): Day Zero (D0) is the day of notification; Days 1 – 5 are the contractual "five (5) days advance notice"; Day 6 is the first allowable day to either deadhead to training or commence training.
- Vacation Conflict: Created a voluntary pilot option to allow for vacation pay-out to accept training during awarded vacation week.
- Course Withdrawal: Created a one-time per career pilot option to return to previous bid status if the pilot is unable to complete training, for whatever reason. This new provision does not impact or negate Section 17.P. in any way. The pilot will return to their prior bid status with a twenty-four (24) month lock-in.
- Training on days off: The Company may offer pilots the opportunity to train on days off. If a pilot performs training on a DFP, the pilot will receive an additional 50% pay, no credit of the value of the training day(s) performed.
- "Short Call" CQT: The Company shall develop a list of volunteers for last-minute training openings.

Section 7 - Expenses Away from Base

Layover hotels and transportation accommodations are an important aspect of a pilot's career and life. Efforts surrounding changes to lodging provisions focused on committing the Company to defined and contractually enforceable standards for suitable accommodations. Table 2 below establishes those standards.

The TA establishes a Hotel Working Group (HWG). The HWG shall:

- provide guidance and recommendations for all pilot-related hotel and transportation accommodations
- meet during the first month of each calendar quarter, or more frequently, as required
- be comprised of two Association representatives and two Company representatives

Additional lodging provisions include:

- "Long Sit" Hotel Provision: Time shortened to four hours (previously five hours).
- Layover Duration Hotel Selection:
 - ✧ General layover time distinguishing between a long or short layover hotel is 15 hours
 - Layovers \leq 13 hours: Always a Short Layover Hotel
 - Layovers \geq 17 hours: Always Long Layover Hotel
 - ✧ Layovers between thirteen (13) hours and seventeen (17) hours will be designated as Long or Short dependent upon time bands within each market to determine location and distance of hotels.
 - Short Layover hotels shall normally be located within fifteen (15) minutes driving time or five miles driving distance from the airport, whichever is greater.
 - Long Layover hotels shall normally be located downtown or in a downtown-like area within approximately fifteen (15) minutes walking distance of amenities, e.g. full-service dining options, entertainment, parks, coffee houses, cultural and sporting venues, recreation facilities, shopping.
- This TA also adds language to the hotel selection and dispute resolution process.
 - ✧ If a hotel is rated 7 (Superior First Class) or higher on the Northstar Hotel Classification System, the Company may enter into a lodging contract with that hotel prior to a site visit taking place.
 - ✧ In the event an approved hotel no longer meets the contractual Minimum Requirements, the Company will relocate pilots to a hotel that meets the Minimum Requirements, unless the issue is a minor correctable deficiency (actually corrected within two weeks) and the deficiency does not rise to a known risk to the pilot's health or safety. The HWG will determine a long-term solution and identify a replacement hotel if needed.

Enhanced Per Diem Provisions

- ✧ Hourly per diem rate increases: Domestic: \$2.85/hr; International: \$3.35/hr.
 - The per diem rate will automatically adjust each January 1st by the average percentage increase in the annual U.S. government M&IE rate for all American Airlines pilot domicile cities. However, the annual calculation will never reduce the then-current per diem rate.

<p>MINIMUM REQUIREMENTS:</p> <p>The Company may not select an accommodation if it does not meet the below minimum requirements.</p>	<p>MARKET DEPENDENT MINIMUM REQUIREMENTS:</p> <p>In the event the below criteria are standard in the relevant market, they will be considered.</p>	<p>HIGH PRIORITY CONSIDERATIONS:</p> <p>The Company will include the below considerations in a Request for Proposal (RFP) when sourcing accommodations and will prioritize properties and transportation vendors that meet the criteria below.</p>
<p>Hotels:</p> <ul style="list-style-type: none"> • Safe location • Smoke detector • Emergency lighting/exits • Phone in room • Rooms assigned above ground level • Secondary lock on sliding glass doors • Quiet room • Guestroom away from elevators, ice and vending machines, maid stations • Non-smoking rooms • Clean and in working order • Window coverings that block light • Comfortable beds • In-room WIFI at no cost to Pilot • Appropriate temperature-control <p>Transportation:</p> <ul style="list-style-type: none"> • Clean • Equipped with AC/heat • Safe • Reliable 	<p>Hotels:</p> <ul style="list-style-type: none"> • Sprinklers • No exterior corridors • No hard keys • No credit card required to get room and turn on phone • Independent and occupant controlled in-room air conditioning and heating 	<p>Hotels:</p> <ul style="list-style-type: none"> • No unrestricted access from parking garage or street access to guestrooms • Secondary locks • Restricted hotel access 2300-0600 • Restaurant in the building • Fitness center in hotel or within easy and safe walking distance • Room safe (for valuables) • Potable hot and cold water • National Business Class branded hotel per 7.A.7.d. (ex. Marriott, Hilton, Sheraton, Hyatt) <p>Transportation:</p> <ul style="list-style-type: none"> • Separate luggage compartment

Table 2 - Lodging Requirements

- ✧ TDY or Special Duty Per Diem: The TA introduces a \$2,000/month flat rate per diem for pilots on full-month TDY. This per diem amount is also indexed annually by the same calculation as hourly per diem.
- ✧ TDY lodging. If a pilot elects not to use Company-provided hotel during a full-month TDY, the pilot will receive an additional \$2,000/month.
- ✧ Training Per Diem: Commences at block-out of deadhead to training; ceases at block-in of deadhead after the completion of the training event.

Crew Meals

- Shortened segment length requiring a meal from four hours and thirty minutes to four hours.
- One meal now guaranteed on duty days in excess of ten hours and thirty minutes, regardless of sufficient ground time.
- Crew meals will be consistent with main course meals served to the highest passenger seating on the flight.
- Allocated Meals Not Boarded:
 - ✧ Replacement meal may be purchased prior to or after the flight for which the pilot was allocated a meal.
 - ✧ Reimbursement available up to \$30 (indexed annually).

FAA physical reimbursement. Reimbursement up to \$457 (EKG required) or up to \$278 (EKG not required).

Section 8 - Moving Expenses

Direct Moving Expense Allowance: Increased to \$6,000 (previously \$1,600)

Move Completion Time: increased to 36 months (previously 18 months)

Company Travel Passes: for the purpose of commuting to the new base, move-eligible pilot granted four (4) A1 round trip business passes per contractual month

- En-Route Moving Expenses, Mileage: Rate set to the applicable IRS standard mileage rate for business use as updated annually (the 2023 rate is 65.5¢/mile; JCBA rate is fixed at 41¢/mile).
- En-Route Moving Expenses, Lodging: IRS-issued rates for CONUS site lodging, updated annually.
- En-Route Moving Expenses, Per Diem: Actual cost, not to exceed the IRS issued rates for CONUS per diem. for each moving household member as updated annually.
- Early Lease Termination Penalty Protection: Reimbursement of up to three months of rent.
- Furlough Optionality: A furloughed pilot eligible for a Company-paid move may move to either the base from which the pilot was furloughed or the base to which the pilot is being recalled.

Section 9 - Vacation

Accrual

- The top of accrual scale will increase to 35 days at 19 years of service (and beyond). This increase will be effective with the 2026/2027 vacation year. Current accrual scale ranges from 21 days to 31 days.
- This TA maintains the early accrual levels of 21 days and captured additional accrual at year 19.

Allocation Enhancements. In addition to increasing personal accrual, this TA adjusts monthly vacation allocation in order to increase the available vacation to be awarded. Effective with the 2026-27 vacation year, the minimum vacation available in each bid status during any month is the lesser of:

- 5.5% of total vacation to be awarded (net of float)
- 3.25% of total accrued vacation (net of PVDs)
- Four separate bidding rounds with dedicated calendar
 - ✧ Moving to four separate bidding rounds removes the bidding “in the blind” issues experienced by pilots under the current JCBA language.
 - ✧ The Company will publish the remaining weeks of vacation available after each round which removes the current issue of not knowing the number of vacation weeks remaining for bidding.
- Vacation Year changed to April through March (previously March – February) to allow for four separate bidding rounds.

Vacation pay and credit bifurcated

- Pay: Beginning with the 2024/2025 vacation year, the value of a vacation day will increase to 4:35 hours / day.
- Credit: Through the 2025/2026 vacation year, credit will remain at 3:40 hours / day; beginning with the 2026/2027 vacation year, credit will increase to 4:00 hours / day.
- Monthly vacation bank payout option increases from 5:00 to 10:30 (except May through August).
- FMLA considerations. Pilots who have exhausted their vacation bank due to FMLA may elect to remove scheduled vacation days in lieu of taking unpaid vacation. This option is designed to increase pilot options rather than the pilot being required to retain a vacation period that is credited without pay.

Section 10 - Sick Leave

- **New-hire pre-load** New hire pilots with no accrued sick time will have 22.5 hours of Sick Leave pre-loaded against the pilot's first year of accrual upon completion of initial training.
- Moved to single sick leave bank (elimination of long- and short-term sick banks).

- **Options at Retirement.** Retiring pilots will have an option to either cash out their remaining sick bank and current year's accrual or have the value of the bank and current year's accrual credited to a Retiree Health Reimbursement Arrangement (RHRA). The value will be equal to the number of unused sick hours (at the pilot's hourly rate of pay at the time of retirement) multiplied by a factor of 66% (capped at \$200,000). To exercise the cash-out option, pilots must make the election at least four (4) months prior to retirement.
- **LTD Transition.** Pilots who are transitioning to long-term disability (LTD) may elect to use any sick leave accrued during that calendar year prior to commencing LTD.
- **Annual Payout.** This TA maintains an annual cash out of half of the pilot's annual accrual (max of 30 hours) but also creates an option for the pilot to either take the existing sick leave pay out in Section 10.B.1.a, or elect to keep the accrued time in the pilot's single sick leave bank. This option provides pilot choice to either cash out or build their sick bank.
- Rapid Re-accrual Rate tied to 1.5 x Normal Accrual Rate.
- **Minimum Sick Charge.** The 2023 TA imposes a minimum sick charge of one (1) day on a Reserve who calls in sick regardless of when the pilot clears the sick list (does not include a "Sick if Needed" pilot who never converts to "Sick") (previously no charge if cleared by 1000).
 - ✧ To mitigate the above, when clearing sick, pilots may notify the Company that the pilot is available for assignment and if used, the pilot will not be charged sick.
 - ✧ Subsequent days charged remain in accordance with current language (e.g., clearance prior to 1000 HBT on day 2 of a reserve block will not be charged sick).
- Automation of call-in-sick and call-in-well process to be developed. The feature will be a component of the Electronic Communication System.
- **Sick Credit:** Any paid sick leave from an illness or injury resulting in an absence exceeding fourteen (14) consecutive calendar days will be pay, no credit, for the days of sick leave in excess of fourteen (14). Paid sick use for periods less than 14 days and for days 1-14 of a longer sick leave remain pay and credit.

Section 11 – Leaves of Absence

- Length of Service (LOS) for longevity pay, vacation, and benefits continues to accrue during most leaves of absence.
- The limitation on the number of system-wide personal leaves that may be requested per year has been removed.
- Removed 3-year restriction on unpaid sick leaves and expanded to 5 years automatically.
 - ✧ Added Company notice requirement to pilots approaching the 5-year mark
 - ✧ These changes have no impact on the previous removal of the 5-year restriction for pilots on LTD (i.e., there continues to be no time restriction for pilots approved under an LTD plan)
- Incorporated Voluntary Extended Leaves of Absence.

NEW: Paid Parental Leave (Section 11.I.)

- Available to both parents
- 14 days paid leave for birth, adoption, surrogacy, guardianship, or fostering of a child
- Eligible once per calendar year
- Parental leave must be taken within 12 months of the qualifying event
- Days paid at value of a vacation day (see values in Section 9)

Sections 12.C. and 12.D. - Check Pilots (CKP) and Instructor Pilots (IP)

- Supervisory Flying provisions from Section 6 have been relocated to Section 12.
 - ✧ No changes to apportionment pay or displacement language.

Creation of Instructor Pilot (IP) Positions - FO or CA: This new position is designed to increase training throughput and create additional pilot training positions for the pilot group. Instructor Pilots will be limited to the Flight Academy work (Schoolhouse) which will allow CKP to focus on Flight Standards, evaluation, and APD work. IPs are prohibited from performing evaluation or checking work.

- IPs will be paid at the 12th year First Officer rate for the highest bid status the IP can hold.
 - ✧ Pay will be calculated after each vacancy award.
 - ✧ Pay rate can never be reduced as a result of a subsequent vacancy award.
- IPs will be paid six hours (6:00) per day with a 90-hour guarantee/month, exclusive of overrides (based on a 15-day month).
- IPs will be paid an additional 2:30 hours/day as Overtime for days worked over 15/month
- Training Override: In addition to hourly pay, all IPs will be paid a 15% override for IP work (including overtime hours).
- Combined: Monthly pay may equate to 123:03 hours of pay in a 17-day month for IP work.
- IPs will line rotate a minimum of twice per calendar year (five rotations max) and will maintain their IP pay rate while performing line rotation, bid in PBS.

X-type Check Pilots (CKP): X-Type CKP is a CKP position that currently exists. X-Type CKP will continue to be qualified in the simulator and all seats for both Flight Academy (Schoolhouse Work) and Flight Standards Work. X-Type CKP may also be designated as an APD.

- CKP will be paid at 12th year Captain rate for the highest bid status the CKP can hold.
 - ✧ Pay will be calculated after each vacancy award.
 - ✧ Pay rate can never be reduced as a result of a subsequent vacancy award.
- CKP will be paid six hours (6:00) per day for Schoolhouse Work (SHW), with a 90-hour minimum guarantee/month, exclusive of overrides (based on a 15-day month).

- Flight Standards Work (FSW) will be paid the greater of 6:00 hours per day or sequence value.
- CKP will be paid an additional 2:30 hours/day as Overtime for days worked over 15/month.
- Training Override: In addition to hourly pay, all CKP will be paid a 20% Override for CKP work (including overtime hours).
- Combined: Monthly pay may equate to 128:24 hours of pay in a 17-day month for CKP work.
- Lead CKP will be paid an additional \$1,000/month.
- CKP with an APD designation will be paid an additional \$500/month.
- CKP maintain their pay rate during line rotations plus will be paid an additional 25%.

Creation of Line Check Pilots (LCP): This new position is designed to increase training throughput, create additional pilot training positions for the pilot group, and reduce the number of blocked trips, creating more flexibility and Lineholders in PBS.

- LCP will perform Flight Standards Work only (no Schoolhouse Work (SHW)).
- LCP will perform Check Pilot duties on equipment for which their seniority can hold.
- LCP will bid in PBS (which directly reduces the number of blocked trips needed for CKP).
- LCP may carry the APD designation.
- LCP pay rates will be based on the pilot's 4-part bid status (bid status the pilot holds).
- LCP monthly pay will be based on the pilot's monthly schedule (i.e., sequence value).
- Training Override: In addition to an LCP's monthly pay, an LCP will be paid a 25% override for Flight Standards Work performed (this override will be paid above guarantee for an LCP with a Reserve line in PBS).
- An LCP may request to not be assigned any Flight Standards Work for a given month.
- With the development of the LCP concept, Supplement O (temporary CKP) will sunset.

L-Type CKP: L-Type CKP is a position that currently exists. L-Type CKP perform Flight Standards Work only. With the introduction of Line Check Pilots, the L-Type Check Pilot position will sunset through attrition. No current L-Type CKP will be displaced through the hiring of LCPs. Current L-Type CKP may continue as L-Type CKP until the pilot voluntarily becomes an X-Type CKP, voluntarily moves to another training position, voluntarily returns to the line, or retires.

- L-Type CKP will be paid at 12th year Captain rate for the highest bid status the CKP can hold
 - ✧ Pay will be calculated after each vacancy award.
 - ✧ Pay rate can never be reduced as a result of a subsequent vacancy award.
 - ✧ L-Type CKP will be paid the greater of 6:00 hours per day or the pilot's sequence value, with a 90-hour minimum guarantee/month, exclusive of overrides (based on a 15-day month).
 - ✧ L-Type CKP will be paid an additional 2:30 hours/day as Overtime for days worked over 15/month.
 - ✧ Training Override: In addition to hourly pay, all CKP will be paid a 20% Override for CKP work (including overtime hours).
 - ✧ Combined: Monthly may equate to 128:24 hours of pay in a 17-day month for CKP work.

IP/CKP General Work Rules

- Flight Academy (Schoolhouse) rest for CKP will match student rest requirements in Section 6.B.
- CKP and IP will have a 15-day standard work month.
 - ✧ The Company may schedule up to 17 days per month and may, for no more than three months per calendar year, by fleet type, assign up to 18 days for the month.
 - ✧ CKP/IP may also volunteer to work additional days above what they were assigned (up to 20 days in a 30-day month and up to 21 in a 31-day month).
 - ✧ Company may offer, but not assign, a 14-day month schedule (if a pilot bids for and only works 14 days, the pilot's guarantee will be reduced by one day).
- X-Type CKP performing FSW may volunteer for overtime to perform SHW.
- IP and X/L type CKP maintain their same pay structure when attending their own CQT, though will not be paid the applicable override.
- CKP and IP will be pay protected for canceled days of work or for days when no work is assigned (overtime and override are not pay protected).
- Work will be assigned by 1630 Central, the day prior; if no work is assigned, the CKP will be pay protected and will be released and will not be required to perform any work on that day. The day will still count towards the total number of days worked during the month.
- The Company may not assign two duty periods on the same Calendar Day; however, a pilot may volunteer for a second duty period during a single Calendar Day. In such a case, the second duty period will be paid as if it were a day of work over fifteen days (6:00 hours, plus 2:30, plus any applicable override).
- CKP and IP can request eight (8) R-days off per month (other days off are L-days) which the Company will attempt to accommodate based on system seniority within status.
- Company may not move a day off without CKP or IP consent once the DFP is awarded.
- Vacation – IP and LCP bid in their 4-part status in accordance with the basic agreement; X-type bids vacation in relative category by fleet type.
- Holiday Pay paid above guarantee for CKPs and IPs performing SHW or FSW.

Expenses for Commuters

- IP and CKP commuters now defined as residing more than 50 miles from training facility.
- \$70/day for expenses, increases at Company discretion.
- CKP/IP may secure own hotel and be reimbursed a reasonable amount.

Displacement protection No CKP in place at DOS will be displaced from CKP.

Section 13 - Seniority

Seniority Date: Clarified and updated language confirming that Seniority is established at and begins to accrue at Date of Hire. Clarifications to this Section have no impact a pilot's current placement on the System Seniority List.

Section 15 – Hours of Service and Work Rules

As noted in the introductory portion of the Executive Summary, several principles informed bargaining efforts related to scheduling and work rules. In addition to the principles previously noted, several changes in Section 15 are intended to promote trip ownership by discouraging reassignments or assigned flying into a day off, or to ensure mutual accountability of the Company and of the pilot, or to minimize the number of Reserves.

For example, current language allows the Company, in some instances, to fly a reserve into a DFP as long as the flying ends by noon. APA was unable to remove this provision; however, the 2023 TA adds consequences for the Company when it exercises this provision. Specifically, the Reserve will receive an additional 5:15 pay, no credit, above guarantee and the Company will be required to restore the DFP later in the month (or, the pilot may waive restoration of the DFP in lieu of receiving an additional 5:15 pay, no credit, above guarantee, for a total of 10:30). The inclusion of these consequences is designed to discourage the Company from flying a Reserve into a DFP while at the same time capturing added value for instances when the Company exercises that provision.

Work rules and scheduling provisions require programming. The 2023 TA scheduling changes are designed to avoid another decade-long wait on programming for an uncertain implementation. Negotiating an Agreement with the Company's IT infrastructure and current technical debt lurking in the background was challenging. Simplifying work rules and demanding an Implementation Timeline reduces the risks we have seen over the last decade for unimplemented items.

The below summaries highlight the significant changes to Section 15 and are not necessarily in the order in which the provisions appear in the 2023 TA. The number of changes listed below, and in Section 4.C., evidence the efforts to improve scheduling and work rules. The number of changes within the 2023 TA may create a concern of uncertainty; however, the number of changes is also a recognition by both APA and the Company of the needed contractual improvements that favor both quality of life and operational integrity.

Narrowbody Sequence Construction Limits (New Section 15.R.). Sequence length was consistently a leading issue of concern with a direct link to quality of life. As a result, the 2023 TA includes sequence construction limits for Narrowbody bid statuses. Allocated Narrowbody sequences must be constructed within the below parameters. The parameters apply per three-part bid status (base, seat, equipment).

- Minimum 1- and 2-day Sequences. At least 20% of allocated sequences will be 1-day or 2-day sequences.
- Maximum 4-day Sequences. No more than 38% on a rolling 12-month average, and no more than 43% in any given month.
- Maximum 5-day Sequences: No more than 8% on a rolling 12-month average, and no more than 10% in any given month.
 - ✧ The Company may not build an allocated 5-day Sequence that touches a Holiday (unless the sequence ends no later than 0159).
- The above parameters do not apply to Sequences containing over water augmented flying and/or flying on the A321XLR requiring an AE division qualification.
- Sequences longer than five (5) days are prohibited for all Narrowbody flying, except over water augmented Sequences, Sequences requiring an AE division qualification, and flying south of the equator.

Open Time Definition: “An uncovered sequence that contains at least one Working Segment, is not failing continuity, and is available for pickup.”

- This long-awaited definition will support contract administration and enforcement and is designed to prevent future disputes resulting from the lack of a definition in the JCBA.
- Once a sequence is “Open Time,” it becomes covered by the “Filling of Open Time” (Section 15.L) contractual process.

Reserves (Section 15.J). Several of the unimplemented items from the JCBA revolve around Reserve assignments. Adjustments in the 2023 TA to the Reserve Assignment System (“RAS”) are designed to improve the user experience for the pilot and promote predictability and transparency. The following highlight some of the changes to RAS.

- Elimination of Reserve Priority Value (RPV) within the Reserve Assignment System. RPV was never programmed or implemented by the Company and was designed around algorithms which would have increased complexity and confusion.
- Creation of a new reserve system utilizing a “bucket-style” system which matches days of availability to available sequence lengths.
 - ✧ Inside DOTC: Seniority drives awards and assignments. Awards are made in seniority order; assignments are made in inverse seniority order.
 - ✧ Outside DOTC: Awards are based on seniority order, assignments are based on Reserve Days Worked (RDW).
 - RDW creates a “leveling” system, similar to Variance Groups (but with improved simplicity), and with pilot-centric transparency superior to RPV.
- Long Call Reserve callout times.
 - ✧ Outside of DOTC: Increased from 12 hours to 14 hours (except first day in reserve block). This 2-hour increase is designed to enhance quality of life for commuting pilots.
 - ✧ Inside of DOTC: Remains twelve (12) hours.
- Enhanced pay provisions for conversions from LC Reserve to SC Reserve. The inclusion of these consequences is also designed to discourage the Company from exercising this option without a real need for the pilot while at the same time capturing added value for instances when the Company exercises that provision.
 - ✧ 30 minutes pay per LC to SC conversion (remains the same as current book).
 - ✧ New: 1 hour of additional pay if the converted pilot is not assigned flying.
 - ✧ New: 1 hour of additional pay if converted on last day of a reserve block and not assigned flying.
 - ✧ New: 1 hour of additional pay if converted for a fifth time in the same Contractual Month.
 - ✧ The above additional pay is all paid above guarantee, no credit.
 - ✧ The above additional pay “stacks,” meaning that if a pilot is converted for a fifth time, on the last day of a Reserve block, and does not receive a flying assignment, that pilot will receive 3:30 of additional pay for that particular conversion.
- Reserve Pilot Flown into a DFP. The provision which allows the Company to fly a Reserve into a DFP remains in the Agreement. The current book restrictions still apply (may not be scheduled beyond 1200 HBT on the DFP without pilot consent, no other QLA pilots are available, the Company may not exercise this provision more than two times per month, and Golden DFPs remain protected); however, if the Company exercise this provision, the 2023 TA introduces monetary consequences.

- ✧ If a Reserve is scheduled into a DFP (by even a single minute):
 - The pilot will automatically be paid an additional 5:15 pay, no credit, above guarantee
 - The pilot's DFP will be restored in current bid month to a future reserve block (placed on either the first or last day of the reserve block).
 - While the pilot may request which day to place the DFP, the Company may decide on which day to place the restored DFP.
 - If a DFP cannot be restored because it is already the end of the month, the pilot will be paid an additional 5:15, pay, no credit, above guarantee.
 - The pilot also has the option to forego restoring the DFP and may elect to be paid the additional 5:15 pay, no credit, above guarantee.
 - In the event the DFP is not restored, the pilot will be paid a total additional of 10:30, no credit, above guarantee.

Reassignments (Section 15.N.) The 2023 TA confirms that Lineholders and Reserves are both eligible for Reassignment pay in the event the Company reassigns the pilot. While reassignments remain in the Agreement, the 2023 TA creates consequences which should serve as a disincentive for the Company to reassign pilots and creates value for the pilot who is being disrupted from their schedule.

- Reassignment pay stacks on other premium pay provisions; in other words, if reassigned on a premium trip, the Reassignment pay will pay on top of premium.
- Reassignment in the current duty period: 50% additional pay, no credit, for all reassigned segments.
- Reassignments in subsequent duty periods: 100% additional pay, no credit, for all reassigned segments.
- Appended flying backstop: A pilot may not be given a reassignment or appended flying that extends more than one additional Calendar Day after the pilot's original Sequence Footprint. This provision prevents reassignments extending multiple days.
- If a pilot's reassignment causes a conflict with a follow-on sequence, the Company has four (4) hours to modify the affected sequence or the pilot is removed with pay, no credit, from the affected subsequent sequence (with no RO), and may fly over the footprint of the affected sequence. This provision is designed to prevent a cascade of subsequent schedule changes.

Electronic Communication System (Section 15.B.) The JCBA included provisions introducing electronic notification. Company programming delays never fully implemented those provisions. Development of technology over the last several years and the recognition that any electronic communication needs to be two-way between the Company and the pilot, has resulted in shifting from 'electronic notification' to development of an Electronic Communication System.

- APA will be involved in the selection of the vendor and the development of specific system parameters and system functionality.
- ECS will be the primary means of communicating with a pilot's regarding the pilots schedule.
- The pilot will be able to use ECS to communicate with the Company.
- Pilots are expected to verify ECS messages while on duty and may voluntarily verify ECS messages when not on duty. Messages received when not on duty will be expected to be verified when the pilot resumes duty. Voluntarily checking or verifying messages when not in a duty status does not create duty and does not interrupt rest.

RIG (Section 15.E. and 15.G.)

- NEW: Additional RIG for sequences ending between 0000-0159 HBT: These Sequences will pay an additional 2:00 hours, no credit, for all sequences (allocated or actual).
- Improved and modified Sit RIG under Section 15.E. The Sit RIG has been changed to capture all actual sits over 2 ½ hours long, including delays. The Sit RIG will pay 1:2. The current Sit RIG pays after 2.0 hours, but only pays on scheduled (allocated) sit time. While the sit time trigger has increased to 2 ½ hours, the Sit RIG will now apply to all sequences and all actual sit time (e.g., delays, 31XXX sequences, reassignments).

Revamped Line Construction Process (Section 15.D.)

- The Monthly Average Line Value (“MALV”) will adjust to be no less than 74 hours (was 72) and no greater than 82 hours (was 84). While this change narrows the MALV, the Company will have the opportunity to flex up to 86 hours in any given Contractual Month though is limited to a total of 16 flex hours per four-part bid status per calendar year (e.g., if the Company flexes to 86, it may only do so four times per year (4 months flexing an additional 4 hours hits the maximum of 16); the Company could similarly choose to flex 2 hours per month for 8 months before hitting the maximum).
 - ✧ In “flex months” the Company must:
 - Set VMAX to FAR MAX
 - Set the Narrowbody Reserve work block minimum to three (3)
- The Line Construction Window will increase for Widebody bid statuses to +/-10 hours rather than +/- 7 hours. This change provides PBS with an increased ability to solve with more Lineholders and reduce the number of Reserves which was a high priority effort during these negotiations, though these changes also, during a max flex month, present the possibility of a Widebody Lineholder receiving a PBS award of up to 96 hours.
- Pilots will have an option to “Bid High” or to “Bid Low”
 - ✧ A pilot will have the option to bid above or bid below the Line Construction Window (“LCW”). Specific parameters will be established by the PBS Working Group.
- The 2023 TA deletes the Rolling Average Line Value (“RALV”)
 - ✧ To minimize any possible negative secondary affects of eliminating the RALV, a minimum line value of 65 hours has been created.
 - ✧ RALV will remain under current book until the following is implemented (all of which are designed to ensure pilot-centric options and flexibilities are offered prior to any potential increase in productivity):
 - Bid high/bid low
 - WB LCW +/- 10
 - Hybrids are removed

Pilot Shared Sequences (NEW Section 15.Q.)

- This provision allows two pilots to “share” a single sequence.
- The split of the shared sequence must occur in base.
- Any existing RIG will not be recalculated (sharing the sequence cannot increase the overall value of the sequence). The sharing pilot must designate who gets the RIG.
- Pilots may “double up” with a Shared Sequence on a day of duty so long as accepting the Shared Sequence does not create an illegality.
- While this provision will be available at Date of Signing, pilots will need to call a special services desk that will create the shared sequence manually until this provision is fully programmed and automated.

Split Duty Sequences (NEW Section 15.R): This new Split Duty contractual provision creates a new RIG for Split Duty Sequences and establishes parameters for those sequences. Split Duty Sequences are not “On Duty All Nighters (ODANs)” and require the pilot to have a hotel and specified rest time. Split Duty Sequence parameters:

- Split Duty sequences must meet the conditions set forth in 14 CFR §117.15
- The maximum flight segments per Split Duty sequence will be two (2).
- The maximum scheduled total block time cannot exceed four hours and fifteen minutes (4:15).
- A pilot will be paid the greater of 7:45 hours or the actual value of the sequence using duty period RIG.
- A pilot will be credited 5:15 hours.
- For Sequence Construction Limit purposes (Section 15.R), Split Duty Sequences may not exceed 3% of all Narrowbody sequences system-wide.
- Split Duty Sequences may only be allocated between two CONUS locations and may not be allocated between two AA pilot bases which have the same fleet type.
- Time scheduled on ground will be no less than six hours (6:00). In actual operations, the time on ground may be reduced in a manner compliant with 14 CFR §117.15.
- A Split Duty sequence will be designated with a scheduled (protected) rest period of no less than four (4) hours and at least three (3) of those hours must be scheduled within 2200 and 0500.
- Must be provided suitable accommodation for Split Duty rest.
- Split Duty Sequences may only be constructed in PBS as independent, allocated sequences and may not be embedded into any other pairing types.
- Reassignment: A pilot on a Split Duty sequence may only be reassigned to another Split Duty sequence.
- Split Duty Sequences may be assigned to a Reserve under the following parameters:
 - ✧ A Reserve on Short Call duty may be assigned a Split Duty sequence inside or outside of DOTC.
 - ✧ A Reserve on Long Call duty will not be assigned a Split Duty sequence with a sign-in time on the same Calendar Day as the day on which the Split Duty sequence is assigned unless the pilot is the only Reserve QLA for the Split Duty sequence (applicable only to the first Split Duty sequence in Contiguous Split Duty sequences).
 - ✧ A Reserve may not be assigned additional duty on the same Calendar Day that a Split Duty sequence terminates except for another Split Duty sequence.
 - ✧ For Reserve Days Worked (RDW), each Split Duty sequence touches two (2) Calendar Days and so is considered as two (2) Reserve Days Worked (RDW).

Premium Pay (Section 15.I.) Changes within Section 15.I. are designed with operational integrity in mind by creating flexibility for the Company to cover flying and providing meaningful incentives for pilots to pick up flying.

- **Premium Pay Tiers:** Premium in the JCBA is limited to 50%. The 2023 TA creates graduated Premium Pay tiers of 50%, 75%, and 100%. The Company may designate a Sequence as premium at any of the tiers. A sequence designated at a higher tier may not be reduced to a lower tier.
- **Premium Days:** The Company may designate any day as a Premium Day. Sequences which touch a designated premium Day will be paid an additional 5:15 pay, no credit. The Company may designate Premium Days by two-part bid status (base and equipment).

- **Holiday Pay:** Holiday Pay was secured through a letter of agreement in July 2022. The Holiday Pay construct of that LOA created confusion and delay in payments. The 2023 TA simplifies the Holiday Pay construct.
 - ✧ Holiday Pay will pay 5:15, no credit, for all Sequences which touch a Holiday (no longer limited to only the actual flying on that day).
 - ✧ Holiday Pay will also be paid for Deadheads to/from training, simulator training, OE Sequences, and CKP/IP duty.
 - ✧ Nine (9) Holidays have been designated: New Year’s Eve, New Year’s Day, Memorial Day, Independence Day, Wednesday before Thanksgiving, Thanksgiving, Sunday after Thanksgiving, Christmas Eve, and Christmas Day.
 - ✧ If a Sequence touches multiple Holidays, 5:15 is paid for each Holiday.
 - ✧ Holiday pay stacks with all other pay provisions.
 - ✧ Pilots will also be pay protected for the Holiday Pay, including pay protection for cancelled deadheads to/from training and cancelled simulator training for which the pilot is already in place.

Additional Section 15 Changes

- Viewable Open Time Limits (OTL). The Company will post viewable OTLs in graphical or “heat map” format for pilots to view. This tool should promote transparency and enhance a pilot’s trip-trading experience.
- Hybrid lines will be deleted. Hybrid lines were a function of PBS to allow the system more flexibility to solve within the LCW. New changes to section 15 create other tools to ensure PBS solves for every pilot.
- Eliminated ACARS use for scheduling purposes (i.e., no schedule changes via ACARS).
- Allocated Sequences will not contain a deadhead segment prior to a red-eye flight segment.
- End of Month Settlement agreement incorporated and enhanced:
 - ✧ Company may not search a reserve pilot into a DFP in lineholder month.
- Expand and incorporate minimum layover length language from Section 7 into Section 15:
 - ✧ Minimum allocated layovers will now be increased to 11 hours from 10 hours.
- Created minimum ballot time of 15 minutes for open sequences to remain available.
 - ✧ Company may not send a sequence to reserve until the 15-minute window has elapsed to allow time for pilots to ballot.
- The 2023 TA eliminates movable DFPs.
- DFP Trades. This quality of life item will allow Reserves to trade DFPs and will be implemented at Date of Signing of the new CBA. Trading Duty Free Periods will be done manually by a special services desk until fully programmed and automated.
- Simplified and enhanced 15.L.5 provisions to allow a pilot in position to operate a flight from an outstation; implemented at DOS:
 - ✧ Provides for a functional implementation of this provision for a 50% premium to the pilot.
 - ✧ Provision ensures that if the work causes a conflict with the pilot’s subsequent sequence, the subsequent sequence will be removed (with pay, no credit) and the pilot will NOT be subject to RO.

Section 16 - Certificates and Ratings

- Section 16 shall be deleted.
- Section 16 will be reserved and may be used during post-ratification administrative cleanup.

Section 17 - Vacancies, Displacements, Reinstatements, Furloughs, Recalls

- Section 17 includes references to equipment rankings based on aircraft gross weight. These rankings are outdated and should have been removed in previous versions of the CBA. These references have been removed.
- Many of the changes to language within Section 17 revolved around confirming or clarifying existing language or practice. These clarifications include:
 - ✧ Bid options for withheld pilots.
 - ✧ Confirming reinstatement rights for furloughed pilots.
 - ✧ Clarified process for pilots who reach maximum withhold period (either sent to training at that date, or placed into AT status and paid until training).

Vacancy Bids. The focus of changes to vacancy announcements, bidding process, and awards revolved around creating transparency, predictability, and increasing frequency. The following changes affect vacancy bids:

- Enhanced notice process for vacancies and clarifying language for forecasts.
- Added a minimum fourth vacancy bid award per calendar year.
- Added procedure for deviations between the vacancy announcement and the vacancy award (e.g., 20 vacancies were announced but only 5 were awarded).
 - ✧ If the deviation is greater than 20% from the vacancy announcement, pilots who would have been awarded but for the deviation will be awarded an entitlement to that bid status.
 - ✧ The Company is now required to provide a reasons report for deviations.
- The Company will provide APA with historical 3* (e.g., 3K) bid display for final vacancy awards for quality assurance.

Additional Section 17 Changes

- Aligned new hire pilot lock-in to 12 months (industry standard).
- Aligned new hire pilot withholds to all other pilot withholds.
- Reduced maximum withhold period for pilots awarded a higher bid status to nine (9) months from twelve (12) months (effective at DOS plus 36 months).
- Allowance for Mutual Base Exchange opportunity for withheld pilots.
- Enhanced furlough protections and mitigation:
 - ✧ Furloughs reduced 1:1 for each Blank Line.
 - ✧ Forced productivity reductions during times of furlough.
 - ✧ Furloughed pilots to receive furlough pay after 1 day of service (instead of 1 year of service).

Section 19 – Jumpseat and Deadhead

Jumpseat

- Captain may use planned taxi fuel to ensure jumpseat occupants are not removed due to take-off weight restrictions; Captain must coordinate with dispatch.
- Online/electronic jumpseat reservations system will be created to supplement IVRS.

Deadhead

- Deadhead Pay: Deadhead pay will now pay as the greater of scheduled or actual (current book pays scheduled only). If a pilot “no-shows” or uses an alternate deadhead, then the deadhead will pay scheduled, as per current agreement.
- New seat assignment priority; Pilots will be assigned to the following preference order if seats are available: exit row aisle, exit row window, then aisle, then window seat.
- Pilot Access: Unrestricted seat-map access in the cabin for which a pilot is booked from the time of booking. This access will also allow a pilot to improve seat selection prior to the current 4-hour restriction for Main Cabin Extra.
- Company may not change a pilot’s seat assignment except in the case of equipment substitution.
- Mainline American Airlines pilots will be at the top of the upgrade priority list at the time of check-in.
- Pilots will be automatically released to deviate from trailing deadheads when the pilot makes the request after the last Working Segment.

Section 20 – Physical Examination

The Company’s ability to direct a pilot to a medical examination when, in the Company’s opinion, a pilot’s health or physical condition is appreciably impaired, remains in the Agreement; however, in addition to the required written notice which specifies the nature and extent of the Company’s concern, process improvements and added pilot protections are now afforded the pilot.

Process. Following notice to the pilot, the Company may send a pilot to a Company Medical Examiner (CME). If the pilot disagrees with the CME’s conclusions, the pilot then has a right to be seen by the pilot’s own Pilot Medical Examiner (PME). Within the initial process, if the CME and PME offer contrary opinions, the pilot will be seen by a Neutral Medical Examiner (NME). Finally, a streamlined appeal process through the NME, where the NME findings are binding on the Company and pilot, was also created. The process also contains return-to-work steps.

Pilot protections.

- The Company must also notify APA Aeromedical of the decision to send a pilot to a CME.
 - ✧ Additionally, a pilot being sent to an exam under this provision has the option to allow the Company to advise APA Aeromedical of the “nature and extent of concern” in order for APA Aeromedical to be involved in the CME selection process.
- Pay protection, reimbursement, and cost-sharing provisions have been added.

- ✧ If removed from duty, a pilot will be paid until CME determines fitness for duty.
- ✧ Sick leave used will be restored if the NME determines a pilot is fit for duty. If sick leave was exhausted during the process, the pilot will be paid and credited daily MALV for each day after sick leave was exhausted until returned to active payroll.
- ✧ The Company shall provide a hotel and transportation for CME & NME visits.
- ✧ If the NME determines that the pilot meets physical standards, the expense of employing the NME will be borne entirely by the Company.

Section 23 – System Board of Adjustment

- Arbitration scheduling has been a forefront of concern. The 2023 TA creates processes designed to expedite arbitrations.
 - ✧ Establishment of a quarterly docket call to review open grievances review.
 - ✧ Codification and requirement for quarterly three-person panel alternative grievance resolution process (also known as a “Rocket Docket”).

Section 24 – General

- Establishment of the “Uniform Working Group.”
 - ✧ The working group will be comprised of at least two representatives from the Company and the Association.
 - ✧ Meeting frequency: At least twice annually.
 - ✧ Company may make reasonable changes to the pilots’ uniform and appearance standards after giving every consideration to the recommendations of the Uniform Working Group.

Section 25 – Agency Shop and Dues Checkoff

- Pilot Contact Information: Every pilot covered by this Agreement must provide a current home address, phone number, and email address to the Association.

Section 26 – Duration

- Duration: 4 years.
- Amendable Date: August 1, 2027
- Early Openers: Nine (9) months prior to the amendable date (for an Amendable Date of August 1, 2027, Early Openers would be allowed as early as November 1, 2026). LOA 2023-04 Implementation Timeline allows for 12-month Early Openers in the event unsatisfactory progress has been made on the programing and implementation of all 2023 CBA items.

Benefits: Life Insurance, LTD, RHRA, MBCBP, Supplement F(1): A-Plan

Life Insurance: Company-provided basic term life insurance benefit will increase using a graduated scale based on age.

AGE	COVERAGE
• <50	• \$500k
• 50-54	• \$400k
• 55-59	• \$300k
• 60 through the year preceding mandatory retirement age	• \$250k

Pilot Long Term Disability (LTD). Along with a new 2023 LTD Plan, substantial improvements have been made to existing LTD Plans affecting those pilots who are already receiving disability on a current plan.

- New 2023 LTD Plan:
 - ✧ Benefit Amount: 50% of Average Monthly Compensation, no cap (was previously 60% with an \$8,000 monthly cap).
 - ✧ No offsets.
 - ✧ Imputed Income Option: Annual pilot election which would allow LTD benefits to be paid “tax-free” when a pilot actually receives an LTD benefit.
 - ✧ Mental/Nervous Diagnoses: Unlimited lifetime LTD benefit (previously 24-month cumulative lifetime LTD benefit eliminated).
 - ✧ Chemical Dependency Diagnosis: Cumulative lifetime maximum of up to 60 months of LTD benefits (previously 24 months).
 - ✧ Elimination Period: 60 days (previously 90 days).
 - ✧ Pensionable Benefit: Pilots receiving LTD benefits will be eligible for non-elective employer contributions to the 401(k) plan, based on the pilot’s Average Monthly Compensation.
- Enhancements to existing LTD plans:
 - ✧ Monthly benefit increased by 30% for all pilots currently on LTD regardless of plan caps.
 - ✧ Deletion of all remaining offsets.
 - ✧ 2012 Pilot LTD Plan: Mental health/chemical dependency maximum duration changed to 60 months for pilots who have not already exhausted the 24-month limit.
- All pilot LTD plans to be amended (effective DOS, prospective basis only) to allow a pilot on LTD and employed by the Company as a Sim-P to continue to receive current LTD benefits (i.e., LTD benefit will not be suspended due to this other Company employment).

Retiree Health Reimbursement Arrangement (RHRA):

- Eligible pilots who do not elect the Sick Leave sell-back option (see Section 10: Sick Leave) shall have 66% of the value of their sick bank and any sick accrued during the calendar year of retirement added to an RHRA, up to a maximum credit of \$200,000.
- RHRA funds can be used to reimburse qualified medical expenses incurred by a pilot or the pilot's spouse.
- If credit remains in the RHRA upon the death of the pilot, the pilot's spouse will continue to be eligible for reimbursements from the RHRA.
- HRA-qualified expenses generally include health insurance premiums, amounts paid for long-term care coverage, and out-of-pocket health costs not covered by a health plan. See IRS Publications 502 and 969 for more information.

Market-Based Cash Balance Plan: The Company shall establish a plan for pilots to allow self-directed participation for excess contributions to qualify as tax-deferred qualified retirement plan contributions. This Plan requires IRS approval and will be implemented no later than 180 days after approval is received.

Pilot Pension Plan (A-Plan): To be amended (effective DOS, prospective basis only) to allow retired AA pilots who are employed at AA as a Sim-P to start and/or continue to receive pension benefits on or after reaching "Normal Retirement Age" (age 60).

LOA 2023-04 Implementation Timeline

- An Implementation Timeline Letter of Agreement (LOA) is included with the 2023 TA. The 2023 TA includes new scheduling and work rules that will require programming and delayed implementation. Of the items within the 2023 TA, 77 items are implementable at DOS and 68 items are scheduled to be implemented after DOS. From a value perspective, approximately 85% of the value of the contract goes into effect of the date of signing with 15% deferred.
- Company accountability includes a contractual requirement for the Company's Chief Operating Officer and Chief Information Officer to be personally involved in the process. The Implementation LOA includes a timeline, prioritization, and an accountability process for all items with a deferred implementation. APA will be involved in the process as equal members of a Joint Implementation Action Committee.
- The Implementation Timeline provides specific effective dates and implementation dates. The timeline also links certain items to the completion of other specific items (i.e., limits the ability of the Company to program and implement items it favors over items the pilot group may favor). For example: RALV may not be eliminated until the MALV adjustments are made, the Bid-High/Bid-Low options are implemented, Hybrid Lines are deleted, and the minimum line value of 65 is implemented.
- The Implementation LOA also introduces an accelerated arbitration process, outside of the normal Section 23 arbitration process, to drive movement and completion.
 - ✧ Arbitrator empowered with authority to issue remedies for unsatisfactory progress.
 - ✧ The standard against which to judge progress will be an objective standard, not a standard that is subjective or able to be manipulated.
 - ✧ All subject to a strict 6-month Implementation Enforcement process.

- In the event that after the implementation enforcement meeting at thirty (30) months, either party determines that the CBA will not be fully implemented at the thirty-six (36) month mark, then either party may initiate Early Openers one year prior to the Amendable Date (August 1, 2027). At that point, if the Parties have not negotiated a new CBA by the Amendable Date, both Parties agree to immediately apply for mediation with the National Mediation Board (NMB).

LOA 2023-03 Expiration of COVID Pay Protections (LOA 20-001)

- This Letter of Agreement will sunset the pay protection provisions of LOA 20-001. Under LOA 20-001, a pilot who is quarantined or is being treated for COVID is removed with pay ("PW") and pay protected without having to use the pilot's own sick bank.
- Delayed Sunset: The pay protection provision of LOA 20-001 will remain in place for one more year. The pay protection provisions will not sunset until 12 months after Date of Signing of a new CBA.
- This LOA sunsets a pay protection provision which has benefited several pilots since 2020. Sunsetting this provision is in line with other airlines (e.g., Delta's COVID pay protections expired with the ratification of their new CBA in March 2023).

LOA 2023-05 Post-Ratification Discussions

- This Letter of Agreement will be effective at the same time as the Effective if the 2023 TA is ratified.
- This LOA commits the Parties to continue discussions on items discussed during bargaining but which both Parties decided were not well-suited for this round of RLA Section 6 bargaining. These items include:
 - ✧ Pay by cabin door.
 - ✧ Separation of flight time and duty time.
 - ✧ Three-part bid status.
 - ✧ Voluntary Quick Launch.
- The LOA also commits the Parties to continue an administrative effort to improve the organization of the collective bargaining agreements between the Parties. These administrative efforts would not amend the CBA and include:
 - ✧ Consolidation or grouping of related provisions (e.g., further combine benefits-related provisions into Section 5).
 - ✧ CBA formatting and layout (e.g., capitalization, grammar, pagination).
 - ✧ Incorporation of ancillary letters and other agreements.

Full Pay Tables

Effective DOS

Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$402.28	\$405.54	\$408.86	\$412.14	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
747	\$402.28	\$405.54	\$408.86	\$412.14	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
787	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
772/773	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
767-400	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
A350	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
A340	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
A330	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
762/763	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
757	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
A300	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
A321XLR (Block Hour Rate)	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
A321Neo (Block Hour Rate)	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
737-MAX10 (Block Hour Rate)	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
A320Neo	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A319Neo	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A321	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A320	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A319	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-MAX9	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-MAX8	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-MAX7	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-900	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-800	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-700	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
MD-80	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A220-300	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A220-100 and Smaller Blended Rate*	\$197.76	\$199.23	\$200.90	\$202.51	\$204.05	\$205.69	\$207.30	\$208.93	\$210.54	\$212.19	\$213.82	\$215.41
A220-100	\$284.37	\$286.73	\$289.03	\$291.38	\$293.73	\$296.10	\$298.42	\$300.76	\$303.08	\$305.43	\$307.80	\$310.15
E190-E2/E195-E2	\$284.37	\$286.73	\$289.03	\$291.38	\$293.73	\$296.10	\$298.42	\$300.76	\$303.08	\$305.43	\$307.80	\$310.15
E-195	\$232.45	\$234.17	\$236.09	\$238.05	\$239.86	\$241.81	\$243.66	\$245.57	\$247.48	\$249.39	\$251.34	\$253.19
E-190	\$197.76	\$199.23	\$200.90	\$202.51	\$204.05	\$205.69	\$207.30	\$208.93	\$210.54	\$212.19	\$213.82	\$215.41
CRJ-1000	\$197.76	\$199.23	\$200.90	\$202.51	\$204.05	\$205.69	\$207.30	\$208.93	\$210.54	\$212.19	\$213.82	\$215.41
MRJ-100	\$197.76	\$199.23	\$200.90	\$202.51	\$204.05	\$205.69	\$207.30	\$208.93	\$210.54	\$212.19	\$213.82	\$215.41
First Officer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$108.34	\$216.99	\$253.91	\$260.07	\$266.27	\$273.03	\$280.61	\$287.05	\$290.17	\$294.11	\$296.75	\$299.48
747	\$108.34	\$216.99	\$253.91	\$260.07	\$266.27	\$273.03	\$280.61	\$287.05	\$290.17	\$294.11	\$296.75	\$299.48
787	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
772/773	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
767-400	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
A350	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
A340	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
A330	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
762/763	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
757	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
A300	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
A321XLR (Block Hour Rate)	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
A321Neo (Block Hour Rate)	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
737-MAX10 (Block Hour Rate)	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
A320Neo	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A319Neo	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A321	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A320	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A319	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-MAX9	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-MAX8	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-MAX7	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-900	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-800	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-700	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
MD-80	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A220-300	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A220-100 and Smaller Blended Rate*	\$108.34	\$108.34	\$124.73	\$127.76	\$130.80	\$134.11	\$137.85	\$141.03	\$142.53	\$144.48	\$145.84	\$147.10
A220-100	\$108.34	\$153.40	\$179.50	\$183.84	\$188.27	\$193.04	\$198.44	\$203.01	\$205.20	\$208.01	\$209.92	\$211.83
E190-E2/E195-E2	\$108.34	\$153.40	\$179.50	\$183.84	\$188.27	\$193.04	\$198.44	\$203.01	\$205.20	\$208.01	\$209.92	\$211.83
E-195	\$108.34	\$125.29	\$146.62	\$150.19	\$153.77	\$157.66	\$162.03	\$165.77	\$169.55	\$173.42	\$174.42	\$172.95
E-190	\$108.34	\$108.34	\$124.73	\$127.76	\$130.80	\$134.11	\$137.85	\$141.03	\$142.53	\$144.48	\$145.84	\$147.10
CRJ-1000	\$108.34	\$108.34	\$124.73	\$127.76	\$130.80	\$134.11	\$137.85	\$141.03	\$142.53	\$144.48	\$145.84	\$147.10
MRJ-100	\$108.34	\$108.34	\$124.73	\$127.76	\$130.80	\$134.11	\$137.85	\$141.03	\$142.53	\$144.48	\$145.84	\$147.10

Full Pay Tables

Effective May 2, 2024

Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$422.39	\$425.81	\$429.30	\$432.75	\$436.23	\$439.66	\$443.12	\$446.54	\$450.00	\$453.43	\$456.88	\$460.34
747	\$422.39	\$425.81	\$429.30	\$432.75	\$436.23	\$439.66	\$443.12	\$446.54	\$450.00	\$453.43	\$456.88	\$460.34
787	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
772/773	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
767-400	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
A350	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
A340	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
A330	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
762/763	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
757	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
A300	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
A321XLR (Block Hour Rate)	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
A321Neo (Block Hour Rate)	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
737-MAX10 (Block Hour Rate)	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
A320Neo	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A319Neo	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A321	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A320	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A319	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-MAX9	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-MAX8	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-MAX7	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-900	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-800	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-700	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
MD-80	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A220-300	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A220-100 and Smaller Blended Rate*	\$207.65	\$209.19	\$210.95	\$212.64	\$214.25	\$215.97	\$217.67	\$219.38	\$221.07	\$222.80	\$224.51	\$226.18
A220-100	\$298.59	\$301.07	\$303.48	\$305.95	\$308.42	\$310.91	\$313.34	\$315.80	\$318.23	\$320.70	\$323.19	\$325.66
E190-E2/E195-E2	\$298.59	\$301.07	\$303.48	\$305.95	\$308.42	\$310.91	\$313.34	\$315.80	\$318.23	\$320.70	\$323.19	\$325.66
E-195	\$244.07	\$245.88	\$247.89	\$249.95	\$251.85	\$253.90	\$255.84	\$257.85	\$259.85	\$261.86	\$263.91	\$265.85
E-190	\$207.65	\$209.19	\$210.95	\$212.64	\$214.25	\$215.97	\$217.67	\$219.38	\$221.07	\$222.80	\$224.51	\$226.18
CRJ-1000	\$207.65	\$209.19	\$210.95	\$212.64	\$214.25	\$215.97	\$217.67	\$219.38	\$221.07	\$222.80	\$224.51	\$226.18
MRJ-100	\$207.65	\$209.19	\$210.95	\$212.64	\$214.25	\$215.97	\$217.67	\$219.38	\$221.07	\$222.80	\$224.51	\$226.18
First Officer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$113.76	\$227.84	\$266.60	\$273.07	\$279.59	\$286.68	\$294.64	\$301.40	\$304.68	\$308.82	\$311.59	\$314.45
747	\$113.76	\$227.84	\$266.60	\$273.07	\$279.59	\$286.68	\$294.64	\$301.40	\$304.68	\$308.82	\$311.59	\$314.45
787	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
772/773	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
767-400	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
A350	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
A340	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
A330	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
762/763	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
757	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
A300	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
A321XLR (Block Hour Rate)	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
A321Neo (Block Hour Rate)	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
737-MAX10 (Block Hour Rate)	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
A320Neo	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A319Neo	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A321	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A320	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A319	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-MAX9	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-MAX8	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-MAX7	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-900	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-800	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-700	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
MD-80	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A220-300	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A220-100 and Smaller Blended Rate*	\$113.76	\$113.76	\$130.97	\$134.15	\$137.34	\$140.82	\$144.74	\$148.08	\$149.66	\$151.70	\$153.13	\$154.46
A220-100	\$113.76	\$161.07	\$188.48	\$193.03	\$197.68	\$202.69	\$208.36	\$213.16	\$215.46	\$218.41	\$220.42	\$222.42
E190-E2/E195-E2	\$113.76	\$161.07	\$188.48	\$193.03	\$197.68	\$202.69	\$208.36	\$213.16	\$215.46	\$218.41	\$220.42	\$222.42
E-195	\$113.76	\$131.55	\$153.95	\$157.70	\$161.46	\$165.54	\$170.13	\$174.06	\$175.93	\$178.33	\$179.99	\$181.60
E-190	\$113.76	\$113.76	\$130.97	\$134.15	\$137.34	\$140.82	\$144.74	\$148.08	\$149.66	\$151.70	\$153.13	\$154.46
CRJ-1000	\$113.76	\$113.76	\$130.97	\$134.15	\$137.34	\$140.82	\$144.74	\$148.08	\$149.66	\$151.70	\$153.13	\$154.46
MRJ-100	\$113.76	\$113.76	\$130.97	\$134.15	\$137.34	\$140.82	\$144.74	\$148.08	\$149.66	\$151.70	\$153.13	\$154.46

Full Pay Tables

Effective May 2, 2025

Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$439.29	\$442.85	\$446.47	\$450.06	\$453.68	\$457.24	\$460.84	\$464.40	\$468.00	\$471.57	\$475.16	\$478.75
747	\$439.29	\$442.85	\$446.47	\$450.06	\$453.68	\$457.24	\$460.84	\$464.40	\$468.00	\$471.57	\$475.16	\$478.75
787	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
772/773	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
767-400	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
A350	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
A340	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
A330	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
762/763	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
757	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
A300	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
A321XLR (Block Hour Rate)	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
A321Neo (Block Hour Rate)	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
737-MAX10 (Block Hour Rate)	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
A320Neo	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A319Neo	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A321	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A320	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A319	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-MAX9	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-MAX8	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-MAX7	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-900	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-800	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-700	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
MD-80	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A220-300	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A220-100 and Smaller Blended Rate*	\$215.96	\$217.56	\$219.39	\$221.15	\$222.82	\$224.61	\$226.38	\$228.16	\$229.91	\$231.71	\$233.49	\$235.23
A220-100	\$310.53	\$313.11	\$315.62	\$318.19	\$320.76	\$323.35	\$325.87	\$328.43	\$330.96	\$333.53	\$336.12	\$338.69
E190-E2/E195-E2	\$210.53	\$213.11	\$215.62	\$218.19	\$207.76	\$210.33	\$212.87	\$215.43	\$217.96	\$220.53	\$223.12	\$225.69
E-195	\$253.83	\$255.72	\$257.81	\$259.95	\$261.92	\$264.06	\$266.07	\$268.16	\$270.24	\$272.33	\$274.47	\$276.48
E-190	\$215.96	\$217.56	\$219.39	\$221.15	\$222.82	\$224.61	\$226.38	\$228.16	\$229.91	\$231.71	\$233.49	\$235.23
CRJ-1000	\$215.96	\$217.56	\$219.39	\$221.15	\$222.82	\$224.61	\$226.38	\$228.16	\$229.91	\$231.71	\$233.49	\$235.23
MRJ-100	\$215.96	\$217.56	\$219.39	\$221.15	\$222.82	\$224.61	\$226.38	\$228.16	\$229.91	\$231.71	\$233.49	\$235.23
First Officer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$118.31	\$236.95	\$277.27	\$283.99	\$290.77	\$298.14	\$306.42	\$313.46	\$316.87	\$321.17	\$324.05	\$327.03
747	\$118.31	\$236.95	\$277.27	\$283.99	\$290.77	\$298.14	\$306.42	\$313.46	\$316.87	\$321.17	\$324.05	\$327.03
787	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
772/773	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
767-400	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
A350	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
A340	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
A330	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
762/763	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
757	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
A300	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
A321XLR (Block Hour Rate)	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
A321Neo (Block Hour Rate)	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
737-MAX10 (Block Hour Rate)	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
A320Neo	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A319Neo	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A321	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A320	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A319	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-MAX9	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-MAX8	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-MAX7	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-900	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-800	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-700	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
MD-80	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A220-300	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A220-100 and Smaller Blended Rate*	\$118.31	\$118.31	\$136.21	\$139.52	\$142.83	\$146.45	\$150.53	\$154.00	\$155.65	\$157.77	\$159.26	\$160.64
A220-100	\$118.31	\$167.51	\$196.02	\$200.75	\$205.59	\$210.80	\$216.69	\$221.69	\$224.08	\$227.15	\$229.24	\$231.32
E190-E2/E195-E2	\$118.31	\$167.51	\$196.02	\$200.75	\$205.59	\$210.80	\$216.69	\$221.69	\$224.08	\$227.15	\$229.24	\$231.32
E-195	\$118.31	\$136.81	\$160.11	\$164.01	\$167.92	\$172.16	\$176.94	\$181.02	\$182.97	\$185.46	\$187.19	\$188.86
E-190	\$118.31	\$118.31	\$136.21	\$139.52	\$142.83	\$146.45	\$150.53	\$154.00	\$155.65	\$157.77	\$159.26	\$160.64
CRJ-1000	\$118.31	\$118.31	\$136.21	\$139.52	\$142.83	\$146.45	\$150.53	\$154.00	\$155.65	\$157.77	\$159.26	\$160.64
MRJ-100	\$118.31	\$118.31	\$136.21	\$139.52	\$142.83	\$146.45	\$150.53	\$154.00	\$155.65	\$157.77	\$159.26	\$160.64

Full Pay Tables

Effective May 2, 2026

Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$456.86	\$460.56	\$464.33	\$468.06	\$471.83	\$475.53	\$479.27	\$482.98	\$486.72	\$490.43	\$494.16	\$497.90
747	\$456.86	\$460.56	\$464.33	\$468.06	\$471.83	\$475.53	\$479.27	\$482.98	\$486.72	\$490.43	\$494.16	\$497.90
787	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
772/773	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
767-400	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
A350	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
A340	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
A330	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
762/763	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
757	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
A300	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
A321XLR (Block Hour Rate)	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
A321Neo (Block Hour Rate)	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
737-MAX10 (Block Hour Rate)	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
A320Neo	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A319Neo	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A321	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A320	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A319	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-MAX9	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-MAX8	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-MAX7	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-900	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-800	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-700	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
MD-80	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A220-300	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A220-100 and Smaller Blended Rate*	\$224.60	\$226.26	\$228.17	\$230.00	\$231.73	\$233.59	\$235.44	\$237.29	\$239.11	\$240.98	\$242.83	\$244.64
A220-100	\$322.95	\$325.63	\$328.24	\$330.92	\$333.59	\$336.28	\$338.90	\$341.57	\$344.20	\$346.87	\$349.56	\$352.24
E190-E2/E195-E2	\$322.95	\$325.63	\$328.24	\$330.92	\$333.59	\$336.28	\$338.90	\$341.57	\$344.20	\$346.87	\$349.56	\$352.24
E-195	\$263.98	\$265.95	\$268.12	\$270.35	\$272.40	\$274.62	\$276.71	\$278.89	\$281.05	\$283.22	\$285.45	\$287.54
E-190	\$224.60	\$226.26	\$228.17	\$230.00	\$231.73	\$233.59	\$235.44	\$237.29	\$239.11	\$240.98	\$242.83	\$244.64
CRJ-1000	\$224.60	\$226.26	\$228.17	\$230.00	\$231.73	\$233.59	\$235.44	\$237.29	\$239.11	\$240.98	\$242.83	\$244.64
MRJ-100	\$224.60	\$226.26	\$228.17	\$230.00	\$231.73	\$233.59	\$235.44	\$237.29	\$239.11	\$240.98	\$242.83	\$244.64
First Officer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$123.04	\$246.43	\$288.36	\$295.35	\$302.40	\$310.07	\$318.68	\$326.00	\$329.54	\$334.02	\$337.02	\$340.11
747	\$123.04	\$246.43	\$288.36	\$295.35	\$302.40	\$310.07	\$318.68	\$326.00	\$329.54	\$334.02	\$337.02	\$340.11
787	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
772/773	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
767-400	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
A350	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
A340	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
A330	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
762/763	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
757	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
A300	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
A321XLR (Block Hour Rate)	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
A321Neo (Block Hour Rate)	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
737-MAX10 (Block Hour Rate)	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
A320Neo	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A319Neo	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A321	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A320	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A319	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-MAX9	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-MAX8	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-MAX7	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-900	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-800	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-700	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
MD-80	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A220-300	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A220-100 and Smaller Blended Rate*	\$123.04	\$123.04	\$141.66	\$145.10	\$148.54	\$152.31	\$156.55	\$160.16	\$161.88	\$164.08	\$165.63	\$167.07
A220-100	\$123.04	\$174.21	\$203.86	\$208.78	\$213.81	\$219.23	\$225.36	\$230.56	\$233.04	\$236.24	\$238.41	\$240.57
E190-E2/E195-E2	\$123.04	\$174.21	\$203.86	\$208.78	\$213.81	\$219.23	\$225.36	\$230.56	\$233.04	\$236.24	\$238.41	\$240.57
E-195	\$123.04	\$142.28	\$166.51	\$170.57	\$174.64	\$179.05	\$184.02	\$188.26	\$190.29	\$192.88	\$194.68	\$196.41
E-190	\$123.04	\$123.04	\$141.66	\$145.10	\$148.54	\$152.31	\$156.55	\$160.16	\$161.88	\$164.08	\$165.63	\$167.07
CRJ-1000	\$123.04	\$123.04	\$141.66	\$145.10	\$148.54	\$152.31	\$156.55	\$160.16	\$161.88	\$164.08	\$165.63	\$167.07
MRJ-100	\$123.04	\$123.04	\$141.66	\$145.10	\$148.54	\$152.31	\$156.55	\$160.16	\$161.88	\$164.08	\$165.63	\$167.07

Full Pay Tables

Effective May 2, 2027

Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$ 470.57	\$ 474.38	\$ 478.26	\$ 482.10	\$ 485.98	\$ 489.80	\$ 493.65	\$ 497.47	\$ 501.32	\$ 505.14	\$ 508.98	\$ 512.84
747	\$ 470.57	\$ 474.38	\$ 478.26	\$ 482.10	\$ 485.98	\$ 489.80	\$ 493.65	\$ 497.47	\$ 501.32	\$ 505.14	\$ 508.98	\$ 512.84
787	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
772/773	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
767-400	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
A350	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
A340	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
A330	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
762/763	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
757	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
A300	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
A321XLR (Block Hour Rate)	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
A321Neo (Block Hour Rate)	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
737-MAX10 (Block Hour Rate)	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
A320Neo	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A319Neo	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A321	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A320	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A319	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-MAX9	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-MAX8	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-MAX7	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-900	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-800	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-700	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
MD-80	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A220-300	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A220-100 and Smaller Blended Rate*	\$ 231.34	\$ 233.05	\$ 235.02	\$ 236.90	\$ 238.68	\$ 240.60	\$ 242.50	\$ 244.41	\$ 246.28	\$ 248.21	\$ 250.11	\$ 251.98
A220-100	\$ 332.64	\$ 335.40	\$ 338.09	\$ 340.85	\$ 343.60	\$ 346.37	\$ 349.07	\$ 351.82	\$ 354.53	\$ 357.28	\$ 360.05	\$ 362.81
E190-E2/E195-E2	\$ 332.64	\$ 335.40	\$ 338.09	\$ 340.85	\$ 343.60	\$ 346.37	\$ 349.07	\$ 351.82	\$ 354.53	\$ 357.28	\$ 360.05	\$ 362.81
E-195	\$ 271.90	\$ 273.93	\$ 276.16	\$ 278.46	\$ 280.57	\$ 282.86	\$ 285.01	\$ 287.26	\$ 289.48	\$ 291.72	\$ 294.01	\$ 296.17
E-190	\$ 231.34	\$ 233.05	\$ 235.02	\$ 236.90	\$ 238.68	\$ 240.60	\$ 242.50	\$ 244.41	\$ 246.28	\$ 248.21	\$ 250.11	\$ 251.98
CRJ-1000	\$ 231.34	\$ 233.05	\$ 235.02	\$ 236.90	\$ 238.68	\$ 240.60	\$ 242.50	\$ 244.41	\$ 246.28	\$ 248.21	\$ 250.11	\$ 251.98
MRJ-100	\$ 231.34	\$ 233.05	\$ 235.02	\$ 236.90	\$ 238.68	\$ 240.60	\$ 242.50	\$ 244.41	\$ 246.28	\$ 248.21	\$ 250.11	\$ 251.98
First Officer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$ 126.73	\$ 253.82	\$ 297.01	\$ 304.21	\$ 311.47	\$ 319.37	\$ 328.24	\$ 335.78	\$ 339.43	\$ 344.04	\$ 347.13	\$ 350.31
747	\$ 126.73	\$ 253.82	\$ 297.01	\$ 304.21	\$ 311.47	\$ 319.37	\$ 328.24	\$ 335.78	\$ 339.43	\$ 344.04	\$ 347.13	\$ 350.31
787	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
772/773	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
767-400	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
A350	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
A340	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
A330	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
762/763	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
757	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
A300	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
A321XLR (Block Hour Rate)	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
A321Neo (Block Hour Rate)	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
737-MAX10 (Block Hour Rate)	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
A320Neo	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A319Neo	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A321	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A320	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A319	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-MAX9	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-MAX8	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-MAX7	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-900	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-800	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-700	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
MD-80	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A220-300	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A220-100 and Smaller Blended Rate*	\$ 126.73	\$ 126.73	\$ 145.91	\$ 149.45	\$ 153.00	\$ 156.88	\$ 161.25	\$ 164.96	\$ 166.74	\$ 169.00	\$ 170.60	\$ 172.08
A220-100	\$ 126.73	\$ 179.44	\$ 209.98	\$ 215.04	\$ 220.22	\$ 225.81	\$ 232.12	\$ 237.48	\$ 240.03	\$ 243.33	\$ 245.56	\$ 247.79
E190-E2/E195-E2	\$ 126.73	\$ 179.44	\$ 209.98	\$ 215.04	\$ 220.22	\$ 225.81	\$ 232.12	\$ 237.48	\$ 240.03	\$ 243.33	\$ 245.56	\$ 247.79
E-195	\$ 126.73	\$ 146.55	\$ 171.51	\$ 175.69	\$ 179.88	\$ 184.42	\$ 189.54	\$ 193.91	\$ 196.00	\$ 198.67	\$ 200.52	\$ 202.30
E-190	\$ 126.73	\$ 126.73	\$ 145.91	\$ 149.45	\$ 153.00	\$ 156.88	\$ 161.25	\$ 164.96	\$ 166.74	\$ 169.00	\$ 170.60	\$ 172.08
CRJ-1000	\$ 126.73	\$ 126.73	\$ 145.91	\$ 149.45	\$ 153.00	\$ 156.88	\$ 161.25	\$ 164.96	\$ 166.74	\$ 169.00	\$ 170.60	\$ 172.08
MRJ-100	\$ 126.73	\$ 126.73	\$ 145.91	\$ 149.45	\$ 153.00	\$ 156.88	\$ 161.25	\$ 164.96	\$ 166.74	\$ 169.00	\$ 170.60	\$ 172.08

2023 Tentative Agreement

EXECUTIVE SUMMARY

Appendix C

Glossary of Select New and Updated Terms and Definitions

- 1. Available for Pick-up:**
a sequence that the Company has made available for award or assignment via TTS or DOTC, or equivalent.
- 2. Calendar Day:**
The twenty-four-hour (24) period from 0000 HBT to 2359 HBT.
- 3. Cancellation Assignment Period (CAP):**
A four (4) hour period which begins at the time of Sequence Cancellation, during which a pilot can be repaired with any Recovery Flying for a Sequence Cancellation which occurs after the start of The Day -1 DOTC.
- 4. Catch-up Flying:**
Flying (either deadhead(s) or Working Segment(s)) that is assigned by the Company to a pilot whose sequence, or a portion thereof, has cancelled, solely for the purpose of connecting the pilot to unimpacted segments of the original sequence.
- 5. Classification Date:**
A pilot's Classification Date, for pilots hired on or after the Effective Date of this Agreement (i.e., the 2023 CBA), is assigned based on the pilot's Date of Hire and shall continue to accrue during such period of duty except as provided in Sections 11 and 17 of this Agreement. Classification Date is used to determine pay level and the timing of advancement to succeeding pay levels.
For all pilots hired prior to the Effective Date of this Agreement (i.e. the 2023 CBA) and who have not yet reached Year 12 pay level, the Company will, within eighteen (18) months of the Effective Date, recalculate the pilot's Classification Date on a prospective basis only.
- 6. Daily Recovery Obligation (Daily RO):**
The process governing the repair of Cancellations which occur after the start of The Day -1 DOTC.
- 7. Do Not Include (DNI):**
A pilot who is excluded from PBS bidding and calculations for a Contractual Month.
- 8. Electronic Communication System (ECS):**
The system which serves as the primary means of communication between the Company and the pilot regarding the pilot's schedule.
- 9. First Person Contact:**
Positive two-way communication between pilot and IOC personnel.

10. Full Sequence Cancellation:

When a pilot's entire sequence has been removed as a result of a Sequence Cancellation (i.e., the pilot has been removed from all segments of a pilot's sequence with a cancellation removal).

11. Future Recovery Obligation:

The process governing the repair of Cancellations which occur before the start of The Day -1 DOTC.

12. Instructor Pilot (IP):

A pilot who is qualified to perform instruction duties at a training facility. IPs are not required to meet the qualifications set forth in Supplement Y. IPs may be either a Captain or a First Officer. Only non-management pilots on the AA seniority list can serve as IPs. IPs may not perform any Evaluating or Checking functions or any instruction in an aircraft or pilot trainer aircraft.

13. Line Check Pilot (LCP):

A pilot who is selected by the Company and designated by the FAA and authorized to administer evaluations during line operations. LCPs can only perform Flight Standards Work. May also be an APD.

14. Long-Haul Destination:

For the purposes of section 4.C., Trans-Oceanic sequences {excluding un-augmented to/from Hawaii) and augmented sequences U.S. to south of the equator.

15. Market Based Cash Balance Plan (MBCBP):

A Company-sponsored Plan that allows pilots the option to invest their excess 401(k) into a tax-deferred account.

16. Open Time:

An uncovered sequence that contains at least one Working Segment, is not failing continuity, and is Available for Pickup.

17. Pay Band:

Equipment will be placed into pay bands with a single rate of pay for each pay band. The Pay bands include: Small Narrowbody, Narrowbody, Long-Range Narrowbody, Small Widebody, Widebody, and Large Widebody.

18. Partial Sequence Cancellation:

A Sequence Cancellation which is not a Full Sequence Cancellation.

19. Pre-Plotted Absence:

One or more days during a Contractual Month when a pilot will not be available to the Company (e.g., military leave, jury duty, union business, Company business) to be scheduled, except for Special Assignment, and the pilot informs the Company of the pilot's unavailability by noon CT on the 7th of the month prior to the Contractual Month.

20. Reserve Bucket:

For the purpose of determining which Reserves will be considered to cover existing Open Time in their four-part bid-status, such Reserve will be classified by continuous, calendar-day availability (i.e., One (1) day Reserve Bucket, Two (2) day Reserve Bucket, Three (3) day Reserve Bucket, Four plus (4+) day Reserve Bucket).

21. Reserve Days Worked (RDW):

A calculation used to prioritize Reserves within a given Reserve Bucket for Assignments made outside of DOTC.

22. Retiree Health Reimbursement Agreement (RHRA):

Upon retirement, a portion of a pilot's accumulated unused sick leave hours may be credited to a notional account for future use on qualified medical expenses.

23. Self-Repair:

Flying the pilot has requested and which has been Awarded and which satisfies a pilot's Recovery Flying Obligation for a Full Sequence Cancellation.

24. Sequence Footprint:

The originally scheduled sign in time on the first day of the sequence to the end of the originally scheduled debrief time on the last day of the Sequence.

25. Sequence Origination:

The scheduled time of sign in on the first day of the Sequence.

26. Shared Sequence:

Pilots may split sequences which are on their schedules and share any portion of the split sequence with another pilot within the parameters set forth in Section 15.Q.1.a-e.

27. Single Solution:

The segment(s) or sequence(s) to be assigned as Recovery Flying placed on a pilot's schedule as a single repair (which may be accomplished in multiple transactions).

28. Split Duty:

For unaugmented sequences, the Company may build allocated sequences with a rest opportunity in a suitable accommodation during the Flight Duty Period subject to the parameters set out in Section 15.R.2.a-f.

29. Working Segment:

A segment requiring a pilot to operate and that is not a deadhead.