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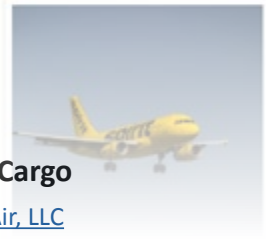
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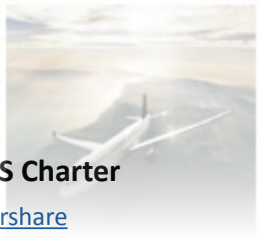

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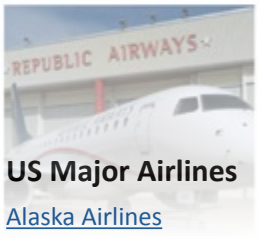

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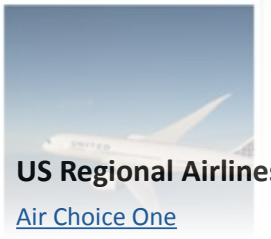

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The Grid (contract comparisons , pay charts, company details, etc.) has moved online. Click on the airlines above to go directly to that airline's information, or go to www.AeroCrewNews.com/go/thegrid. A sample comparison of three airlines begins on page 50.

Dear readers,

As winter subsides and spring bounces in, we are reminded that summer is right around the corner with its severe thunderstorms and convective SIGMETs occurring in certain parts of the country after some areas have received record snow falls this winter. It's been a while that I recall dodging massive thunderstorms, squall lines, or even isolated thunderstorms. I'm not going to lie, I kind of miss that. The destinations to which I fly have changed, but I feel like there's been less convective activity over the last two years and perhaps longer.

Other pilots and I have often debated which is the better season to fly in – summer or winter? Do you like the unpredictability that summer brings with air mass thunderstorms, holding and last-minute diversions. Or do you prefer the flying through blizzards, de-icing and dealing with holdover times? Which side of the debate do you land on?

Irrespective of the season, we can all agree that there are many beautiful sights from our windows which has been the inspiration for our annual Aero Crew News Photo Contest. There is still time for you to submit your shots for this year's theme ¬– Aviation Sunsets. You can win cash and other prizes, plus bragging rights as your photo will be featured in Aero Crew News. See the rules, prizes and submit your photos here.

As always, I welcome comments, questions, or suggestions to improve Aero Crew News! I can be reached at info@aerocrewnews.com.

Fly Safe,

Craig D. Pieper

Craig D. Pieper

About the Publisher



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

March 2023

What did the March winds blow into Aero Crew News?

THE GRID is back in the pages! Check the March example comparing three airlines' current contracts.

FEATURE introduced SkyBridge, a veteran-established company helping veterans transition into the aviation industry.

FITNESS offered inspiration from our own fitness guru, Eric Ray's, own story.

FOOD BITES gave us a taste of the legendary Franklin BBQ in Austin, Texas.

GREY MATTER continued to explain unions in its final part 3 of a series.

KNOWLEDGE BASE got into the thick of holding patterns.

LOVE FLYING took us to the Pacific Northwest for a tulip festival, one among several in Washington.

PERSPECTIVES explored options and opportunities for gaining one's multiengine license.

SKYLAW explained the so-called "Australian Pilot" visa.

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CREDITS

Publisher / Founder
Craig Pieper

Aero Crew Solutions, CEO
Scott Rehn

Editor
Deborah Bandy

Layout Design
Michelle Harvey

Additional Contributors
Deborah Bandy, John McDermott, Eric Ray, Sergio Sovero, Victor Soler, Richard Swindell, Killa Martin, Reini Thijssen

Aviator Bulletins
Provided by the companies listed

Photographs By
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Grid Updates Email
GridUpdates@AeroCrewNews.com

Social Media Marketing By
Nate Racine

Social Media Advertising By
Edith Duran

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AVIATOR BULLETINS



WestJet Pilots Respond to Acquisition of Sunwing

WestJet pilots, currently in ongoing negotiations for their second collective agreement, reiterated its call for greater job security, working conditions and industry standard wages for all Westjet group pilots after the federal government formally approved the Westjet acquisition of Sunwing Airlines. Read More

Statement on Potential Merger Between Air Canada Pilots Association and the Air Line Pilots Association, Int'l

Pilot leaders from the Air Canada Pilots Association (ACPA) and the Air Line Pilots Association (ALPA) issued the following statement regarding an agreement in principle reached between the two unions about a potential merger: Read More



ALPA Reiterates Commitment to Strong Aviation Safety Standards

Pilot leaders from the Air Line Pilots Association, Int'l (ALPA) reiterated the need to keep aviation safety standards strong and identify areas of continued improvement during today's safety summit hosted by the Federal Aviation Administration (FAA). Read More



1,000 Days into Negotiations, ATI Pilots Seek Mediation

After 1,000 days in negotiations, the ATI pilots, represented by the Air Line Pilots Association, Int'l (ALPA), have asked for a federal mediator to help move their contract talks forward, stating that ATI refuses to offer its pilots industry-standard terms while the airline and parent company Air Transport Services Group Inc. (ATSG) make record profits. Read More



Global Pilot Leaders Unite to Keep Two Pilots on the Flight Deck

Leaders of the world's largest pilot organizations today announced a global coalition to prevent airlines and manufacturers from pushing ahead with plans to remove pilots from the flight deck, a profit-driven scheme that poses a significant safety risk. Pilot representatives from the International Federation of Air Line Pilots' Associations (IFALPA), the European Cockpit Association (ECA), and Air Line Pilots Association, Int'l (ALPA) vowed to take collective action to protect the flying public and counter an aggressive corporate-led lobbying campaign targeting regulators around the world, including the International Civil Aviation Organization (ICAO). Read More



50 years later: A trailblazer paved the path for women on the flight deck

In 1972, Bonnie Tiburzi wrote to every major airline carrier in the United States asking for a job, and every single airline turned her down, except for one. In March of 1973, American Airlines offered Bonnie a position as First Officer — making her the first woman to fly for a major commercial airline at the early age of 24. Read More

AVIATOR BULLETINS



Powering the Future: American Donates Aircraft Engine to Aviation Institute of Maintenance in Chicago

Though the last American Airlines McDonnell Douglas MD-80 took its final flight in 2019, a vital part of the historic aircraft will continue powering the future of aviation maintenance. Today, the airline donated a Pratt & Whitney JT8D engine to the Aviation Institute of Maintenance (AIM) during the Aviation Technician Education Council annual conference in Chicago. The engine will be used by students for hands-on training at the school's Chicago campus pursuing their aviation maintenance technician (AMT) certification. Read More



Breeze Airways Introducing Service from Charleston, West Virginia, to Charleston, SC and Orlando

Breeze Airways, the newest, nicest domestic low-fare airline, will introduce service to Charleston, West Virginia, on May 31. Breeze will operate twice-weekly flights this summer to Charleston, SC (CHS), a first for the route, and year-round service to Orlando, FL (MCO), the only nonstop to the destination. Introductory fares on the routes will start at $49* and $59* one way, respectively. Read More



Clay Lacy Aviation Commits Over $500,000 In Pilot and Mechanic Scholarships

Clay Lacy Aviation has strengthened its commitment to the future of aviation by funding scholarships in diverse areas within the industry and geographic regions. The 55-year-old private aviation company, specializing in aircraft management, charter, maintenance and FBO services throughout the U.S., announces it has raised its commitment to over $500,000 in scholarships and support to the next generation of aviation professionals. Read More



A ‘business imperative’: Delta outlines roadmap to more sustainable travel

From pursuing sustainable aviation fuels and more efficient aircraft to reducing single-use plastics and encouraging a net-zero supply chain, Delta announced its roadmap to more sustainable travel and net-zero emissions by 2050. Read More



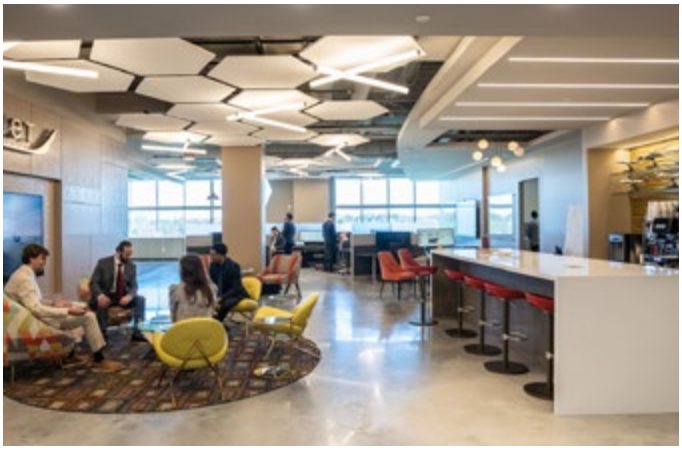
Embraer Signs an Agreement with Ocean Explorer and Beacon Expands to helicopters’ segment

Embraer has signed a commercial agreement with Ocean Explorer, a Brazilian helicopter operator, for the use of Beacon, the maintenance coordination digital platform that connects resources and professionals for a faster return-to-service. Ocean Explorer is the first helicopter operator to use Beacon to help bring contextual communication between its maintenance teams and external partners, simplify flows and improve maintenance operations. Read More



Embraer Secures A-29 Super Tucano Services Agreement with the Philippine Air Force

Embraer announced today that it has signed a services agreement with the Philippine Air Force to support their fleet of A-29 Super Tucano aircraft. This agreement will provide support for more than 200-part numbers of the A-29 Super Tucano. Read More



Flexjet Helps a New Generation Take to the Skies at Embry-Riddle Aeronautical University

Flexjet, a global leader in subscription-based private aviation, today announced the opening of the expanded Flexjet Innovation and Career Center at Embry-Riddle Aeronautical University's Research Park in Daytona Beach, Florida. The new facilities will house Flexjet-sponsored internships, offer conference space for student meetings and introduce students to career opportunities in the rapidly growing business aviation sector.. Read More



Frontier Airlines Announces Nonstop Service from Atlanta to Guatemala City, Santo Domingo, San Diego, Salt Lake City, and Ontario, Calif.

Ultra-low fare carrier Frontier Airlines (NASDAQ: ULCC) will launch new seasonal nonstop service from Hartsfield-Jackson Atlanta International Airport (ATL) to Guatemala City, Guatemala (GUA), Santo Domingo, Dominican Republic (SDQ), and San Diego (SAN) in May of 2023. Additionally, in May, Frontier will restart seasonal nonstop service from ATL to Ontario, Calif. (ONT), and Salt Lake City (SLC). Read More



Frontier Airlines Announces First-Ever Airline Progressive Jackpot Giveaway Awarding 5 Million FRONTIER Miles

Known for its low fares and furry animal ambassadors, Frontier Airlines is the first airline to introduce a progressive mileage giveaway that will award 5 million miles in total through the new “Lott-o Miles, Pick 5” promotion. Read More



Say Bonjour to JetBlue Flights from New York To Paris On Sale Today

JetBlue (NASDAQ: JBLU) announced its highly anticipated entrance to Continental Europe with nonstop service from New York’s John F. Kennedy International Airport (JFK) to Paris Charles de Gaulle Airport (CDG) is available for sale starting today. Read More



JetBlue and Spirit Will Continue to Advance Plan to Create Compelling National Low-Fare Challenger to the Dominant U.S. Carriers

JetBlue Airways Corporation (“JetBlue”) (NASDAQ: JBLU) and Spirit Airlines, Inc. (“Spirit”) (NYSE: SAVE) today responded to the filing of a complaint by the U.S. Department of Justice (the “DOJ”) seeking to block the companies’ merger: Read More



JetBlue Further Expands Choices For Customers Across the Northeast With New Daily Nonstop Service Out For Sale Starting Today

JetBlue (NASDAQ: JBLU) announced three new routes launching this summer – enabled in part by its Northeast Alliance (NEA) with American Airlines – which will further increase competition and choice for travelers across the Northeast. Seats are out for sale starting today with fares as low as $59(a). Read More



JetBlue Releases Analysis Further Demonstrating Procompetitive Benefits of Combination with Spirit

JetBlue (NASDAQ: JBLU) released updated data, which further supports the disruptive role of the airline on the dominant, higher-price legacy carriers, and the pro-competitive impact the merger with Spirit will have on the industry. Read More



JetBlue and Shell Aviation Announce Agreement Bringing New Supply of SAF to LAX

JetBlue (Nasdaq: JBLU) and Shell Aviation today announced a new collaboration bringing additional supply of sustainable aviation fuel (SAF) to Los Angeles International Airport (LAX), targeting commencement of delivery in the first half of 2023. Within the terms of the agreement, JetBlue is expected to take delivery of 10,000,000 gallons of blended SAF at LAX over the next two years and an option to purchase up to 5,000,000 gallons more in the third year, either at LAX or other airports in JetBlue's network. Read More



From the Sea to the Sky: United Invests $5 Million in Algae-based Fuel Producer Viridos

United wants to turn microalgae into SAF through the first new investment of its recently announced UAV Sustainable Flight FundSM since its launch: algae biofuel company Viridos. This $5 million investment will support the production of sustainable aviation fuel (SAF) made from algae, an abundant and scalable resource that can be grown and harvested without impacting the food supply chain. Read More



United Announces $5 Million Investment in Carbon Capture Company Svante

United announced its $5 million investment in carbon capture technology company Svante, who provides materials and technology as part of the value chain that has the potential to convert CO2 removed from the atmosphere and from industrial emission sources into sustainable aviation fuel (SAF). Read More



Embrace the Challenges

Even a postponed checkride can teach us something

Written By: John McDermott

I've been spending a lot of time lately preparing for my commercial pilot checkride in the United States. It's been a long road; I'm training under Part 61 while studying for a completely unrelated degree at a university without an aviation program. Thus, at times, the preparation process has been messy. There have been weeks away from flying, classes I've been wholly unprepared for, and moments I've had to decide whether I need to prioritize preparing for classes or the checkride.

Training in Chicago isn't helpful either where our winters are notorious. Now as winter starts to melt into spring, the winds are picking up once again. In fact, due to weather, today's checkride was postponed so I'm writing this instead.

All this is to say that it's been a challenging road. For the first time, I have to manage being an active student while prepping for a checkride instead of doing all my final training over summer break. But at the same time, I wouldn't change it for the world because, though the process hasn't been seamless, I have learned a lot about time management and how to handle my training. Not only have I learned how to balance schoolwork with flying work. I've also learned how important it is to get enough sleep, to keep exercising, and to eat well. More than ever before, I've needed to learn how important it is to go into each day focused with a strong, sharp mind.

I've also needed to learn how to manage nerves. Arguably, this is the most important checkride I've faced to date. I've heard plenty about people who had easier times with commercial and about those who thought it the toughest test. While no two pilots will have the same experience prepping for this checkride nor the same reactions to the requirements in the ACS, the fact remains that at this point in the process, the stakes are higher than ever before. I'm being judged on whether I can safely carry passengers for hire, whether I'm qualified to allow people to entrust me with both their lives and their wallets. To me, it's also the latest step in my dream to fly professionally, the biggest test I've handled so far.

Thus, equally as important as learning how to manage my time is learning how to regulate my emotions in a new way. Not only do I need to manage such a big test and prevent my nerves from besting me, I also need to learn how to trust myself and trust my training despite the imperfections I face each flight. I've needed to learn to come to terms with my realization of how impactful this checkride is to me and the training challenges I've faced without compromising each opportunity to learn and continue to grow as a pilot and as a person.

The decision to delay today's checkride put my emotions and self-trust to the test. Making the quick decision to push back my test forcing me to wait to learn my fate, has given me more patience and is teaching me how to keep myself focused. It's even helped me learn how to take a step back from training to reset, refocus, and come back energized to keep tightening up my maneuvers.

No matter when my checkride happens – if the weather on the next scheduled day works out or if I need to keep waiting – I'll also have a new lesson in trusting myself. After a recent lesson, my instructor reminded me that, no matter how much I fly or practice before my checkride, I still need to take a leap of faith

going into such a big test. Even though I won't perfectly nail my maneuvers every time, I still need to trust my training and trust what I've learned from both my great flights and my crappy flights. I have amassed plenty in my toolbox to have a meaningful ride no matter what happens.

Ultimately, no matter how the checkride goes, I'll have more to take from the experience. Whether I pass and move on to the next level of training or am forced to keep working on my skills before stepping up, I will learn from the flight and from flying with a DPE more experienced than I. Regardless, I will have more flights, more ground training to keep flying, I'll keep improving my skills, and keep refining my abilities as a pilot. Once I move on from commercial single, the process will start all over again. There will be another new environment, another new challenge, and another checkride to keep pushing me into a new comfort zone and giving me new lessons to learn as I strive toward my ultimate goal of flying for a living.

As my training continues, I cannot help but remember a moment from my private training. I was struggling with my short field landings, and as I waited for departure for another trip into the traffic pattern, I marveled at the sight of a business jet taking off before us. My instructor reminded me that even the most skilled pilots on the planet started where I am. Everyone faces road bumps, everyone has challenges for each checkride, and many of us have even failed a few. But if I kept myself moving forward, I could get over the biggest challenges that right now feel like they could make or break my world, and one day I'll be up front at my dream airline, in my dream plane, appreciating just how far I've come and how much I've grown on the journey.

There will always be something to learn, no matter where I end up. As long as I lean into the challenges, I'll become a better pilot from each experience that comes my way, even if my trip to professional flying isn't as perfect as I'd dreamed. Until I become the best pilot I can possibly be, the only thing left to do is hit the books, head to the airport, and keep learning.



About the Author

John McDermott's passion for aviation began in a Michigan bookstore when he found a story about a chance encounter between enemy pilots during World War II. Soon, after watching countless hours of fighter jets and traffic from his home near O'Hare International Airport, he was hooked forever.. Read More...



How to Respond to Hurtful Comments

Written By: Reini Thijssen

Unsolicited advice, prejudices, toxic positivity, or 'funny' comments are among the many ways in which family, friends, coworkers, or even strangers can verbally hurt us. Even if it was not intended to be offensive, they could feel that way, causing anxiety or anger. It can also trigger past experiences and feelings concerning similar experiences or comments. Hurtful comments often stem from ignorance, fear of the unknown, frustration, or feelings of powerlessness. Here are some practical tips to respond.

Verbal aggression is often viewed as insults, name-calling, or threats. However, there are many more subtle forms of verbal hurt. Both explicit or more subtle forms can have the same effect and cause feelings of confusion, frustration, shame, inadequacy, and anger, leading to aggression. Verbal aggression refers to statements that are unwanted and cross boundaries. Rationalizing such remarks is common; we tell ourselves that maybe it was not ill-intentioned or even question ourselves whether we are being "too sensitive."

(Un)intentional?

We all make mistakes and occasionally say something that can come off as rude; that is part of the human experience. Especially when emotions are involved, it can lead to raised voices, accusations, and reproaches. However, there is usually more going on for people who frequently or intentionally make hurtful comments. When people are being verbally abusive, they often have a great need for recognition and appreciation. They subconsciously hope to get credit by showing superiority and pointing fingers.

Intuition

Our intuition is an excellent protection mechanism warning us often occurring as an uneasy gut feeling that indicates when and if someone crosses our boundaries. The response time for that feeling varies per person. For example, someone who experienced repeated criticism, negativity, and hurt in childhood might react faster and stronger to the same comment than someone who may not have had that experience.

How to Recognize: Variations of Verbal Aggression

You can follow your intuition to determine whether you find a comment unacceptable. You can also establish whether such a comment falls into one of the following categories of common forms of verbal aggression:

- Dismissiveness: When the other person does not give you the right to your reaction. For example, with "You are too sensitive/ childish," or "Cheer up." Thereby, your inner reality is denied, indirectly telling you how you feel and what you experience is wrong.

- Joking as a disguise: Sometimes, a message is disguised as a joke to make you question yourself. For example, constantly saying mean or critical comments followed by, "It was just a joke." Or bluntly "humorous" statements, such as "You could not find your way to your own home even if you would use a GPS."

- Blocking: Someone imposes what may and may not be discussed ("Let's stop talking about it.")

- Swearing: often with 'soft' swear words, for example, sarcasm: "You are such a victim," or "You think you are special, don't you?"

• Criticism and Judgement: Someone gives you an unsolicited negative evaluation, for example, as in, “Your problem is that ... “ Most “you” statements are judgmental and critical, such as, “You are never satisfied,” or “You always have something to be upset about.”

• Undermining: Someone tries to dampen your enthusiasm and will undermine the most insignificant topics, which can lead to questioning the way you think or your opinions with this form of abuse. For example, “You cannot do that,” or “You do not understand that.”

• Blaming: Being accused or blamed for something out of your control is a form of verbal abuse.

How To React?

What is the best way to deal with hurtful comments? First, try not to blame yourself for not responding immediately or realizing what you “should” have said at the time. Second, responding to a hurtful comment with a joke or passive-aggressively is not a good idea. Chances are that the conversation will turn into a power struggle. Besides, this communication method is technically the same as what the other person just did.
We often fear when we feel uncomfortable or attacked by someone’s comment. Our natural reaction to fear occurs in a fight, flight, or freeze response. The fight response will express itself in a strong verbal response. Freezing and shutting down in the conversation happens to many people. Others flee – they change the subject or leave the conversation. All three are short-term responses that are usually ineffective.

Try compassion

Ask yourself, “What is this person trying to defend?” This question can give you insight into the thought process of the aggressor, setting yourself up for compassion. As referred to earlier, hurtful comments are made for a reason. People attack you because they are often afraid of losing something. Investigating what the fear is, helps to see through those hurtful comments.

Examples could be:

- They may attack me because they want to prove to themself that they are intelligent and valuable.

- They may be putting me down because they feel it is necessary to maintain their self-esteem.

- Perhaps they fear change, and my behavior means their life will change.
Using compassion first can help you to move on to other techniques.

Feedback Method

Through practice, it is possible to become proficient in responding adequately. For example, a well-known assertiveness method

is to give feedback. With the feedback method, you must be honest and reflect on the other person and how their comment affected you.

1. Start by asking yourself what is happening. What do I feel? This way, you can determine whether the comment crossed a personal boundary.

2. If they did cross a boundary, you tell the other person what you observe, for example: "I hear you say ..." Then you describe what that does to you: "That hurts me," or "I find it annoying."

3. You conclude with a question. "Do you understand that?" or "Can you imagine how that comes across?" This way, you give the other person space to respond. Another tactic is that you make a request for the future, as in, "Would you please stop doing that?" In most cases, this approach leads to a constructive conversation, but if it does not, at least you tried, and now you know that this person has no respect for your boundaries, and you can keep an appropriate distance.

Extra tip

The feedback approach can also be used in retrospect. Sometimes, we were too surprised to react or only realize later that something hurtful has been said. Calling the other person after you gave it some thought and telling them in a friendly way how it affected you, gives them a chance to explain or apologize. Such openness often brings people closer together.

Expose the core

Responding to indirectly hurtful comments is challenging because there is no explicit criticism to respond to. A helpful technique to use in these instances is "the inquiry." The inquiry helps expose the core of the comment. This approach can be practical in situations of indirect verbal aggression. For example, let's use the variant disguised as a joke or a compliment containing disapproval. Ask for clarification of the remark, expressing the hidden criticism or insult openly. "What do you mean? Are you saying that ...?" Often, the offender will quickly back off and say they did not mean it that way. The topic is now on the table for an open and constructive conversation.

Final Note

Never blame yourself for not standing up for yourself in the moment. It can be challenging to address the hurtful comment right there and then. It can be helpful working on setting boundaries and assertiveness with a professional. Emerald Mental Health (specializing in mental health support for aviation professionals) can help you with that. Contact Emerald Mental Health for a free 15-minute consultation.



About the Author

Reini Thijssen is a Licensed Mental Health Counselor, Licensed Professional Counselor (LMHCA, LPC) and certified life couch specializing in working with aerospace professionals. She moved to the United States from the Netherlands in 2019 to pursue a career in counseling. Read More...



April Powers

Written By: Eric Ray

It's April, we just lost an hour of sleep and we are rapidly progressing towards summer and that isn't an April Fools' Day prank! Goodness, where has the new year gone already? If you're like me, you're already thinking about vacation and where that adventure will take you. Recently, I seemed to be struggling with the direction my fitness was heading and my diet too. Maybe that has something to do with my most recent birthday (age withheld!) or the fact that daylight saving time seems to keep kicking my butt. It could be that spring really isn't in full swing and the weather keeps ebbing and flowing from warm to cold helping to induce cabin fever!

See, even as a fitness coach and nutrition advisor I have moments of uncertainty. I have days where I don't want to eat healthy or workout. That's normal. What it really comes down to is listening to your body and taking a break, but let's put that into perspective.

Self-imposed stress

Stress isn't necessarily a bad thing. Think about this – diamonds are only formed under extreme pressure. A brief amount of stress can increase your performance and brain function. There is another side, however. Self-imposed stressors can limit your ability to cope as in being exhausted, hypoglycemic, abusing drugs, alcohol, or tobacco. Those things that you do to yourself can curb your ability to perform. That doesn't mean you can't have a vice, just don't overindulge. I often say that when you're feeling over stressed, use the gym to work it out. If you're feeling overstressed and can't figure out what the issue is, take a moment to determine if you're stressing yourself.

Triggers

We all have things that motivate us, sidetrack our progress, or deflate our motivation. Much like stress, we also have triggers that can be self-imposed. If you find after having a few drinks that you can't sleep or are exhausted from lack of sleep and lose motivation, maybe adjust the amount that you consume. The same can be said for hypoglycemia – don't skip meals and become overly hungry and then consume massive quantities!

Stay the course

Sometimes when we are overwhelmed, it's easy to give up. You can push too hard or not enough and think the results aren't happening fast enough. If you have a plan and are meeting your goals, stay the course. If you have a moment when nothing seems to be going right, take a day off, listen to your body; then get back to it. Results for losing weight, adjusting to a new diet, or fighting through the lactic acid that is a result of a new fitness regime takes time. It's okay to have moments of uncertainty and it's okay to take a day or two off, but any fitness or nutrition journey is just that – a journey.

As always, if you have questions or ideas for future articles, please send me an email (Ericray4470@gmail.com) and I will do my best to include your idea.



About the Author

Eric Ray is a certified personal trainer and nutrition coach. He is the co-creator of the Hii360 Coaching Method and current president of Hii360 Coaching. Read More...



Forty Ninth State Brewing

What's a yak?

Written By: Victor Soler

This month, I was lucky enough to be sent to Anchorage with plenty of time to visit a local brewery restaurant that I had heard so much about – Forty Ninth State Brewery. Originally located at the foot of Denali National Park in a three-door bus barn, their brewed their beer one barrel at a time perfecting their lineup. Word traveled fast about what was brewing in the north and fans of the suds would travel from all over to taste the new offering. This tradition continues today as the brewers still create small-batch brews before introducing it to the public in large quantities. There are three locations in Alaska where you can enjoy some of the unique cuisine and delicious beers: Anchorage, Denali, and in the airport (ANC) located in concourse C, pre-security.



The downtown-Anchorage brewpub has scenic views in a large, 30,000-square-foot space. It has that Alaska rustic charm with a friendly staff. To complement their beer selection, they also have one of the largest whiskey and scotch menus I have yet to see. Unfortunately, I was too close to heading off to my next destination to partake in any of these libations but I did enjoy a home-brewed root beer, which was flavorful and not over-the-top sweet.

My server, Vivian, was extremely helpful as I navigated their massive and unique menu. As the only restaurant in America to serve it, she said "Try the YAK." I had to ask her once again what she said because I thought she sneezed or stepped on her own toes. Honestly, I had never heard of yak and had no idea what it was. "What's a yak?" I asked. She informed me that the brewery has a relationship with a farm with a yak herd just for their menu. I decided it was probably best not to look too far into it and just give it a try. I ordered the popular half-pound yak burger, a cup of seafood chowder and a Bavarian handmade pretzel.

For the starter, the pretzel was unbelievable! It had a nice crispy exterior and the inside was so soft and fluffy. You can taste the love that goes into making this massive bar snack. I was lucky enough to have some friends along for the adventure to share. Next came the chowder. It has fresh king salmon, Kachemak Bay halibut and baby clams. There would never, ever be any sharing of this soup, not even a little slurp! Sorry, not sorry, mi familia, it is that good! The chowder is hearty and, as a slightly larger portion, could easily be a meal on its own.

Now for the main course! Indeed, this was mystery meat to me. The yak burger, which was massive, served on a pretzel bun, was a juicy well-seasoned burger with beautifully







caramelized onions, applewood bacon and smoked gouda cheese. I was impressed with the flavor of the yak meat, which I describe as slightly sweet, beefy flavor. This sustainable meat for Alaska was delicious from the first bite. I would recommend this burger all day! Or, if you need something lighter and still want to give yak a taste, try the yak-a-dilla.

I highly recommend swinging by and trying out their unique menu of food and brews. While I was there, I heard about Augtoberfest which was created because September and October are a little too late in the year for large outdoor festivities. They host lots of events from ax throwing to stein-holding competitions at this truly statewide event with attendees coming from all over to enjoy the traditions of community and brews. I may have to send a few pizzas to our scheduling department to ensure that I revisit during the event.

Anchorage
717 W. 3rd Ave
Anchorage, AK 99501
www.49statebrewing.com



About the Author

Victor Soler is a retired Army UH-60 helicopter pilot with a Bachelor's of Science degree in Occupational Safety and Health. Currently, Victor is a 767/757 first officer. Read More...



GREY MATTER

Laboring to Understand Unions, Part 4

How are unions structured?

Written By: Richard Swindell

Hello and welcome to the concluding article for this overview series on unions – what they are, what they do, and how they are structured to support the professional airline pilot. In this month's article, we will break down the democratically based structure that provides service and support to their respective members, and briefly review some of the unions for the U.S. airline industry.

First, think of the union as a pyramid. Starting at the base of this pyramid, we have the general membership – all the members (pilots, in this case) represented by a given union and responsible for electing (usually every two years) their local representatives to include a chairperson, vice chairperson, and secretary-treasurer ("local reps", or shop stewards in the Teamsters). These three individuals represent all the pilots at a base or domicile, which is referred to as the local council or simply "the local." In the Air Line Pilots Association (ALPA) structure, this is the Local Executive Committee, or LEC for short.

The next level of the pyramid is the executive council, made up of each local council's chair and vice chair, plus three or four executive officers elected (also every two years) by these local reps. The executive officers include a chairperson, vice chairperson, secretary and treasurer, or a president and vice president such as in the Teamsters and Allied Pilots Association.

In ALPA, this group is the Master Executive Council or MEC, and they represent their airline's entire pilot group to the national union as well as to the airline's management group. The MEC is responsible for managing the extensive committee structure in place to support their members, as well as negotiating on behalf of the pilots at their airline.

At the top of the pyramid are the national officers, usually consisting of a president and vice president, along with leaders of various national committees. In ALPA, these include a president, first vice president, vice president of administration, and vice president of finance, elected every four years by the MEC representatives of each member airline.

At the top of the pyramid, national officers take direction from the executive councils, who in turn take direction from the local councils, who receive their input and direction from the members at the base. In this way, the democratic organization is driven from the bottom up.

Although each union strives to deliver the best possible service to its members, each of the following U.S. airline industry unions has a unique history, structure, and philosophy on member support. While not a complete list, the following snapshots provide a glimpse at the size and general scope of representation:

- Air Line Pilots Association – ALPA is the world's largest airline pilot union as well as non-governmental safety organization, representing more than 67,000 pilots at 40 U.S. and Canadian airlines.

- Allied Pilots Association – APA represents the 15,000 pilots who fly for American Airlines.

- Independent Pilots Association – IPA represents 2,800 pilots flying for UPS. Rather than charging members standard dues like other unions, the IPA operates from member donations, and is registered as a 501(c)(3).

- International Brotherhood of Teamsters, Airline Division – IBT represents 80,000 airline industry workers, including mechanics, customer service and ramp agents, stock clerks, dispatch personnel, flight attendants and pilots.

- Southwest Airlines Pilots Association – SWAPA represents more than 9,400 pilots at Southwest Airlines.

- Association of Flight Attendants – The AFA-CWA (Communications Workers of America) is the world's largest flight-attendant union, representing nearly 50,000 flight attendants at 20 airlines.

- International Association of Machinists and Aerospace Workers – The IAM is one of the largest and most diverse labor unions in North America representing approximately 650,000 workers in more than 200 industries with most of its membership in the U.S. and Canada.

- Professional Airline Flight Control Association – PAFCA represents more than 1,300 FAA-certificated aircraft dispatchers and operations specialists at American, Delta, Spirit, and United Airlines.

- National Air Traffic Controllers Association – NATCA is a public-sector union within the Federal Aviation Administration representing nearly 20,000 air traffic controllers, engineers, and other safety-related professionals in the U.S.

This is all very general of course and I highly encourage a deeper dive into what your union structure is, how it works, and what you can do to be a more active participant in the organized labor process, thereby getting the most out of your union membership.
I hoped you have enjoyed this high-level overview of unions in the U.S. airline industry.



About the Author

Richard Swindell left active-duty military service and transitioned to the airline industry where he flies and works as a line check airman for a major airline. Read More...



KNOWLEDGE BASE

Mountain Wave Turbulence

Written By: Sergio Sovero

The FAA defines turbulence as air movement created by atmospheric pressure, jet streams, air around mountains, cold or warm weather fronts, or thunderstorms. Although turbulence cannot always be predicted, weather products and tools allow pilots to adjust their flight paths when mountain wave turbulence indicators are present. On occasion, mountain wave turbulence can lead to loss of aircraft control and is considered a severe threat to aviation.

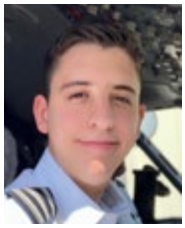
One of the most valuable weather tools is Pilot Report, or PIREP. PIREPs, whether from a light- or a transport-category aircraft, are transmitted to ATC and disseminated to potentially dozens of aircraft within the vicinity. When making a PIREP, ensure you follow proper reporting criteria and be specific, particularly when relaying the intensity level. Also, be cognizant that information provided within a PIREP relates to conditions for the reporting pilot's aircraft and may not extrapolate accurately to your aircraft. Moderate turbulence upon a 777 may be severe upon a smaller aircraft, for example.

In addition to PIREPS, the FAA Aviation Weather Center disseminates SIGMETs (significant meteorological hazards) for any moderate or greater turbulence within the CONUS (continental U.S.). Graphical weather products are particularly valuable, enabling pilots to plot a route of flight while determining if a SIGMET will be a threat. Accordingly, adjustments to a route can then be made both laterally and vertically.

Winds and temperatures aloft can also be an indication of the presence of shear, which can then be correlated to mountain wave turbulence. Noting the location of the ridgeline, pay attention to rapid increases in wind speed. Pilots may not always be able to visually identify mountain wave turbulence. At times, breaking waves and rotors can be given away by visual clues in the sky. If sufficient moisture is in place, altocumulus standing lenticular clouds (ACSL) can develop at the top of individual waves above and downwind of mountains producing a mountain wave. Remember, the absence of cloud formations does not guarantee the lack of wave. If present, clouds would be parallel to the mountains from which they are developing.

Satellite imagery is likely to depict cloud patterns but fails to provide pilots with accurate altitude information. These clouds will look like ripples of water on satellite. Thus, pilots are encouraged to incorporate satellite products into their preflight planning, while acknowledging the limitations inherent to its usage.

Predicting mountain wave turbulence accurately involves the use of a wide range of meteorological products and resources. A single tool is unlikely to reflect an accurate representation of the conditions. While some products are forecasts, others reflect real-time information, such as PIREPs. Hence, proper planning requires inferring information from each product and applying it to your planned flight path. As with any flight, situational awareness of the enroute environment is key.



About the Author

Sergio Sovero was born and raised in Lima, Peru, and is currently a captain for Delta Air Lines. Read More...



Love Conquers All ... Sometimes

Three main myths of marriage-based green cards.

Written By: Killa Marti

Perhaps the most famous (or infamous) immigration process is the marriage-based, green-card petition process. The subject of many popular movies and TV shows (90-Day Fiancé, anyone?), this process is often misunderstood. The core concept of getting a green card through marriage is a simple one – fall in love, get married, and file. However, as simple as that might sound, if your case is not clear cut, this process can be a real minefield. Some examples of factors that can complicate a petition are cases in which the beneficiary has immigration violations in their past, either party has been married before, there are criminal records for either party, or the petitioner has filed a green card for a prior spouse, among others. None of

these factors automatically mean the process is doomed, but it does mean that the couple, either needs to know what they're doing or they need to work with an attorney who is well versed in the complexities of the Immigration and Nationality Act (INA). As I stated at the beginning, because this process can be a complex one, we won't tackle all the facets of this process in one article. Today, we will focus on dispelling some myths surrounding the marriage-based immigration process.

Myth #1: "If I marry a U.S. citizen, I will automatically get a green card."

This is one terrible myth that some loving couples that have consulted with me come to learn is not true in the most bitter of ways. While marrying a U.S. citizen grants a couple some procedural and legal benefits, by no means does it mean that all your problems are solved. The INA clearly delineates a list of "inadmissibilities" that could disqualify someone from getting a green card, even if they are married to a U.S. citizen. Some of them have "waivers" (or forgiveness requests) that can be filed, and others do not. Even if you are eligible for these waivers, some require that you file and wait outside the U.S. to be approved. Currently, due to many financial and institutional woes, the U.S. Citizenship and Immigration Service (USCIS) may take up to three years to approve. During that time, many couples must endure separations from their loved ones and serious financial struggles as the beneficiary may be the main or sole financial provider for their families. This is hardly the stuff of fairy tales.

Myth #2: "Once my marriage-based petition is approved, that is the end of our dealings with the government."

The ugly sister of Myth #1, this myth has people thinking that once their marriage petition is approved, that is the end of the story. In some very specific cases, that may be true. However, because of fraud and abuse of the marriage-based green card process, the government has instituted safeguards that require further scrutiny for the couple. For example, if at the time your initial marriage-based green card was approved, you have been married less than two years, that initial green card you received is conditional. Ninety (90) days prior to the two-year anniversary of receiving your green card, you will need to file a petition to remove those conditions. This petition is a joint request with you and your spouse and you have to submit evidence that you remain married to your spouse. If at the time of submission, you are not still married to your U.S. citizen spouse, you will face some serious challenges if you decide you want to remain in the U.S. The government does provide some ways to keep your green card if had a good faith marriage, but you will need to submit a request for a waiver of the joint petition requirement. If this is your situation, I advise you to seek legal counsel as failure to file this waiver properly results in the beneficiary being placed into deportation proceedings. You may also be placed into deportation proceedings if you fail to submit the request for removal of conditions within that ninety-day time frame.

Myth #3: "If I leave my abusive, U.S.-citizen spouse, I have no chances of staying in the U.S."

The last of the myths we will address today is awful and destructive, but if dispelled, can bring a lot of hope. U.S. immigration law provides several avenues for victims of domestic abuse. If you are being abused physically, emotionally, verbally, or psychologically by your U.S.-citizen spouse, you do not have to remain in that marriage. Especially if you or your children's lives are in danger, I highly advise that you seek the help of law enforcement and get yourself out of a dangerous situation. Your life is of utmost importance.

Victims of abuse of a U.S.-citizen spouse can essentially "self-petition" for a green card, provided you can support the allegations of abuse. In situations where a police report was filed, a criminal prosecution against the abusive spouse occurred, or any other related civil process took place (such as a permanent restraining order), you may qualify for "U-visa" status if you cooperated with law enforcement throughout the legal process. How often do I hear the story of my clients where their spouse threatens them that "without me you are nothing," or "I'm going to get you deported." Don't believe them. If you are being abused in your marriage to a U.S. citizen, there is hope for you. ASISTA is a non-profit that has great resources on the subject.

In the months to follow, we will delve more into the marriage-based immigration process. For now, I hope these myth-busting lines help lay a foundation for a better understanding of the process.



About the Author

Killa Marti is an award-winning attorney and founder of Martí Law Firm, LLC, a client-centered immigration practice. Read More...



Cruising The Amazon – Part One

From the air, its vastness is evident, but on the surface the enormity overwhelms.

Written By: Deborah Bandy

I grew up traveling because of my father's work. He was a photogrammetric cartographer for the U.S. Government making maps and sharing the arts and skills of mapmaking with our allied governments of Central and South America. Our travels, inculcated with passion for the planet and all its inhabitants, shaped my love for exploration. The Amazon was on my bucket list long before the eponymous movie gave it a name.

In February and March 2023, I traveled the Amazon from its mouth to Manaus, about a thousand miles upriver. Lest you get the impression I was in the typical boat that moves up and down the river, I must first share that I did this in the comfort and luxury of a Viking Ocean ship. Since 2013, I have enjoyed at least one cruise a year with Viking and am now working on my second dozen. But this last cruise was particularly amazing, mostly because my expectations were speculative. I knew well the accommodations I would enjoy but what I would experience had little frame of reference.

This voyage began in San Juan, Puerto Rico when we embarked upon the same ship that had taken us from Rome to San Juan only eight weeks before. It was like coming to a familiar place with many familiar faces among the waiters, bartenders, sommeliers, entertainers, and officers. We did have a new captain and a new chef, both of whom added to our enjoyment – the captain for his daily dose of humor, and the chef for everything ingestible. We think of Viking ships as our vacation home. All the ocean ships have the same layout and décor which is so comfortably familiar after more than a dozen journeys. We spend zero time learning our way around which is a significant reason why we are so committed to Viking. The comparatively small number of passengers accommodated (930 maximum) is the most important reason, however.

After a few Caribbean Islands, we dropped anchor near Royal and Devil's Islands of the movie Papillon infamy. Roaming the prison ruins and learning about the ways the penal colony operated was both immeasurably interesting and creepy. The slaughterhouse was built on the edge of Royal Island facing Devil's Island ensuring that sharks stayed nearby. Escape meant almost certain death by an unimaginable means. Of 70,000+ inmates, only about 5,000 left alive, only two of whom escaped successfully. The island's cemetery was only for guards and their families. Inmates were buried "at sea" – delivered into the jaws of marauding sharks – the ocean guards. The jungle has overtaken much of the islands' landscape, but the ruins well depict the conditions under which the colony existed until 1954.



After a day at sea, we entered the mouth of the Amazon delineated only by the change from blue ocean to the Yoo-hoo-colored waters descending from the Andes. The mouth is so wide there is no way to see shore to shore until further upriver. Aside from the color, the most noticeable feature is the volume of flotsam. Huge logs and green "islands" of plant life pepper the surface of the river while their speed emphasizes the powerfully swift current.

After a few hours in the great river, the captain announced that we were crossing the equator. We reminisced about one day in Ecuador driving from Quito further north to Ibarra and how the curvy Andean road crossed the equator many times in just a few miles. Viking provided certificates to commemorate the event which I'm sure was a meaningful gesture for some. We spent that day cruising toward the small city of Macapá while small boats piloted by young men buzzed around to greet us. They even crossed in front of our big ship and made many of us gasp in fear for their safety. Boys will be boys the world around. We anchored in Macapá for the immigration process into Brazil. All ships are required to be cleared there before proceeding upriver. The river pilots and immigration officers joined us for the journey and when not working, they mingled with the guests. There were no disembarkations in Macapá.



The following day we anchored near Santarem on the south shore at the confluence of the Tapajós and Amazon rivers. Because the water of the Tapajós is not colored with sediment and is at a different temperature than the Amazon water, there is a distinction for several kilometers down the Amazon making for an interesting visual phenomenon of a bi-colored river.



That morning, we left the ship and boarded small fishing boats for an expedition into Lago do Maicá (a part of the Amazon floodplain) to fish for piranha. Interestingly, among the sights were water buffalo. The species was imported into Brazil in the late 1800s to work the rubber plantations. Today, the Brazilian herd of water buffalo is greater than 1.4 million head that are chiefly used for meat and dairy. Our guide told us that they are so dependable that they never need to be corralled or tied. They don't wander far and always return.



The piranha fishing was fun but not very productive. Because they nibble at the red-meat bait, it's hard to set a hook. Only two were caught on our boat and both were returned to heal their lip wounds. Regardless, it was fabulous to be down on the water, to see the riverside farms and to be up close to the notorious fish.



The return trip to the ship was a city tour from the Tapajós. As with all cities and villages along the Amazon, the river is the main transportation artery for Santarem, a small city of about 300,000. (There are no bridges over the Amazon.) Our guide did tell us that they now have a road that connects the border of the states of Mato Grosso and Pará with the port of Santarém which are about 1000 km apart. This paved road brings advantages in exporting the region's enormous agricultural and livestock production through here rather than the Port of Santos, which is 2000 km from the area.





In part two, I'll share more about our journey up the Amazon. Watch this space. I like to give special thanks to our regular contributor to Love Flying, Lia Ocampo, for allowing me to hijack her column for a couple of months.



About the Author

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



DPS, The Premier Instruction Services Company

An airline's senior pilots are among its most valuable assets, with the greatest average longevity and the experience, knowledge, and expertise to fly safe, standard, and compliant aircraft for millions of passengers who entrust them into their care. Their years of leadership and professionalism afford them the utmost respect and admiration from their employers and peers alike, for it is these senior pilots on whom they rely to apply a lifetime of critical thinking skills and operational efficiencies that yield the ultimate in customer satisfaction on every journey.

If you are a senior pilot, you may recognize that crewmembers no longer ask how long you have been with your company – instead, they ask, ***"How much longer before you retire?"*** In fact, you have had the retirement calculator running for years and may happily respond to these queries with the date, down to the exact number of months, days, and minutes until you retire. But who's counting, right?

Pilots approaching retirement consider their waning years to be bittersweet, as the culmination of decades of service collides with the reality of the FAA's mandatory retirement age. This rather unapologetically leaves pilots adrift at the stroke of midnight on their 65th birthday, no longer able to retain the stature and livelihood they maintained for decades. As a retiring pilot, you have certainly been looking forward to the time off for the trips you have been planning to take, grandchildren to visit and all the projects and hobbies that have been patiently waiting for your well-earned leisure time. But there's no escaping it – hanging the uniform up for good and saying goodbye to wake-up calls, bunk rests, favorite international destinations and an entire network of work family can leave you with a loss of identity the minute you taxi through those watery arches and set the brakes for the last time. And ready or not, the search for a new normal starts now.

It is said that eighty is the new sixty. Our average life expectancy has far eclipsed what yesteryear's retired captains experienced, and today's pilots fully anticipate enjoying many additional years of productivity beyond their



time on the flight deck. But just what types of opportunities are available to extend your career and stay connected to your time in the air after being grounded?

As retiring pilots, you have faced untold challenges over the course of your career. Now, as you prepare to depart, a new challenge has appeared over the horizon. Predicted for decades and finally a reality, the pilot shortage has firmly taken hold. The limited pool of qualified applicants to fill the main seat has not grown to keep up with demand, a trend that is likely to last for decades. Many carriers within the industry are currently experiencing unprecedented attrition, with some carriers finding as much as half of their pilot workforce retiring in the next five to ten years. The COVID-19 pandemic exacerbated this shortage, as a significant number of airline pilots chose early retirement packages to forgo internal furloughs and other layoffs caused by the worldwide travel shutdown. A 2019 Oliver Wyman[1] poll of flight operations leaders showed that 62 percent of respondents



listed the shortage of qualified pilots as a major risk to their operation. For the first time ever, airlines are struggling with a drought of qualified applicants and insufficient training resources to meet renewed air travel demands. This leaves most operators at the mercy of limiting their own growth by their ability to fill the most important seats on the aircraft.

As the industry at large braced for the negative impact these shortages caused, Delta Professional Services (DPS) saw opportunity. With existing pilot rosters already stretched thin covering rebounding flight schedules, drawing more pilots away from line flying to conduct training for new recruits, and flight crew currency threaten to make the shortage even worse. Rather than leaving airlines to train with less experienced instructors or through unproven third parties, DPS emerged with a solution that allows the largest growing pool of experienced pilots – our retirees – a chance to continue serving well past their 65th birthdays by training the next generation of aviators.

Delta Professional Services (DPS) is an instruction-services company serving as a strategic partner for major airline carriers, providing supplemental instructors for 14 CFR Part 121 Certified Air Carrier pilots in both full-flight simulators and flight-training devices.



The company, which spent years as an internal program before standing up as a wholly-owned subsidiary of Delta Air Lines in 2019, draws from a large workforce of retired airline pilots from major air carriers throughout the country to create a deep bench of highly qualified and experienced instructors allaying the need to pull active pilots from the line of duty in a time when every carrier is already stretched thin.

These instructors' years of practical flight experience not only make them exceptionally well-suited for the task of conducting relevant, world-class training, but offer a welcome career extension to retirees who wish to dedicate their talents towards a renewed purpose. By leveraging decades of real-world flying, retiring pilots bring focused expertise and a realistic view of what it takes to fly at the highest proficiency standards. This is what lies at the heart of the DPS core belief – the best training can only be achieved by providing new pilots with instruction from those who possess the most relevant experience, the most qualified subject-matter expertise, and the greatest ability to impart unparalleled wisdom.

Of course, there is nothing new about former pilots transitioning to teach following retirement. DPS however, brings a key difference to the space in its experience from within the industry. The company is uniquely positioned, through its ownership by Delta Air Lines, to not only create a new path for retiring pilots looking to extend their careers into the future, but also to reward them for their years of faithful service and personal sacrifice. To that end, DPS has worked hard to cultivate a culture of mutual respect among its instructors and holds its staff of retirees in the highest esteem as its most valuable resource. It is because of this dedication to honoring the most prestigious flying job in air travel that inspires DPS to provide much more than just a continuing paycheck, but an enviable benefits package that makes working for DPS a desirable "next chapter" in a pilot's career.

DPS President Marc Lippens believes that the way to secure a pipeline of qualified pilots in the years to come is to focus on the people, not the problems. For this reason, DPS offers retiring pilots continuing benefits including commuter and personal travel, medical, dental and vision insurance, 401k and profit sharing, the ability to work with





multiple clients, fleets, and more. DPS also individually vets candidates to ensure that every instructor is the best of the best. ***"Our success is a result of the commitment of our team members to not only meet but exceed our customers' expectations,"*** said Lippens. ***"The foundation of this success is a company culture of innovation, engagement, and accountability. Every one of us has the responsibility to bring new ideas forward, to value and respect one another, and to hold ourselves and each other accountable to do the right thing."***

This strategy is paying off for DPS, as the company emerges as part of a new landscape that sees the industry returning to life after an unprecedented interruption. In 2022, DPS nearly doubled the size of its existing workforce, posted record-setting revenues, and created a cadre of corporate expertise within their division that leverages years of industry experience. Together, they have devised a solution for a more immersive and comprehensive training platform focused on serving major airlines and operators across the globe. Training by DPS professionals is currently conducted throughout the United States and will soon include multiple global training centers making the company's training services accessible to most major hubs.

Boasting a list of instructional-services clients that includes The Boeing Company, Delta Air

Lines, FedEx, Hawaiian Airlines, and other valued carriers, DPS has established itself as the premier vendor in the supplemental flight instruction space. Additionally, DPS offers one of the industry's top ATP-CTP programs with an on-campus, major airline experience through the FAA Part 142 Delta Aircrew Training Center certificate. To date, DPS has graduated more than 2,000 ATP-CTP students and currently offers courses in Atlanta and Miami.

"DPS begins every partnership discussion from the basis of 'no degradation in training' ensuring the highest standards of quality and delivery," remarked Lippens. ***"Using less experienced pilots for training could potentially compromise the quality of the instruction and the resulting training, and ultimately costs more in the long run at pilot-scale pay. This should give our partners confidence that pilots who receive training from our instructors arrive ready for the job and prepared for anything in the operation."***

Fulfilling its goal of becoming the worldwide leader in commercial aviation training is no easy task – especially for a well-established but little-known company – but it is one that DPS is well equipped to handle. DPS employs experienced instructors on every major commercial aircraft (as well as most regional equipment), a leadership team with a combined 100+ years of experience in flight training and standards (with major U.S. carriers), and talented professionals with years of experience recruiting and sourcing the best of the best in aviation. This incredible pool of talent, coupled with the backing of one the top commercial airlines in the world, makes DPS an easy decision for retiring pilots and clients alike.

While DPS may be an emerging player in the aviation training space, it is anything but conservative when it comes to directly compensating its instructors. Training with DPS is paid in an industry-leading manner against other providers, with cumulative incentive pay available for working late nights, weekends, holidays, special events, short calls, and exceeding 17 events in a calendar month. Providing positive-space travel (for those who do not live locally), as well as full reimbursement for travel costs, makes DPS' program extremely competitive for the commuting instructor, but these perks do not come in lieu of excellent base compensation. In 2022, DPS was able to provide an 8% pay increase across the full-rate scale and removed incentive caps, creating an additional 18% in earning potential for the average instructor. In 2023, another 5% pay-rate increase followed along with the commitment to provide instructors with every tool they need to be successful, both professionally and financially.

Captain (ret.) Bob Skinner, DPS Vice President – Operations, longtime airline pilot and flight training executive, does not see financial incentives as the most important benefit that DPS offers its staff of instructors. ***"The most important value DPS provides comes from giving retiring pilots a way forward that helps them to retain the positive self-identity and sense of purpose that they have come to rely***

on at a time when they could feel left behind as they depart their prestigious positions and their replacements join fleets around the world," Skinner says, exemplifying the valuable insight that only a retired pilot can bring. ***"Being a pilot is something that is felt rather than said. And DPS is committed to making sure that they feel right at home even when their time on the flight deck ends. Simply put, DPS is a great place to work."***

To seasoned captains approaching retirement, DPS wants you to know that your contributions to aviation are far from over. Marc Lippens believes that this experience – YOUR experience – is the path forward to combating the pilot shortage and giving retiring aviators the respect and support you deserve.

"We want to foster a company where the end of a pilot's time in the air is followed by a continuation of their aviation career," Lippens avows. ***"To be the best, you have to learn from the best, and we want these incredible people who have given years of service to their job to know that we still believe they are the best in the world at what they do."***

DPS is a wholly owned subsidiary of Delta Air Lines, Inc. and is headquartered at Delta Air Lines main campus in Atlanta, with additional training locations in Miami, Memphis, and Orlando. Those seeking to work as instructors must have an Airline Transport Pilot certificate with Aircraft Multi-Engine Land class rating, have served as a pilot at a 14 CFR Part 121 Certified Air Carrier with a minimum of 2,000 accrued hours as a Pilot in Command. One



can apply as early as six months prior to retirement but should apply no later than 36 months after retiring. The company also lists "preferred, but not required" qualifications including previous experience as a flight-simulator check airman or line-check pilot at a 14 CFR 121 Certified Air Carrier and Aircraft Type Rating in aircraft operated by Delta Air Lines or other DPS clients.

For more information on joining the DPS Team contact DPSrecruiting@dps.delta.com.

For more information on the DPS ATP-CTP experience visit the Delta Aircrew Training Center website at at pctp.delta.com.:

[1] https://www.oliverwyman.com/our-expertise/insights/2021/mar/after-covid-19-aviation-faces-a-pilot-shortage.html

The Grid

Airline Contract Comparison

Breeze Airways vs Avelo Air

Product Name	Breeze Airways	Avelo Air
Product Image		

01 Date Issued		
		
Last Updated	28 March, 2023	20 January, 2022
Last Update	Pilot Pay Rates, Pay Charts (Pilots)	Pay Details (Pilots), Pilot Pay Rates
Last Update Notes	New Pilot Pay Charts	None

You can generate any airline contract comparison that you like. Just select the airlines and click compare. Visit AeroCrewNews.com/acn-grid

02 General Airline / Company Information

		
ATC Call Sign	MOXY	Avelo
Aircraft	10 E190, 3 E195 (2 more ordered) 8 A220s with 72 more to be delivered (Options for 40 more)	B737-700 (Quantity Unknown) B737-800 (Quantity Unknown)
IATA Code	MX	XP
ICAO Code	MXY	VXP
Headquarters	Cottonwood Heights, Utah	Houston, TX
Maintenance Bases	TPA, CHS, MSY, ORF, BDL, PVU	Burbank, CA New Haven, CT

While we do the best we can to keep this data up to date, it can be a full-time job when the industry is moving like it is now. Please send updates to GridUpdates@AeroCrewNews.com

03 General Pilot Information

		
Pilot Union	None	None
Current Contract Year (P)	N/A	N/A
Number of Pilots	300	44
Number of pilots as of	02 April, 2022	29 October, 2021
Junior Captain Hire Date (Mo/Yr)	E190/195 = October 2022, A220 = July 2022	August, 2021
JCHD as of:	02 April, 2022	29 October, 2021
Pilot Bases	TPA CHS MSY ORF BDL PVU	BUR HVN
Junior Captain Bases	E190/195 = CHS	HVN
Junior First Officer Bases	E190/195 = ORF	HVN
Currently Hiring Pilots	Yes	Yes
Pilot Hiring Website (P)	Pilot Hiring Website	Avelo Air Jobs Page
EFBs	iPad	iPad
General Pilot Info Notes	None	None

05 Pay Details (Pilots)

		
MMG Line Holder (P)	70 hours	70 Virtual Base Pay $1,800 per month
MMG Reserve (P)	70 hours	70 Virtual Base Pay $1,800 per month
Pay During New Hire Training (P)	70 hour MMG from Day 1	CA $4,000 per month FO $2,500 per month
New Hire Bonuses (P)	Direct Entry Captains with a class date of July 31, 2023 or earlier, will receive a Founder Pilot Stock Award of 200 RSUs effective the first day of the month following their first flight as a Captain after completion of OE (but no earlier than May 31, 2023) First Officers with a class date of July 31, 2023 or earlier, will receive a Founder Pilot Stock Award of 200 RSUs effective the first day of the month following their first flight as a Captain after completion of OE.	$20,000 by June 1, 2022 Paid in 2 installments within first year. $5,000 after completion of OE
New Hire Bonus Website (P)		N/A
Profit Sharing (P)	Unknown	TBD
Other Bonuses (P)	Unknown	None
Deadhead Pay (P)	Scheduled Block Time - 100% pay	50%
Open Time Pay (P)	After 82 block hours, 125%	125%
FO International Override		Unknown
CA International Override		Unknown
Holiday Pay (P)	Additional 50% if flying on a holiday	Unknown
Pay Details Notes (P)	None	None

06 Pilot Pay Rates

		
Currency (P)	US dollars	US dollars
FO 1st Year Pay (P)	$105.00	$90.00
A220-100 FO 2nd Year Pay	$132.00	
A220-100 FO Top Pay	$158.00	
A220-100 CA Top Pay	$280.00	
B737-800 FO 2nd Year Pay		$110.00
B737-800 FO Top Pay		$140.00
B737-800 CA Top Pay		$220.00
EMB190/195 FO 2nd Year Pay	$122.00	
EMB190/195 FO Top Pay	$144.00	
EMB190/195 CA Top Pay	$255.00	
CA Pay 1st Year	E190/195: $205.00 A220: $215.00	B737: $200.00
Next Pay Raise Notes (P)	Pay Rates Updated 3/28/2023	None

07 Expenses (Pilots)

		
Per Diem (P)	$2.00 per hour	$2.25 per hour
New Hire Hotel (P)	Paid for by the company, Single Occupancy	Paid for by the company
New Hire Hotel Notes (P)		None
Downtown Hotel (P)	No	
Downtown Hotel Notes (P)		None
Hotel Points (P)	Yes	Yes
Airline Mileage Accrual for Dead Heads (P)	No	Yes
Uniform Reimbursements (P)	Pilots are provided with a uniform allowance	Yes
Headset Reimbursements (P)	No	No
Health Care Costs Medical (P)	Eligible for healthcare 1st day of the month following your start date.	Unknown
Health Care Costs Dental (P)	Eligible for healthcare 1st day of the month following your start date.	Unknown
Health Care Costs Vision (P)	Eligible for healthcare 1st day of the month following your start date.	Unknown
Expenses Notes (P)	None	None

08 Work Rules (Pilots)

		
Minimum Days off per Bid Period - Line Holder (P)	12	11
Minimum Days off per Bid Period - Reserve (P)	12	10
Pay Protection (P)	Yes	Yes
Maximum Scheduled Duty Day (P)	FAR Part 117	FAR Part 117
Minimum Day Credit (P)	4 hours	3.25 hours
Minimum Trip Credit (P)	None	Unknown
Duty Rig (P)	None	Unknown
Trip Rig (P)	None	Unknown
Most Unique Work Rule (P)	Unknown	
Work Rules Notes (P)	None	None

While we do the best we can to keep this data up to date, it can be a full-time job when the industry is moving like it is now. Please send updates to GridUpdates@AeroCrewNews.com

09 Paid Time Off (Pilots)

		
Vacation Accrual (P)	Year 1 = 7 Days Year 2 - 5 = 14 Days Years 6+ = 21 Days	1st year: 32.50 hours 2nd year: 48.75 hours
Vacation Pay (P)		Unknown
Sick Time Accrual (P)	New Hire pilots completing training in January will receive 24 hours of sick time, completing training later will result in 2 hours fewer per month (ex. Feb 22 hours) After their first year 30 hours yearly, maximum bank is 300 hours	22.75 hours per year
Short Term Disability (P)	Yes	Yes
Long Term Disability (P)	Yes	Yes

10 Retirement (Pilots)

		
401(K) Matching (P)	Yes, 100% match on the first 3%, Total match of 4% when employee contributes 5%	Yes 100% match on first 3% Total match of 4% when pilot contributes 5%
401(K) Direct Contribution (P)	None	No
401(k) Fully vested (P)	Immediate vesting of the company match at 90 days of employment	Immediate vesting of the company match
Pension Plan (P)	None	Unknown

11 General Flight Attendant Information

		
Flight Attendant Union	None	None
Number of Flight Attendants	200	60
Number of flight attendants as of	02 April, 2022	29 October, 2021
Junior Flight Attendant Line Holder DOH	April 2021	Unknown
Flight Attendant Bases	TPA CHS MSY ORF BDL PVU	BUR HVN
Junior Flight Attendant Base		BUR HVN
Currently Hiring Flight Attendants	Yes	Yes
Flight Attendant Hiring Website (FA)	Flight Attendant Hiring Website	Avelo Air Jobs Page
EIFM	Yes	iPad
General Flight Attendant Info Notes	None	None

12 Flight Attendant Pay Rates

		
Currency (FA)	US dollars	US dollars
First Year Pay (FA)	$22.50	$25.00
Second Year Pay (FA)	$24.00	$27.00
Top Flight Attendant Pay (FA)	$27.50	$50.00

13 Pay Details (Flight Attendants)

		
MMG Line Holder (FA)	Full-Time 70 hours Per Month / Part-Time 37.5 hours Per Month	75
MMG Reserve (FA)	70 hrs	75
Pay During New Hire Training (FA)	Yes! Upon successful completion of training, you'll receive $1,200.00	$48 per day stipend
Profit Sharing (FA)		TBD
Deadhead Pay (FA)		Unknown
Open Time Pay (FA)		Unknown
Premium Open Time Pay or Overtime (FA)		130% of hourly rate above 90 hours
Incentive Pay (FA)	Yes	Unknown
Holiday Pay (FA)	Yes	Yes
Pay Details Notes (FA)	None	None

14 Expenses (Flight Attendants)

		
Per Diem (FA)	$2.00 per hour	$2.25 per hour
New Hire Hotel (FA)	Paid for by the company, Single Occupancy	Paid for by the company
Downtown Hotel (FA)	No	
Downtown Hotel Notes (FA)		None
Hotel Points (FA)		Yes
Airline Mileage Accrual for Dead Heads (FA)	No	No
Uniform Reimbursements (FA)	Unknown	Initial uniform paid for by company, annual stipend after
Health Care Costs Medical (FA)	Unknown	Unknown
Health Care Costs Dental (FA)	Unknown	Unknown
Health Care Costs Vision (FA)	Unknown	Unknown
Expenses Notes (FA)	None	None

16 Paid Time Off (Flight Attendants)

		
Vacation Accrual (FA)	1 Year = 7 days 2 Years+ = 14 days	Unknown
Sick Time Accrual (FA)	Each Jan 1st FA granted 24 hours per year	Unknown
Short Term Disability (FA)	Yes	Unknown
Long Term Disability (FA)	Yes	Unknown

15 Work Rules (Flight Attendants)

		
Minimum Days Off per Bid Period - Line Holder (FA)	PT FA 18 days off 30 day month and 19 days off 31 day month maintain 37/50 monthly guarantee	Unknown
Minimum Days off per Bid Period - Reserve (FA)	FT 10 days off in a 30 day month 11 in 31 day bid period	Unknown
Pay Protection (FA)	FA drops below	Unknown
Maximum Scheduled Duty Day (FA)	14 hours	Unknown
Minimum Day Credit (FA)		Unknown
Minimum Trip Credit (FA)		Unknown
Duty Rig (FA)		Unknown
Trip Rig (FA)		Unknown
Work Rules Notes (FA)	None	None

17 Retirement (Flight Attendants)

		
401(K) Matching (FA)	Yes, 100% match on the first 3%, Total match of 4% when employee contributes 5%	Yes 100% match on first 3% Total match of 4% when pilot contributes 5%
401(K) Direct Contribution (FA)	None	No
401(k) Fully vested (FA)	Immediate vesting of the company match at 90 days of employment	Immediate vesting of the company match
Pension Plan (P)	None	Unknown



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

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AeroCrewSolutions.com
Mail@AeroCrewSolutions.com