

AUGUST 2023



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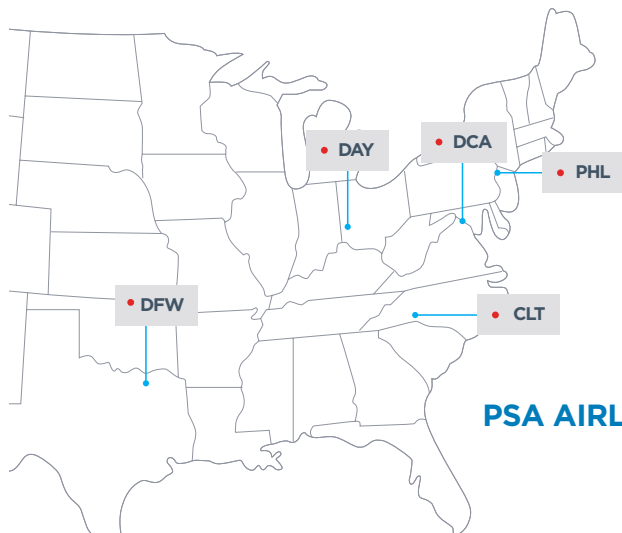
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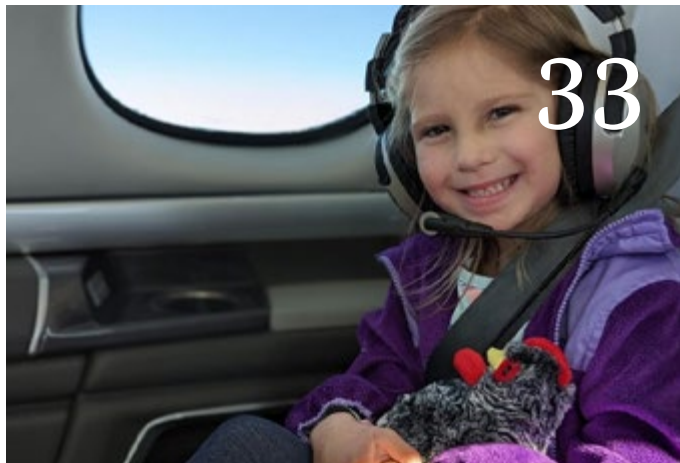
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# contents

AUGUST 2023

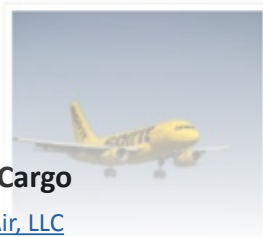
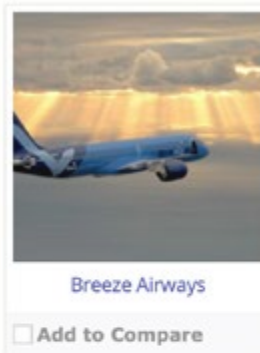
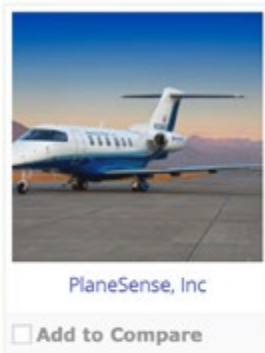
JUMP TO EACH SECTION BELOW  
BY CLICKING ON THE TITLE OR PHOTO.



## Also Featuring:

Letter from the Publisher	8
Aviator Bulletins	10
Food Bites - Our Lady of the Rocks Lighthouse	27
Flying - Our Lady of the Rocks Lighthouse	30
Contract Comparison	43

# the grid



## US Cargo

[21 Air, LLC](#)

[ABX Air](#)

[ATI](#)

[Alaska Seaplanes](#)

[Aloha Air Cargo](#)

[Ameriflight](#)

[Atlas Air/Southern Air](#)

[FedEx Express](#)

[iAero Airways](#)

[Kalitta Air](#)

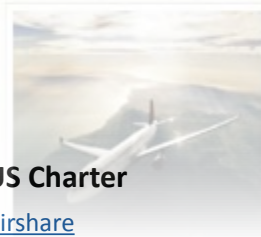
[Key Lime Air](#)

[UPS](#)

## US Cargo Regional

[Alpine Air](#)

[Empire Airlines](#)



## US Charter

[Airshare](#)

[Alaska Seaplanes](#)

[GMJ Air Shuttle](#)

[Key Lime Air](#)

[Omni Air International](#)

[Ravn Air Group](#)

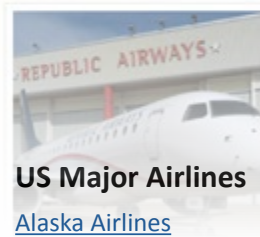
[XOJET Aviation](#)

## US Fractional

[FlexJet](#)

[NetJets](#)

[PlaneSense](#)



## US Major Airlines

[Alaska Airlines](#)

[Allegiant Air](#)

[American Airlines](#)

[Avelo Air](#)

[Breeze Airways](#)

[Delta Air Lines](#)

[Frontier Airlines](#)

[Hawaiian Airlines](#)

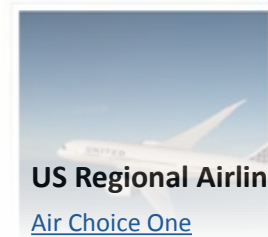
[JetBlue Airways](#)

[Southwest Airlines](#)

[Spirit Airlines](#)

[Sun Country Airlines](#)

[United Airlines](#)



## US Regional Airlines

[Air Choice One](#)

[Air Wisconsin](#)

[Cape Air](#)

[CommutAir](#)

[Elite Airways](#)

[Endeavor Air](#)

[Envoy](#)

[GoJet Airlines](#)

[Grant Aviation](#)

[Horizon Air](#)

[Key Lime Air](#)

[Mesa Airlines](#)

[‘Ohana by Hawaiian](#)

[Piedmont Airlines](#)

[PSA Airlines](#)

[RavnAir Group](#)

[Republic Airways](#)

[Silver Airways](#)

[Skywest Airlines](#)

[Star Mania Air, Inc.](#)

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](http://www.AeroCrewNews.com/go/thegrid). A sample comparison of three contracts begins on [page 44](#) with The Grid sampled on [page 49](#).





# Travels & Inspirations by Lia

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# Dear readers,

It is an interesting time to be an airline pilot. As you know, back in March, Delta Air Line pilots signed a \$7.2 billion, 4-year contract. (Details can be read [here](#).) In May, American Airlines and APA proposed an AIP with similar pay increases worth \$8.3 billion. (Details can be read [here](#).) Two weeks ago, United Airlines and its MEC (Master Executive Counsel) also agreed to an AIP worth \$10 billion dollars. (Details can be read [here](#).) Within days of the release of United Airlines pilot AIP summary, American Airlines increased their initial AIP offering to \$9.3 billion. (You can view those details [here](#).)

This month we decided to take an in-depth look at all three of these contracts. Check out our comparison [here](#). Let us know what you think. You can email me at [info@aerocrewnews.com](mailto:info@aerocrewnews.com).

Photo by: Bruno M. 2023 Photo Contest

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.



# July 2023

## What you may have missed in July

**Feature** – Amberjack shoes deliver durability, comfort and style especially for pilots.

**Mini-Feature** – Ashton Johnson Foundation Black-Tie Gala is back.

**Baggage** – Improving your self-confidence can be achieved.

**Business Vector** – Welcome a new column dedicated to the intricacies of corporate aviation.

**Fitness** – Incremental changes work best for the transformation you seek.

**Food Bites** – Fabulous breakfast found in Waikiki's Bogart's Café.

**Grey Matter** – Part 1 of a five-part series on safety started in July.

**Knowledge Base** – Recognize a healthy and productive balance of power on the flight deck.

**Love Flying** – Prague is for history, beer, and architectural magnificence.

**Money** – Optimism can be your secret weapon when investing.

**Perspectives** – The importance of being mentored and/or mentoring is examined.

**The Grid** – Compares air-freight shippers Kallita Air and Amerijet International.

[YOU CAN ALSO VIEW IT AS A FLIP MAGAZINE RIGHT HERE!](#)

[DOWNLOAD THE FULL ISSUE IN PDF HERE!](#)



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## The Power of the Lunch and Learn: How Hawaiian's Employees Are Creating Platforms to Educate

**O**n the Thursday before Juneteenth, artist Mark “Feijão” Milligan II stood before dozens of Hawaiian Airlines employees to share his journey of finding his creative voice through the African diaspora. [Read More](#)



¡Hola, Guatemala! Alaska Airlines, LAX's largest carrier to Latin America, expands to a new destination, Guatemala City

**W**e'll fly nonstop daily between Los Angeles and Guatemala City starting this December; plus, new flights to coastal getaway Ixtapa-Zihuatanejo from San Diego and Chicago [Read More](#)



## American Airlines announces commercial redevelopment of Terminal 8 at John F. Kennedy International Airport

**A**merican Airlines, in partnership with the Port Authority of New York and New Jersey and Unibail-Rodamco-Westfield (URW) Airports, announced a \$125 million commercial redevelopment program for Terminal 8 at John F. Kennedy International Airport (JFK). [Read More](#)





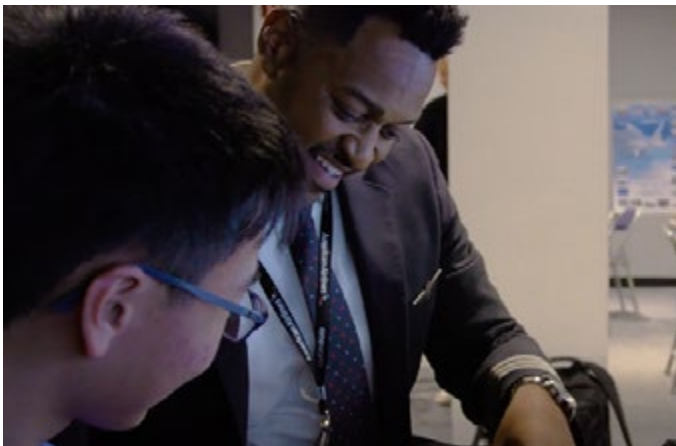
Palm trees and 80 degrees:  
American Airlines adds more ways  
to visit Miami with record-breaking  
winter schedule

**W**inter is about to get warmer as American Airlines continues to grow its footprint at Miami International Airport (MIA) with seven new routes and one brand-new international destination. [Read More](#)



American Airlines releases 2022  
Sustainability Report

**A**merican Airlines issued its 2022 Sustainability Report, providing updates on the company's strategy and progress on key issues over the year. The report affirms American's focus on the sustainability issues most important to its business and stakeholders, including climate change, customer and team member safety, human capital and customer service. [Read More](#)



Full circle moment: A captain gives  
back to his community through  
mentorship

**F**or as long as Quincy Pulliam could remember, he gazed up at the sky to watch the airplanes fly by at his mother's beauty salon. Located in Euless, Texas, it was perfectly positioned near Dallas Fort Worth International Airport to watch planes land and take off. [Read More](#)



### Textron Aviation Announces Order for 40 Cessna Skyhawks to Support Pilot Training for ATP Flight School

**T**extron Aviation announced an agreement with ATP Flight School for the purchase of 40 Cessna Skyhawk aircraft. [Read More](#)



### Breeze Expands in Florida: Announces 11 New Routes from 13 Cities, Including 9 to Fort Myers, With Fares Starting from \$39\* One Way

**B**reeze Airways, the U.S.' only NLCC, or 'Nice Low-Cost Airline,' announced 11 new routes to Florida from 13 cities today, all starting in November with fares from just \$39\* one way, including new winter seasonal service to Fort Myers, FL from nine cities. [Read More](#)



### Delta Air Lines announces June quarter 2023 financial results

**D**elta Air Lines (NYSE: DAL) reported financial results for the June quarter and provided its outlook for the September quarter 2023. [Read More](#)





## History is made: Delta pilots go for Guinness World Record

Imagine you're flying a plane, the tires chirping as they touch the pavement at your hometown airport. . [Read More](#)



## Flexjet Updates Partnership Guide With 40+ Iconic Brands From Across the Globe

Flexjet, Inc., a global leader in subscription-based private aviation, has updated its offering of exclusive luxury benefits, products and accommodations to include more than 40 global brands. [Read More](#)



## JetBlue Takes Off to the City of Light, Expanding the Airline's Award-Winning Service and Low Fares to Paris

JetBlue (Nasdaq: JBLU) announced it has expanded its presence in the transatlantic market to continental Europe with new, nonstop service between New York's John F. Kennedy International Airport (JFK) and Paris Charles de Gaulle Airport (CDG) taking off today. [Read More](#)



## JetBlue Issues Statement on Its Northeast Alliance with American Airlines

**J**etBlue (NASDAQ: JBLU) issued the following statement regarding its Northeast Alliance (NEA) with American Airlines: [Read More](#)



## Jet Linx Expands Aircraft Management Team with Two Strategic Hires

**J**et Linx, the only locally-focused private jet management and Jet Card company in the world, today announces the appointment of two highly decorated aviation professionals, Mark Fischer and Chris Curtin, as Vice Presidents of Regional Aircraft Management Sales. [Read More](#)



## United Debuts Wireless Charging Onboard

**T**he new United First® seat – which also features vegan leather upholstery, 13-inch seatback screens and 18-inch tray tables, Bluetooth connectivity, privacy screens and an ergonomist-designed cushion – debuts on its first 737 this month, and customers will continue to see it rollout this summer. [Read More](#)





## United Announces Another Pacific Expansion for Fall 2023 Capitalizing on Unique International Strength

**A**lready the largest U.S. carrier across both the Atlantic and Pacific oceans, United today adds even more flights to the Asia-Pacific region, becoming the first U.S. airline to fly direct to Manila from the continental U.S. and adding more non-stops to Hong Kong, Tokyo, and Taipei. These new flights will start in October. [Read More](#)



## United Grows Its Electric Battery Portfolio with Investment in EPS

**U**nited today announced an investment in Electric Power Systems, a company producing battery technology that can potentially be used for a broad suite of aerospace applications. [Read More](#)

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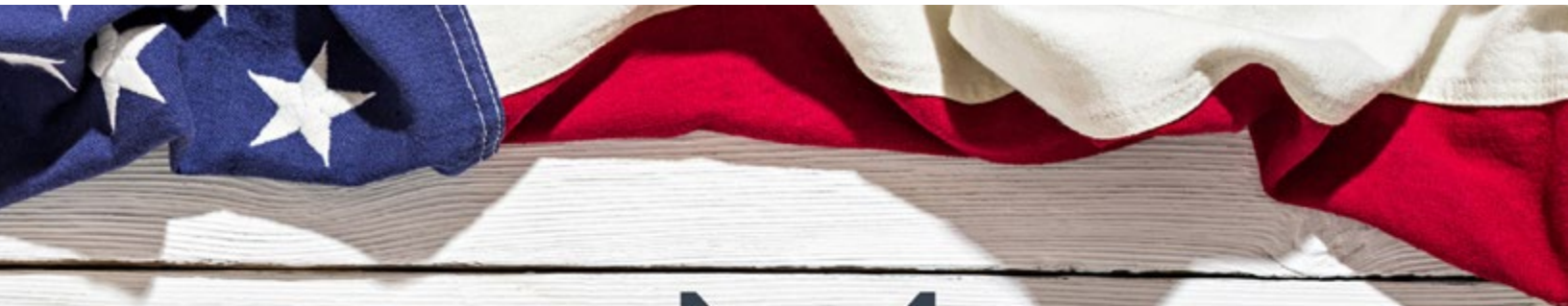
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# Balancing Short-Term Sacrifice for Long-Term Success

WRITTEN BY: JOHN MCDERMOTT

I attended an aviation networking seminar a couple of months ago. While going over important tips for how to build a résumé, find a job, and maintain connections, the seminar's leader made an intriguing point regarding spending money for training. He postulated that it's better to spend money as necessary now to reach your goals, because delaying your training and time building will cost tens of thousands of dollars of income, and potentially more in investments and compounded interest from those investments.

This speaker makes an interesting point, making for a good thought experiment. Just how much is it worth giving up now for benefits later? What is an acceptable sacrifice for high returns down the road?

Each student pilot starts their aviation journey in a different place. Some come from aviation families and start informal training long before they're eligible for a student-pilot certificate. Others make career changes in their 30s or 40s while supporting families. Many are somewhere in the middle, starting their journeys in college or just after completing their degrees.

Just as people start their careers at different points, they also take different paths. Some burn through all requirements within a year at schools that advertise aggressive training approaches, while others, bound by external life circumstances, must take longer to finish training.

Regardless of their path, everyone deals with the same general problems — how do we pay for the stiff training costs, and how do we build enough flight time to be competitive at our dream jobs?

The comment made by that panelist addresses the first question. His argument is that forking over tens of thousands of dollars early to get to a good job will be worth it with large payouts down the road. His argument

sounds simple on the surface, but there are more factors that go into it than may initially meet the eye.

It is true that there are incredible financial and quality-of-life benefits to working for major operators such as Part 121 airlines, fractional ownership companies, and charter operators. Pay and benefits are increased over low-time jobs such as instructing and flying pipeline. Long gone are long days in small aircraft that are either much too hot or unequipped for wintertime.

Getting to these companies necessarily takes sacrifice. It's impossible to be competitive within a reasonable amount of time without working long hours, paying a lot of money, or building very high-quality connections. But how much sacrifice is a fair amount, practically speaking? The promise of a 30-year captain's pay won't pay the bills today, so some level of awareness should be important in determining how aggressive to be.

Flight training is a constant endeavor; it's hard to make progress the less you fly and the less you study. Therefore, especially at the start of training for a new license or certificate, it's important to solidify important training points early and reinforce them over time.

Pilots should be weary, though, of training so hard that they burn out or exhaust available resources before they're able to finish a



rating. If there's a certain cap on how much you have available to spend on flying, running out of money will not help you achieve long-term goals. In the same vein, if you're willing to take on debt to pay for training, what is an acceptable amount to take before the stress of making payments impacts your training as well? How much time are you willing to give up with family and friends now to achieve a goal down the road?

The opportunity cost of a new student pilot is high; especially as airlines approve new pilot contracts. This is a lucrative time to get into the aviation industry. One with good money management skills, who trusts they can budget and invest well down the line to pay back all the costs of training on time and take full advantage of their raises, may be able to get through their time building quickly and move forward early. However, it's important not to let the external pressures of life get in the way of training. For example, finding a good balance between training regularly and bringing in an income will be more beneficial to your financial, mental, and physical wellbeing in the long run than giving up everything and dumping every last penny possible into flying.

If you can work extra early to build up savings to learn to fly for a year or so, it might be a different question. If you have the resources and the discipline to finish training efficiently, there is no limit to what you should do.

However, it's also important not to jump at lucrative contracts too early and dig yourself into a hole trying to reach a target that, while arguably guaranteed, will not pay dividends for years to come. Considering the implications of your actions is critical to determining the right course of action and the best steps to take to kickstart your career.



### 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...](#)



FITNESS



# Challenges versus challenging

WRITTEN BY: ERIC RAY

**W**ell, it's August and although the end of summer is right around the corner, there is still time to get out and get busy. If you're like me and keep an active lifestyle, you constantly troll the internet for new takes on fitness plans. I mark several favorites that I like to view, and occasionally, I do a deep dive into what the new trends are. I'm amazed that more people aren't getting hurt from some things they post online – but I digress.

As a fitness coach and someone who spends a large amount of time seeking better ways to activate muscles or ways to do cardio, I have to do my research, because even as a coach, I need help too. If you find yourself searching for new exercises or routines, be aware of the difference between finding a workout that is challenging and a workout that is a challenge.

## Challenges

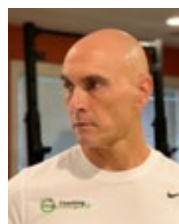
Occasionally I find challenges on the Internet (YouTube and other social media sites) that serve a purpose. Some ask you to do 30 pushups per day for veteran suicide awareness or Walking for March of Dimes, for example. You get the point; there is a defined purpose that isn't over-the-top crazy in their demand for accomplishment. Others that just boggle my mind are offered by influencers or fitness gurus. I watched several YouTubers who ate 10,000 calories in one setting followed by attempts to burn the same number of calories in one day. Don't even get me started on the one I watched where the guy ate 100,000 calories over three days and then worked out for 24 hours straight. That's just not healthy, by any means. I am not advocating for you to do the same thing, but if you're looking for a challenge, be reasonable with your efforts.

## Challenging

Any exercise regime that you undertake should be challenging. It should push you beyond what you have been doing. If you're lifting weights, lift a little heavier. If you're doing cardio, go five minutes more to start. Every week, assess where you are and where you can push yourself more. A word of caution however; don't push too hard too fast. There's a reason we start slowly and progress steadily. This is good for strengthening tendons, building muscles and reduces lactic-acid issues.

The point is this: Challenge yourself in a way that is helpful and healthy. Find a workout program that is challenging or a diet plan that challenges you to make small changes over time. By going slowly, deliberately and being challenged, you'll find yourself in better health in the long run.

As always, if you are interested in any specific fitness-related topic reach out to me at [Ericray4470@gmail.com](mailto:Ericray4470@gmail.com). Inspire me to inspire you! Tune in next month for a new article on challenges!

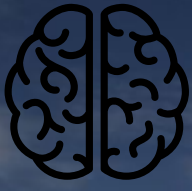


### About the Author



**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...](#)





GREY MATTER



# Searching for Safety in the Airline Industry – Part Two

Data Mining the Operation, Part 2

WRITTEN BYR: RICHARD SWINDELL

Last month we talked about safety incident reports required by regulatory agencies as well as air transport companies for pilots and other aviation professionals to submit when encountering or witnessing certain events or conditions that impact or have the potential to erode safety. This month, we are discussing voluntary safety reporting programs. In the airlines, the most widely recognized “optional” safety reporting program is ASAP: the Aviation Safety Action Program, outlined in FAA AC120-66. Before we get into ASAP and other voluntary safety programs though, let us first consider the roots of these programs.

As far back as World War II, the aviation industry has recognized the importance of collecting and analyzing voluntary safety reports to prevent future incidents and accidents – information about the operation that is only available or knowable to regulators and companies if employees and frontline personnel are willing to report issues and self-report errors. Because if this, individuals are not honestly relaying the threats, errors, and concerns

they see in the operation, so there is little opportunity for relatively distant managers and bureaucrats to instill change and build safer systems. So, how do you encourage individuals to report?

The realization emerged that the more discipline is threatened for wrongdoing, the less likely individuals are to report or admit to anything, and therefore the less likely a complete and truthful accounting of events affecting safety is available. Thus, the FAA asked NASA, an independent organization without regulatory or enforcement authority, to design an incident reporting program and to receive and analyze general aviation incident reports. NASA accepted and the Aviation Safety Reporting System (ASRS) began on April 15, 1976. The mutual benefit for a pilot submitting an ASRS report is the creation of a data point about operations and events in the National Airspace System (NAS); and in turn the pilot (having accidentally violated a rule or regulation), receives exemption (usually) from FAA enforcement action. To date, the ASRS program has been a huge success, receiving over 1.5 million reports, enhancing safety in the NAS through this trusted, voluntary safety reporting process.

The key to securing highly valuable, firsthand data is building trust between the organization and pilots, and by providing a means of submitting information without fear of retribution. Based on this concept, the airline version of ASRS was born in 2002, and ASAP became available for pilots (an eventually other air-transport professionals including dispatchers, flight attendants,

mechanics, and controllers) to report safety concerns and errors. The collected data enhances safety through trend analysis – the ability to “see” groupings of similar events, and then develop solutions to mitigate their occurrence, with the ultimate goal of preventing incidents and accidents. ASAP data has led to widespread improvements in everything from airport surface markings and lighting to modifying arrival and departure procedures.

While there is no requirement for an employee to file an ASAP report (although participation is highly encouraged) it does provide certain protections from certificate action and job discipline for participants – as long as safety was not compromised as a result of criminal activity, drug or alcohol use, or the intentional disregard for safety and standard operating procedures. In other words, it was an honest mistake.

Our voluntary safety reporting program discussion continues next month with Flight Operations Quality Assurance (FOQA), as the next level in data mining for safety.



### 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...](#)



BUSINESS VECTOR



# The Shortage Within the Shortage

The acute demand for G-VII pilots

WRITTEN BY: CHRISTOPHER M. BROYHILL, PH.D., CAM

**This month let's look at a different aspect of the pilot shortage.**

**P**retend you're a high-net-worth individual, sitting on your yacht in the middle of the Med, sipping a 50-year-old single malt and you get a call on the sat phone from your business aviation consultant.

*"We found a great G-600 for you," the consultant says. "It has all the bells and whistles and it's only about two years old. We can get it into pre-buy in ten days and you can be flying it in a month. We just have one issue. We can't find any pilots for it. I've been on the phone with the management company all morning."*



***“What?” you ask, almost spitting out a bit of the amber nectar in your mouth. “Pilots? What’s the problem? Just hire some!”***

***“That’s the problem,” the consultant replies. “There aren’t any pilots to hire who are qualified in that jet. They’re all working.”***

***“Well, can’t we hire someone who isn’t qualified and get them trained?”***

***“Not for a year or so. The training centers don’t have any openings.”***

***“You mean I’m going to spend 60-million dollars on a jet that I can’t fly?” And now you’re starting to get really annoyed.***

***“We can find contract pilots for it,” the consultant says, “but they’re expensive, like \$3,000 - \$4,000 per day.”***

***“I don’t want to do that. You know how I am about wanting to see the same faces. You get back to that management company and tell them I’ll pay top dollar for pilots. Money is no object!”***

Welcome to the pilot shortage within the pilot shortage. Certainly, with the airlines, management companies, and corporations scrambling for pilots, the demand for the entire population is high, but the demand for those who fly the newer, sexier jets is particularly acute. The G-VII (G500, G600, G700) leads the pack, with the Bombardier Global 7000 & 7500 a close second. Surprisingly, the Gulfstream G-650 is included in this group as well, even though it’s been flying for over a decade. When the Gulfstream G800, Global 8000, and Falcon 10X debut in the next few years, they will undoubtedly join this group as well.

The main reason for this acute demand is the fact that there simply aren’t that

many people type-rated in these jets and experienced pilots are hard to find. Additionally, while simulator training slots for all business jets seem to be in short supply these days, initial training for these jets is particularly hard to come by. The fact that the cost for an initial course in these aircraft is well over \$100,000 doesn’t help the situation. Then there is the fact that once a pilot does get typed and gains a bit of experience in one of these jets, he/she becomes a something of a commodity - and commodities in high demand attract high prices.

And speaking of high prices, it used to be that anecdotal stories about pilots making large sums of money for flying specific aircraft were uncommon, something you heard while you were paying for fuel at the FBO or chatting with someone in the pilot lounge. As a statistician and compensation professional, I didn’t pay much attention to them. Times have changed. These days, anecdotal stories about pilots who fly these jets getting compensation offers well above \$300,000 is becoming commonplace. It used to be that business aviation managers only needed to worry about their personnel transitioning to the airlines. Now they must worry that their people might walk out the door to make more money down the street. If you’re a G-VII driver, enjoy your time in the sun. If you’re an aviation manager, get out your checkbook.



### About the Author



**Dr. Chris Broyhill** is an industry veteran with over 40 years in aviation. He graduated from the United States Air Force Academy in 1982, served with distinction for over 20 years in the Air Force and flew multiple aircraft. [Read More...](#)



FOOD BITES



# Greenbrier Restaurant

Catfish fever and beyond

WRITTEN BY: VICTOR SOLER

**S**o, I am bringing it home this month to my domicile — Huntsville International Airport. Huntsville is a city that's constantly evolving with new technologies and industries. But amid all the changes, The Greenbrier Restaurant has a long tradition of culinary excellence. This gem is situated close to the airport on Old Highway 20, linking Huntsville to Athens.

With a rich history dating back to 1952, the Greenbrier Restaurant has been faithfully serving North Alabama. What started as a humble take-out only structure, has grown into the restaurant that stands there today. Southern hospitality is their trademark, and you won't be disappointed by their selection of good old country foods, including mouthwatering barbecue, chicken, and locally farmed catfish.



Let me take a moment to rave about their perfectly seasoned and lightly breaded catfish. I am talking about crisp on the outside, flaky on the inside, an absolute delight for your taste buds. And the best part? All the plates come with coleslaw, a choice of potato, and an ENDLESS supply of hush puppies! Yes, you heard me right, I said unlimited hush puppies. Believe me, every crew I've taken there has been blown away by how incredibly delicious these hush puppies are.

Whether you enjoy them plain or dipped in a variety of sauces, including the famous Alabama white barbecue sauce, your taste buds will be in for a treat. In fact, these hush puppies might just have you looking at your schedule and bidding more often for HSV.

Now, if fish isn't your thing, no worries. Greenbrier won't disappoint with their barbeque ribs, chicken, or pulled pork. And for those who can't decide, why not go for the combination

plate? You'll get two different meats, sending your taste buds into a feeding frenzy.

And folks, don't forget to save some room for dessert! Greenbrier serves a pecan pie that's absolutely divine. If you, like me, get carried away with those hush puppies, you can always order a slice to go. Starting your workday with a slice of pie and a cup of coffee is, without a doubt, the best way to kick things off.

The best part is, Greenbrier is just a short ride from most of the hotels near the airport. So, you have no reason not to check out this culinary treasure that is a part of North Alabama's history. When you step inside, you'll be greeted with a warm and welcoming atmosphere that feels like home. The friendly staff will make you feel like a regular even if it's your first visit.

Greenbrier holds a special place in my heart. It's more than just a restaurant; it's a cherished tradition that continues to delight locals and visitors alike. So, next time you find yourself in Huntsville, make sure to pay a visit to Greenbrier, and prepare yourself for a dining experience that's rich in history, flavors, and genuine Southern hospitality. You won't be disappointed.

**Greenbrier Restaurant**  
**27028 Old Hwy 20**  
**Madison, AL 35756**  
**oldgreenbrier.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...](#)



FLYING



# Our Lady of the Rocks Lighthouse: A Delightful Discovery

WRITTEN BY: LIA OCAMPO

Traveling is about seeing beautiful places and the experience of encountering the unexpected.

In honor of National Lighthouse Day on August 7, let me share my passion for lighthouses, and take you along to one of my favorite lighthouses.

A lighthouse is a tower that provides a guiding light to sea travelers. It's a symbol of inspiration, encouragement, and hope. I however, chase light and hope to be an inspiration.

My fascination for lighthouses started in May 2012 when I traveled to a favorite place in the Philippines, the Batanes Islands, and discovered Basco Lighthouse.

I've explored more than 60 lighthouses and have climbed many of them. Merely looking at them and taking photos creates my adventure, but the climbs are sublime.

A day trip from Croatia to Montenegro in 2019 was more than a nice trip – it was extraordinary. It was another travel highlight wherein I saw a magnificent place and discovered a beautiful, little lighthouse.



Montenegro is the seventh smallest country in Europe on the gorgeous Adriatic coastline surrounded by majestic mountains. This small country will surprise you with its stunning scenery.

Kotor is the best place to visit in Montenegro. The Our Lady of the Rocks islet in the bay of Kotor houses this beautiful lighthouse.



Legend says that the islet was created by local seamen. On July 22, 1452, they found the icon of “Madonna and Child” on the rock in the sea and kept a promise that after their return from each successful voyage, they would lay a rock in the bay. Over time, the islet gradually emerged from the sea.

Throwing rocks into the sea became a custom and there is an event held every July 22 during sunset in which residents take to



their boats and throw rocks into the sea.

The Our Lady of the Rocks Church has a museum attached to it where you'll find 68 paintings by famous 17th-century baroque artists and a renowned tapestry embroidered by Jacinta.



History says it took Jacinta 25 years to finish the tapestry while waiting for her darling to come from a long journey. She eventually became blind. This tapestry is unique and famous because she also embroidered her own hair into it.

The Our Lady of the Rocks Lighthouse is on the tip of the islet where she guides boats and ships that pass by. She may be a small lighthouse, yet she captivates and welcomes the visitors of the islet. She is a piece of history, a landmark, and a jewel.



Thrilled and delighted, after the tour of the church and the museum, I followed with a photo op posing with “my” lighthouse. Afterward, we sailed back to Kotor Bay carrying my hopes to return to this beautiful place.

Montenegro’s tourism board describes their country as “a box of chocolates – every candy of a unique, rich and delicate taste that is long remembered.” I can’t agree more. My short trip to Montenegro and my discovery of a new lighthouse is a delightful memory I will forever cherish.

I continue to explore the beauty of lighthouses around the world. You can too. I like to believe that each of us can be like a lighthouse that serves as a beacon to others with inspiration, encouragement, and hope.



### About the Author

**Lia Ocampo** is a passionate flight attendant and author. Her flying experiences give her the opportunity to meet amazing people and create wonderful memories. [Read More...](#)



# Volunteer Pilots are a Lifeline in Times of Need

**A**n Illinois pilot's idea 42 years ago has led to more than 10,000 flights to help people in need. "Pilots have a special skill and my hope is that they will use this skill outside of the limits of their life and make a difference in somebody else's life," says Wanda Whitsitt, founder of LifeLine Pilots.





Anna and Ivy required multiple surgeries, ending in amputations. Their medical journey has been long and difficult for the girls and their parents, but their time flying with LifeLine Pilots' volunteers was a short reprieve in their medical care.

In 1981, Whitsitt had the idea to help people in times of medical need by flying them for free. Flying a Piper Archer named Sweet Charley, Whitsitt, her husband, and a handful of pilots made life-saving trips in the early years of LifeLine Pilots.

The group she founded has now flown more than 6.4 million miles, helping thousands of people in need of medical care far from home. What started out of Whitsitt's garage is now the oldest volunteer pilot organization in the country. LifeLine Pilots is headquartered in Peoria, Illinois, and serves passengers in ten states in the Midwest.

## What is LifeLine Pilots' mission?

LifeLine Pilots coordinates free air transportation, through volunteer pilots, for people with medical or humanitarian needs far from home. Each year, their volunteer pilots complete hundreds of missions, bringing patients and their caregivers to and from life-changing medical care.

"We believe that everyone, regardless of income, should have equal access to healthcare," says Lindsey Kerr, Executive Director of LifeLine



Pilots. “By removing the transportation barrier, LifeLine Pilots helps to ease the financial burden put on families during times of medical uncertainty. The best thing we can tell families is there is no cost, ever.”

LifeLine Pilots receives no government funding. Instead, they rely on donations from individuals, businesses, and foundations to fund every flight. The volunteer pilots are the biggest supporters of LifeLine Pilots, giving millions of dollars in donated flight time, fuel, and airplane costs each year.

“We had one of the busiest years ever in 2022, with almost 600 flights flown. Our volunteer pilots are our biggest supporters, donating more than \$1.9 million in flight costs to help people access medical care just last year,” says Kerr. “We also had record numbers of pilots joining our organization. Pilots can build

hours, maintain currency, and best of all, help someone while doing something they love.”

## Who does LifeLine Pilots help?

LifeLine Pilots helps anyone with a medical or humanitarian need that is 100 to 1,000 miles from their home. For medical flights, they may need to travel once for a second opinion or once a month for cancer treatment. For humanitarian flights, passengers fly for a variety of reasons, including to see a dying loved one, for relocation of an unwell family member, or for a parent to be with a sick child.

Anna is a young girl who flew with LifeLine Pilots in August 2022. Anna and her sister, Ivy, were adopted from an orphanage in China. Their loving parents knew that both girls had severe limb deformities and would require ongoing medical care. Both sisters



Pilot Aaron recently flew Clementine to her survivorship appointment after she battled cancer for five years. While at this appointment, her parents shared their flight with other families and now LifeLine Pilots is helping another pediatric cancer family have hope for a better future.



Young Talon is a frequent flyer with LifeLine Pilots. Volunteer pilot Gary and his wife often fly Talon to his life-saving medical care..

required multiple surgeries, eventually ending in amputations. The medical journey has been long and difficult for the girls and their parents, but their time flying with LifeLine Pilots' volunteers was a short reprieve in their medical saga.

"Anna had surgery and it's been a really hard recovery," said Anna and Ivy's mom. "Today on the flight was the first time I've seen her smile since the surgery – she loved the flights!"

Another mother of a young child with cancer, told LifeLine Pilots, "Even if through all the therapies he does not live, he still had the hours of pure happiness as a 3-year-old on his private plane, among the white clouds, where cancer couldn't touch him."

Inquiries about LifeLine Pilots' services come from the patients or their families, from hospitals and specialty clinics, and from

social workers or case managers. With every application, LifeLine Pilots carefully reviews the patient's need for a flight and contacts the medical provider to confirm the referral for necessary treatment.

There is no limit to the number of times a passenger can fly with LifeLine Pilots. Some passengers only fly once, whereas others have flown dozens of times for on-going treatment. These passengers usually fly with many different pilots over the course of their treatment.

Talon, now age five, is a frequent flyer with LifeLine Pilots. Talon was born prematurely in July 2016 and LifeLine Pilots has flown him 29 times over his short life. He has multiple severe congenital heart defects and has required numerous surgeries and procedures at Boston Children's Hospital, more than 900 miles from his home in Kentucky. Talon is a thriving kindergartner today because of the

expert care he receives and because of the pilots who continue to fly him to the best treatment in the country.

## Who are the volunteer pilots?

“Flying for LifeLine Pilots has been a gift from God. I am able to do two things that I love, helping people and flying. How much better can life be?” says Brad, a volunteer pilot from Indiana.

As a volunteer pilot, you have the opportunity to use your flying skills to provide much needed transportation at no cost to passengers experiencing medical and financial hardships. Volunteer pilot Fred has been a LifeLine Pilots member for 20 years. “I feel very fortunate to belong to a group like



Not all passengers are people...LifeLine Pilots also helps to move service dogs to training facilities. These dogs become PTSD veteran service dogs or police dogs.

LifeLine Pilots. All pilots, whether their first year or twentieth, can be thankful for the opportunity to provide a safe flight between home and hope,” says Fred.

LifeLine Pilots has a database of more than 350 volunteer pilots. This group of volunteers is a real strength of the organization and is what enables LifeLine Pilots to fulfill their mission to provide free flights. The LifeLine Pilots staff works with the passengers in need of transportation and with the pilots to coordinate each mission.

Pilots are located throughout the ten-state region, allowing them to carry out flights efficiently. Patients do not have to travel far to get to an airport for their flight and pilots do not have to travel far to pick up and deliver passengers to their destinations. There is no annual flight requirement for pilots. Some volunteers fly a few times a month and others fly once a year.

The pilots donate their aircraft, the fuel and airport costs, their time, and their expertise. They do this because they want to use their love of flying to help others in need. The pilots are not allowed to take any money for the flight, but each mission is tax deductible for the pilots.

Helping the passengers is what brings pilots back again and again. Volunteer pilot Bob, from Tennessee, has been flying for LifeLine Pilots since 1998. His most memorable flight was flying a young boy who had an illness that caused him to be completely blind. “During





Angelman syndrome is a genetic disorder that causes delayed development, speech and balance issues, and intellectual disability. Izzie's family found a clinical trial to better understand the disease and how to best help their daughter. Volunteer pilots were an important part in Izzie's medical journey.

this flight I felt in my heart two things. First, he was a bundle of joy that deserved all the help I could give him to live a quality life. Second, he would not live long because the illness that took his sight would one day take his life. The experience was transformative for me. I forgot all about getting flying time and only about serving others.”

What if I live outside of the Midwest? LifeLine Pilots has sister organizations throughout the United States. These volunteer pilot organizations (VPOs) work together to ensure that passengers can access medical care anywhere in the country.

“We often have passengers who live in our Midwest region but need to travel to Texas, Florida, and the East Coast,” says Kerr. “We work with our partner organizations to share

flights on a weekly basis. Pilots are not limited to flying for only one VPO. We have a number of pilots who live in a border state between two VPOs and they fly for us both, spreading the hope.”

For pilots outside of the Midwest, the Air Care Alliance (ACA) can point people to the right organization for them. The ACA represents the entire nationwide network of volunteer pilot groups that deliver impactful and inspiring service through aviation. More information about the ACA can be found at [www.aircarealliance.org](http://www.aircarealliance.org).

How does a volunteer flight work?

At LifeLine Pilots, the role of the Mission Coordinator is to ensure that all the details



Janice is a frequent flyer traveling from her home in rural Missouri to cancer treatment near Chicago. Janice now has a long list of pilots in her corner, rooting for her recovery and helping her get to treatment every few weeks.

concerning a flight are handled from beginning to end. They have a team of experienced Mission Coordinators who look after the pilots and passengers.

After an individual has qualified for a flight, the potential flight is broadcast with a suggested flight route to pilots via the online database and automatic email system. Should a pilot elect to take a leg of a mission, the necessary paperwork is provided. The mission paperwork includes flight planning information such as the number of passengers, weights, distances, recommended FBOs, and phone numbers so that the pilot can contact passengers and any linking pilots.

LifeLine Pilots has a 100% safety record. This is possible because the pilot in command makes all go or no-go decisions. LifeLine Pilots does not make nor override any pilot decision regarding weather or safety to fly. After a flight is complete, the pilot logs their hours and completes their flight report into the online flight database. This allows them to have accurate reporting for their in-kind donation and tax deduction letter.



Tony flew from his home in Ohio to multiple facilities and specialists, throughout the Eastern and Southern United States, for cancer treatment of chronic lymphocytic leukemia.





Having children with disabilities places a large strain on a family's finances, especially when the doctor for a second opinion is a 14-hour drive away. Pilot John and three other volunteer pilots made the trip from Ohio to Boston a reality for this family.

## What qualifications must volunteer pilots have?

To be a volunteer pilot for LifeLine Pilots, the following qualifications must be met:

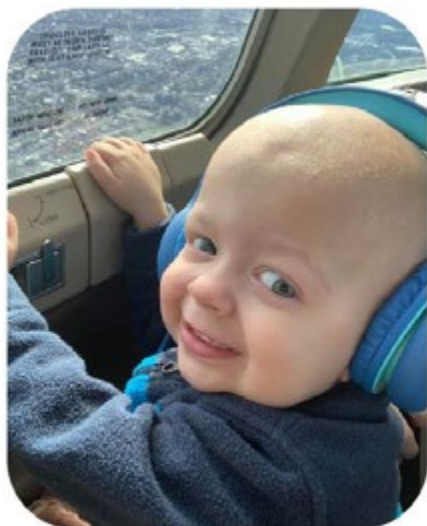
1. Submit a completed online application, found at <https://lifelinepilots.org/>
2. Be 21 years of age or older
3. Must be current with a minimum of 250 hours as pilot in command
4. VFR or IFR pilots are accepted
5. Provide proof of insurance with a copy of the declaration or certificate page
6. Send a copy of most recent logbook entry for BFR or wings phase
7. Successfully completed the AOPA Public Benefit Flying Online Course and submit certificate of completion (link included in application)

## How can I get involved?

If you are ready to volunteer for LifeLine Pilots, the easy-to-complete volunteer application form is available on the website <https://lifelinepilots.org/>. To expedite the process, have your documentation ready to upload along with your application. The Mission Coordinators process new pilots, provide links for orientation/training, and offer help along the way.

Not all pilots meet the requirements to fly passengers, but there are other ways you can get involved. LifeLine Pilots is always looking for volunteers to help with outreach in your community. The organization provides resources to help spread the word about the free service LifeLine Pilots and its volunteers provide. To volunteer, email [missions@lifelinepilots.org](mailto:missions@lifelinepilots.org) for additional information.





*“Even if through all therapies he does not live, he still had the hours of pure happiness as a 3-year-old on his private plane, among the fluffy white clouds, where cancer couldn’t touch him.”*

*- Sarah, Aiden’s Mom*

Aiden is now in remission and while he has some medical complications due to cancer treatment, he is a thriving young boy.

For a taste of the LifeLine Pilots community, there is an annual Plane Fun Day community event. Pilots and their networks can volunteer or fly-in and attend as guests. Plane Fun Day will be held on Saturday, September 23, 2023, at Mt. Hawley Airport in Peoria, Ill.

This free family event includes airplanes on display, games and aviation-related activities, bounce houses, face painting, and more. Attendees also have the option of a paid sightseeing flight with all money raised supporting the coordination of LifeLine Pilots’ medical flights. Follow LifeLine Pilots on Facebook, Instagram, and LinkedIn to learn more about Plane Fun Day.

## **Find out more!**

LifeLine Pilots is here to help anyone with a medical or humanitarian need far from home. With an ever growing list of flight requests, additional volunteer pilots are needed throughout the Midwest. Volunteer today to help people in their time of greatest need. Complete the volunteer pilot application at <https://lifelinepilots.org/> and, like Wanda Whitsitt, use your special skill to make a difference in somebody else’s life.



# LIFELINE PILOTS

*the shortest distance between home and hope*



## **Name: LifeLine Pilots**

Headquarters: 4507 N. Sterling Ave, STE 402,  
Peoria, IL 61615

## **Year founded: 1981**

Number of employees: 4

## **Number of pilots: 350 volunteer pilots**

Number of passengers annually: Goal of flying  
700 passengers on individual volunteer flights

## **Number of bases: Presence in 10 states throughout the Midwest**

Number of cities served: All cities/towns  
within Illinois, Indiana, Iowa, Kentucky,  
Michigan, Minnesota, Missouri, Ohio,  
Tennessee, and Wisconsin

## **Key benefits: The most rewarding flying you will ever do!**

Website: <https://lifelinepilots.org/>

Phone: 800-822-7972

## **Social Media links:**

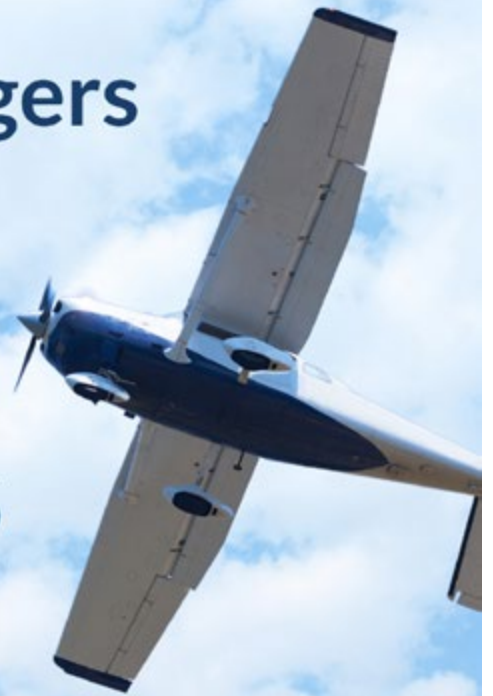
- Facebook: <https://www.facebook.com/lifelinepilotsusa>
- LinkedIn: <https://www.linkedin.com/company/15618960/>
- Instagram: <https://www.instagram.com/lifelinepilots/>
- YouTube: <https://www.youtube.com/channel/UCd7WxiAZNQLUJ-jLzQGYngg/>

In 2022,  
volunteer pilots gave more than  
**\$1.9 Million**

in free flights to passengers  
of LifeLine Pilots!



**LIFELINE PILOTS**  
*the shortest distance between home and hope*



***Thank you to our pilots for this generous gift of hope!***





# Big-Three Contracts Compared

**2023 has been the year of contract negotiations for some of the United States' biggest airlines. We have used The Grid's online comparison tool to compare the three major contracts as they currently stand. Scroll below for The Grid's side-by-side comparison. Above the comparisons, we will make our interpretation of each section where we highlight the differences between each contract. We have also provided a scoring system for each category. You'll see the results below.**

Delta – CBA signed 3/1/2023

American – AIP 2.0 7/28/2023

United – AIP 7/15/2023

## 05\* - Pay Details:

American Airlines: 4.5 points

Delta Air Lines: 6.5 points

United Airlines: 8.5 points

- **New hire-training pay: United** (2 points) bests American and Delta for new-hire training pay with 3 hours and 7 minutes per day and 24/7 per diem, while Delta and American are at 2:30 and 2:45 per day, respectively. **Delta** (1 point) pilots receive eight hours per diem. American has no mention of per diem for new-hire pilots.
- **Short-term training pay:** Increased to five hours per day by all airlines, but **American** (.5 point) receives it on DOS while United and Delta have to wait until January 1, 2024. Long-term training pay has American and Delta matched at 3:05 per day, while **United** (1 point) is at 3:07 per day.
- **Profit sharing: Delta** (1 point) has set the standard in profit sharing and historically has given its pilots the most, year after year. United and American Airlines have matched Delta's profit-sharing formula for their pilots, but it is unlikely that United and American can show yearly profits as Delta can.
  - Profit-sharing formula:
    - Pilots receive 10% of the first \$2.5 billion.
    - Above \$2.5 billion, pilots receive 20%.
  - **Delta** (1 point) pilots also receive profit sharing immediately while United pilots need to be on property for a full calendar year.
- **Retro pay, AKA signing bonus**, is pretty much equal for all airlines. While the percentages for 2023 are different, this is reflective of each airline's pay tables and the increases to match each other. **American, Delta, and United** (1 point each).
- **Deadhead pay** in the air is equal for all three, while Delta's surface deadhead lacks greatly. Delta pilots only receive 25% of A220-100, year-two pay while surface deadheading, currently at \$38.28 per hour. While this is an increase from their previous \$25 per hour, it is still lacking by comparison. **Delta** (-.5 point) All three airlines allow pilots to deviate from their deadhead. Meaning, if their deadhead is the last leg of the trip, instead of going back to their base of record, they can opt to rebook themselves on a different flight, say, to their home if they commute. **United** (1 point) is the only airline that will book a pilot in first class (domestically) if available at time of booking. **United** (.5 point) also provides 150% pay if the pilot is assigned to a middle seat.
- **Open-time pay:** Equal for all three airlines.
- **Premium pay: United** (2 points) dominates in ways for pilots to make extra premium pay. (See The Grid for details.)
- **International override: United and American** (1 point each) leads the way at \$5 and \$7 per hour for FO and CA respectively. Delta is only 50 cents per hour behind United.
- **Ocean-Crossing Override:** Only **Delta and American** (1 point each) add this new override. Further, this override only applies to narrow-body aircraft. Both Delta and American are tied in this category at \$6

and \$8 per hour.

- **Line-Check Pilot: Delta** (1 point) wins this category with a 30% override of the highest paid in fleet, which equates to \$125.62 per hour. United comes in second with 25% of the highest paid in fleet at \$105.43 per hour, while American is just 25% of the pilot's current aircraft. This ranges from \$53.85 to \$104.39 per hour.
- **Holiday Pay:** All three airlines introduce holiday pay, but United has yet to designate the holidays included in this extra pay. **American** (1 point) has nine paid holidays while Delta has seven.
- **Per Diem:** Domestically, each airline is equal, while **United and American** (.5 point each) are 5 cents per hour more for international trips.
- **New-Hire Hotel:** Earlier this year, Delta started to provide new hires with a single occupancy room. While American and United have been doing this for years.
- **Downtown Hotel:** A downtown hotel, or hotel near an area with restaurants, attractions and stores is a plus for crews on long overnights. With a short overnight, most crews prefer to be closer to the airport to avoid waking up earlier for a longer drive to the airport. Delta has the shortest time requirement at 12 hours or longer, while American has the longest at 17 hours and anything over 15 hours having a possibility of being at a downtown location. This depends on a variety of factors for American. United sits at 14 hours or longer for their downtown hotel. (This sub-category is entirely subjective and therefore difficult to assign points.)
- **Hotel Points:** Most airlines do not provide hotel points for crew members for their overnight stays included in their contracts with the hotels. Some hotels will give crew members points or credit for the stay if they charge something to the room.
- **Health-Care Costs: American** (1 point) has a set cost in their contract while Delta and United specify a percentage.
- **Expense notes: American** (1 point) pilots will be reimbursed for procedures, tests, treatments, or examinations to regain a First-Class Medical certificate that are not

## 06\* - Pay Rates:

American Airlines: 1 point

Delta Air Lines: 1 point

United Airlines: 1 point

- When looking at the hourly pay rates, you will see a lot of similarities between the three contracts. Delta has worked in a one-time 1% "snap-up" clause to try to be the leader in pay. United's AIP pay rates came in 1% above Delta's pay rates, but United's AIP has a clause to match Delta's rates after they receive their snap up. American's latest offer matches these rates. **American, Delta and United** (1 point).

## 07\* - Expenses:

American Airlines: 2.5 point

Delta Air Lines: 0 point

United Airlines: .5 points



customarily covered by insurance. \$5,000 cap per procedure, \$10,000 lifetime cap.

## 08\* - Work Rules:

American Airlines: 2 points

Delta Air Lines: 3 points

United Airlines: 1 point

- **Minimum Days Off for Line Holders:** varies, **Delta** (2 points) is the highest, **United** (1 point) is next then American.
- **Minimum Days Off for Reserves:** All three have similar days off.
- **Pay Protection:** All three offer pay protections to some extent. However, **United** (-1 point) has a three-pay bucket system wherein if a flight is canceled, a pilot could lose any overs from longer-than-normal flights or delays that a pilot could have accrued throughout the month. **Delta** (1 point) and **American** (1 point) both have 100% pay protection, known as “block or better.”
- **Maximum Scheduled Duty Day: United** (1 point) reduced their unaugmented crew duty day to 13 hours or FAR 117 minus 30 minutes whichever is less. **American** (1 point) has matched United in their new counter proposal. Delta is only FAR 117 minus 30 minutes.
- **Minimum Day and Trip Credit:** All three are equal at 5:15 per day.

## 09\* - Paid Time Off

American Airlines: 2.5 points

Delta Air Lines: 4 points

United Airlines: 2 points

- **Vacation Accrual: United** (2 points) offers the most vacation days with 42 and is the fastest to 35 days at 11 years of service. Delta and American max out at 35 and 31 days in 16 and 19 years, respectively. **American** (.5 point) does increase to 35 days in 2026 and reaches 21 days after only two years, whereas at Delta and United pilots must wait until after the fifth year for 21 days.
- **Vacation Pay:** Each airline offered a gradual increase in vacation pay over the next three years. **American** (1 point) and **Delta** (1 point) are equal at 4:35 per day, while United stops at 4:15 per day.
  - American and United’s AIPs specify a difference between vacation pay and credit. Credit affects how many additional trips a pilot can be awarded during a bid period with a vacation. By the 2025/2026 vacation year, pay and credit are equal for both American and United.
  - **Delta’s** (1 point) contract gives their pilots a 48-hour period “free of duty” prior to their primary vacation. This period is not paid.

- **Sick-Time Accrual:** United and American have sick banks with accrual rollovers which cap at 1,300 and 1,000 hours, respectively. Delta has no bank but gives the pilots more hours to use per year with no rollover.
- **Delta's** (1 point) accrual rate far exceeds United and American's sick hour accrual rate. A third-year pilot at Delta accrues 8.33 hours per month and it goes up to 22.5 hours per month after 20 years of service. Meanwhile all United and American pilots remain at 6 hours per month. Delta does require a sick note if a pilot uses more than 120 hours in a 12-month period, which would equate to calling out sick for a 10-hour two-day trip every month for an entire year.
- United and American did offer a new Extra Sick Bank (ESB) in their AIP. The ESB comes preloaded with 120 hours and will accrue at an additional 4 and 5 hours per month respectively but will cap out at 180 hours. Essentially, in 15 and 12 months respectively, all pilots will have capped their ESB unless they have tapped into it. Tapping into the ESB, requires the pilots regular sick bank to be exhausted. The first 15 hours are unpaid and then the ESB will start paying for trips. There is a lifetime maximum of 540 hours for each pilot's ESB. (The ESB is designed to bridge the gap before long term disability is applicable.)
- **American** (1 point) pilots can cash up to 66% back at their retirement which is

capped at \$200,000.

- **Paternity Leave:** All three provide two weeks (14 days) paid. United offers two extra unpaid weeks.
- **Maternity Leave: Delta** (1 point) has the best plan with ten weeks. United is second with eight weeks, and American lags far behind with only two.

## 10\* - Retirement:

- The three airlines have practically identical retirement plans. All 401(k) plans are fully vested immediately and set with 16% direct contributions with identical increases to 17 and 18 percent in 2024 and 2026.

## TOTAL POINT ACCRUALS\*\*

American Airlines: 13.5 points

Delta Air Lines: 14.5 points

United Airlines: 13 points




\*References the section numbers in the chart on The Grid.

\*\*Point accruals are sums of ACN-assigned points as indicated in each category.

Note: Aero Crew News has made every effort to analyze the terms of the contracts without bias or prejudice with the intention of providing information. Contracts are complex documents and interpretations are equally complex. While we have approached this task as a service, we should not be held responsible for misinterpretations.




# The Grid

## Airline Contract Comparison

American Airlines	Delta Air Lines	United Airlines
		

01 Date Issued

31




			
<b>Last Updated</b>	22 May, 2023	06 May, 2023	17 July, 2023
<b>Last Update</b>	General Airline / Company Information, General Pilot Information, Pilot Retirements by Year, Pay Details (Pilots), Pilot Pay Rates, Expenses (Pilots), Work Rules (Pilots), Paid Time Off (Pilots), Retirement (Pilots), Pay Charts (Pilots)	General Pilot Information, Pay Details (Pilots), Pilot Pay Rates, Expenses (Pilots), Work Rules (Pilots), Paid Time Off (Pilots), Retirement (Pilots), Pay Charts (Pilots)	General Flight Attendant Information, Flight Attendant Pay Rates, Pay Details (Flight Attendant), Expenses (Flight Attendant), Work Rules (Flight Attendant), Paid Time Off (Flight Attendant), Retirement (Flight Attendant), Pay Charts (Flight Attendant)
<b>Last Update Notes</b>	Updates in parenthesis according to 2023 TA	Updated Features Contract 2023 Passed FA data added Junior captain hire date updated.	2023 Agreement in Place (AIP) added in parentheses FA data added 5% pay raise for all pilots Overrides Updated

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






## 02 General Airline / Company Information



			
<b>ATC Call Sign</b>	American	Delta	United
<b>Aircraft</b>	A319 (133) A320 (48) A321 (219) A321neo (10, 60 on order) A321XLR (50 on order) A330-200 (15) A330-300 (9) B737-800 (304) B737 MAX 8 (24, 76 on order) B757-200 (34) B767-300 (17) B777-200 (47) B777-300ER (20) B787-8 (33, 22 on order) B787-9 (22, 25 on order) E190 (19)	A220-100 (31, 14 on order) A220-300 (50 on order) A319-100 (57) A320-200 (62) A321-200 (100, 27 on order) A321neo (100 on order) A330-200 (11) A330-300 (31) A330-900 (5, 32 on order) A350-900 (13, 16 on order) B717-200 (88) B737-10 (Order for 100 with option for 30 more) B737-700 (10) B737-800 (77) B737-900ER (130) B757-200 (111) B757-300 (16) B767-300 (16) B767-300ER (56) B767-400ER (21) B777-200ER (8) B777-200LR (10)	A319 (69, 36 on order) A320 (97, 4 on order) A321XLR (0, 50 on order) A350-900 (0, 45 on order, 2027) B737-700 (40, 20 on order) B737-800 (141) B737-900 (12) B737-900ER (136) B737-Max 9 (14, 18 on order) B737-Max 10 (0, 100 on order) B757-200 (53) B757-300 (21) B767-300ER (38) B767-400ER (16) B777-200 (19) B777-200ER (55) B777-300ER (18, 4 on order) B787-8 (12) B787-9 (25, 13 on order) B787-10 (9, 5 on order)
<b>IATA Code</b>	AA	DL	UA
<b>ICAO Code</b>	AAL	DAL	UAL
<b>Headquarters</b>	Fort Worth, Texas	Atlanta, Georgia	Chicago, Illinois
<b>Maintenance Bases</b>	BOS CLT DCA DFW JFK LAX LGA MIA ORD PHL PHX STL TUL PIT	Hartsfield-Jackson International Airport (ATL)	CLE DEN EWR GUM IAD IAH LAX ORD SFO




## 03 General Pilot Information



			
<b>Pilot Union</b>	APA	ALPA	ALPA
<b>Current Contract Year (P)</b>	TA proposed 2023	TA 2023	2012 (AIP 2023)
<b>Number of Pilots</b>	16,125	16,046	16,127
<b>Number of pilots as of</b>	27 January, 2023	01 February, 2023	26 July, 2023
<b>Junior Captain Hire Date (Mo/Yr)</b>	Feb 2022 - B737 @ MIA	757/767 NYC Aug 2022	January 2022
<b>JCHD as of:</b>	27 January, 2023	20 January, 2023	25 January, 2023
<b>Pilot Bases</b>	BOS CLT DCA DFW JFK LAX LGA MIA ORD PHL PHX STL	ATL CVG DTW LAX MSP NYC (EWR, LGA, JFK) SEA SLC	CLE DEN EWR, LGA* GUM IAD, DCA, BWI* IAH LAX, SNA, ONT, BUR* ORD SFO, SJC* LAS MCO, (TPA*) *For certain bases, pilots are required to cover multiple airports in the surrounding areas. These are called cross-town airports.
<b>Junior Captain Bases</b>	MIA B737 LGA B737	NYC	EWR SFO LAX
<b>Junior First Officer Bases</b>	MIA, LGA, PHL, BOS	NYC	EWR SFO LAX
<b>Currently Hiring Pilots</b>	Yes	Yes	Yes
<b>Pilot Hiring Website (P)</b>	<a href="#">AA Pilot Credentials</a>	<a href="#">Pilot Hiring Website</a>	<a href="#">Pilot Hiring Website</a>
<b>EFBs</b>	iPad	iPad	iPad
<b>Contract, TA or AIP (P)</b>	<a href="#">AA TA 2023</a>	<a href="#">Delta CBA 2023</a>	<a href="#">UPA AIP 2023</a>

## 04 Pilot Retirements by Year



			
Retirement 2023	1003	807	504
Retirement 2024	956	800	466
Retirement 2025	942	720	581
Retirement 2026	705	614	631
Retirement 2027	595	521	727
Retirement 2028	512	511	679
Retirement 2029	474	514	663
Retirement 2030	414	544	685
Retirement 2031	434	476	527
Retirement 2032	385	414	460
Retirement 2033	368	346	433
Retirement 2034			471
Retirement 2035			377
Retirement 2036			351
Retirement 2037			376

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## 05 Pay Details (Pilots)



			
<b>MMG Line Holder (P)</b>	Lower Limit of Average Line Value	72 hours	73 hours
<b>MMG Reserve (P)</b>	73 Long Call, 76 Short Call	72 hours	73 hours for long call, 76 hours for short call (77:18 hours during 13 day off bid periods)
<b>Pay During New Hire Training (P)</b>	Monthly Average Line Value, 72-84 or 88, depends on pay group (2:45 per day)	\$3,888.29 per month 2.5 hours pay per day at year 1 pay rate, plus 8 hours per diem per day	MMG or 3 hours per day whichever is greater, plus per diem 24/7 (Training 5 days or greater in length – pay and credit 3:07 hours per day)
<b>Training Pay</b>	(CQT increased to 5:00 per day) (Upgrade and transition pay - 3:05)	Qualification Training - 3:15 per day Continued Qualification - 4:15 per day (5:00 Jan 1 2024) Maintaining Recency - 4:15 per day (5:00 Jan 1 2024) Reestablishment of Recency - 4:15 per day (5:00 Jan 1 2024) Operating Experience - rate of aircraft flown	(Training less than 5 days in length, 2023 pay and credit – 4:15 hours per day, 2024 pay and credit – 5 hours per day) (Training 5 days or greater in length – pay and credit 3:07 hours per day) (Distance Learning pay 1 hour : 1.5 hours duration (previously was 1:4), with a minimum of 1 hour pay)
<b>New Hire Bonuses (P)</b>	None	None	None
<b>Profit Sharing (P)</b>	(10% of Pre-Tax Income (PTIX) up to \$2.5 Billion 20% of PTIX in excess of \$2.5 billion)	2019 16.2% 2022 5% Language to allow retiring pilots in December to PS the following year 10% to 2.5B, 20% above 2.5B	Yes after being on property for one full calendar year. 2019: 5.76% 2023: 1.67% (10% to 2.5B, 20% above 2.5B)
<b>Other Bonuses (P)</b>	(2023 CBA Signing Bonus: comprised of 4% 2020 earnings, 4% 2021 earnings, 14% 2022 earnings, ~21% Jan-July 2023)	2023 CBA signing bonus: comprised of 4% 2020 earnings, 4% 2021 earnings, 14% 2022 earnings, 18% of 2023 earnings until DOS	(2023 CBA signing bonus: comprised of 4% 2020 earnings, 4% 2021 earnings, 14% of 2023 earnings until DOS)




			
<b>Deadhead Pay (P)</b>	100% (Greater of scheduled or actual (if pilot is actually on the deadhead))	100% for a flight deadhead, Surface deadhead is \$38.38* per hour	100% (First class if available & pilot can deviate.)*
<b>Open Time Pay (P)</b>	100%	100% "white slip"	100%
	150% (Company discretion)	200% Green slips as approved by company. A pilot is only allowed one green slip until all of the pilots in that base and category are given one green slip.	150%, 175%, 200%, or 225% (Company discretion)  Premium Pay no lower than 200% between November 15 – 30 and December 15 – January
<b>Premium Open Time Pay or Overtime (P)</b>			<p>Company able to designate 125% premium pay for all trips flown in a category over a designated period of time.</p> <p>Company may designate a trip with 225% Premium Pay when awarded as a straight pick up.</p> <p>3 hours of Add Pay for Loss of flying when Pilot agrees to sit Voluntary Field Standby.</p> <p>Premium Short Call that pays 10.5 hours per day. Available for Lineholders and Reserves to pick up.</p> <p>Field Standby pays 3 hours of Add Pay for reserve who pick it up.</p> <p>Voluntary Early Check Line gives pilot 2 hours Add Pay per reserve block plus an additional 15 minutes Add Pay per reserve day. VEC is for show time before 10 am.</p> <p>Standby Reserve Trip, Available for both Line holders and Reserves to pickup, each day of trip will pay 10.5 per day</p>

			
<b>FO International Override</b>	(\$5.00)	\$4.50	\$4.50 per hour (\$5.00 per hour)
<b>CA International Override</b>	(\$7.00)	\$6.50	\$6.50 per hour (\$7.00 per hour)
<b>Redeye Override</b>	None	None	None
<b>Ocean Crossing Override</b>	(New Long-haul Narrowbody (NB) Override: CA \$8.00 / FO \$6.00 on all NB flying to Europe, South America (south of the equator), and Hawaii)	CA: \$8.00, FO \$6.00 (Narrow body aircraft only)	None
<b>Line Check Airman Override</b>	(Paid an additional 25% override (2023 = \$53.85 to \$104.39))	30% more of the highest paying aircraft in the company fleet. 2023 = \$125.62 per hour.	\$27.00 per hour (LCP Override of 25% of 12 yr CA pay rate of highest paying aircraft in operation which equals \$105.43. (currently 777/787/764); attaches when trip becomes frozen (regardless if LCP duties are conducted))
<b>Holiday Pay (P)</b>	(Holiday Pay 5:15 pay for sequence touching a designated holiday. New Year's Eve, New Year's Day, Memorial Day, Independence Day, Wednesday before Thanksgiving, Thanksgiving, Sunday after Thanksgiving, Christmas Eve, and Christmas Day.)	5:15 hours credit for the following days worked: New Year's Eve, New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Christmas Eve, and Christmas Day	None (5:15, Exact holidays yet to be determined)
<b>Pay Details Notes (P)</b>	None	*Surface DH is 25% of second year FO A220-100 pay (2023 = \$38.38, 2024 = \$40.27, 2025 = \$41.88, 2026 = \$43.55)	*Deadhead is in first class for domestic flights if available at time of booking, if not economy plus or better, aisle, window or middle seat in that order, If pilot is assigned a middle seat, they are entitled to middle seat pay which is 50% add pay for that flight. Pilot can refuse to board if their seat is in economy. Pilot can deviate and will still be paid for the original deadhead.






## 06 Pilot Pay Rates

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<b>Currency (P)</b>	US dollars	US dollars	US dollars
<b>FO 1st Year Pay (P)</b>	\$90.93 (\$108.34)	\$108.34	All Fleets: \$95.88 (\$109.42)
<b>A220-100 FO 2nd Year Pay</b>	(\$153.40)	\$153.40	
<b>A220-100 FO Top Pay</b>	(\$211.83)	\$211.83	
<b>A220-100 CA Top Pay</b>	(\$310.15)	\$310.15	
<b>A220-300 FO 2nd Year Pay</b>	(\$166.60)	\$159.95	
<b>A220-300 FO Top Pay</b>	(\$230.10)	\$220.88	
<b>A220-300 CA Top Pay</b>	(\$336.89)	\$323.39	
<b>A319 FO 2nd Year Pay</b>	Group II: \$137.85 (\$166.16)	\$165.91	\$141.07 (\$167.57)
<b>A319 FO Top Pay</b>	Group II: \$190.41 (\$229.33)	\$228.90	\$194.82 (\$231.19)
<b>A319 CA Top Pay</b>	Group II: \$278.77 (\$335.77)	\$335.13	\$285.22 (\$338.48)

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<b>A320 FO 2nd Year Pay</b>	Group II: \$137.85 (\$166.16)	\$165.91	\$147.18 (\$167.57)
<b>A320 FO Top Pay</b>	Group II: \$190.41 (\$229.33)	\$228.90	\$203.11 (\$231.19)
<b>A320 CA Top Pay</b>	Group II: \$278.77 (\$335.77)	\$335.13	\$297.38 (\$338.48)
<b>A321 FO 2nd Year Pay</b>	Group II: \$137.85 (\$171.44)	\$166.60	(\$168.27)
<b>A321 FO Top Pay</b>	Group II: \$190.41 (\$238.71)	\$230.10	(\$232.40)
<b>A321 CA Top Pay</b>	Group II: \$278.77 (\$349.50)	\$336.89	(\$340.26)
<b>A321N FO 2nd Year Pay</b>	Group II: \$137.85 (\$171.44)	\$171.44	
<b>A321N FO Top Pay</b>	Group II: \$190.41 (\$238.71)	\$238.71	
<b>A321N CA Top Pay</b>	Group II: \$278.77 (\$349.50)	\$349.50	
<b>A300 FO 2nd Year Pay</b>	Group III: \$143.89 (\$171.44)		
<b>A300 FO Top Pay</b>	Group III: \$200.35 (\$238.71)		
<b>A300 CA Top Pay</b>	Group III: \$293.34 (\$349.50)		

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<b>A330-200/300 FO 2nd Year Pay</b>		\$206.65	
<b>A330-200/300 FO Top Pay</b>		\$285.22	
<b>A330-200/300 CA Top Pay</b>		\$417.54	
<b>A330-900 FO 2nd Year Pay</b>		\$206.65	
<b>A330-900 FO Top Pay</b>		\$285.22	
<b>A330-900 CA Top Pay</b>		\$417.54	
<b>A350 FO 2nd Year Pay</b>	Group IV: \$169.58 (\$206.65)	\$206.65	
<b>A350 FO Top Pay</b>	Group IV: \$234.09 (\$285.22)	\$285.22	
<b>A350 CA Top Pay</b>	Group IV: \$293.34 (\$417.54)	\$417.54	
<b>A380 FO 2nd Year Pay</b>	Group V: \$178.09 (\$216.99)		
<b>A380 FO Top Pay</b>	Group V: \$245.80 (\$299.48)		
<b>A380 CA Top Pay</b>	Group V: \$359.85 (\$438.42)		
<b>B717 FO 2nd Year Pay</b>		\$149.21	
<b>B717 FO Top Pay</b>		\$205.96	
<b>B717 CA Top Pay</b>		\$301.57	








<b>B737-700 FO 2nd Year Pay</b>	Group II: \$137.85 (\$166.60)	\$165.91	\$141.07 (\$167.57)
<b>B737-700 FO Top Pay</b>	Group II: \$190.41 (\$230.10)	\$228.90	\$194.82 (\$231.19)
<b>B737-700 CA Top Pay</b>	Group II: \$278.77 (\$336.89)	\$335.13	\$285.22 (\$338.48)
<b>B737-800 FO 2nd Year Pay</b>	Group II: \$137.85 (\$166.60)	\$165.91	(\$167.57)
<b>B737-800 FO Top Pay</b>	Group II: \$190.41 (\$230.10)	\$228.90	(\$231.19)
<b>B737-800 CA Top Pay</b>	Group II: \$278.77 (\$336.89)	\$335.13	(\$338.48)
<b>B737-900 FO 2nd Year Pay</b>	Group II: \$137.85 (\$166.60)	\$166.60	\$147.18 (\$168.27)
<b>B737-900 FO Top Pay</b>	Group II: \$190.41 (\$230.10)	\$230.10	\$203.11 (\$232.40)
<b>B737-900 CA Top Pay</b>	Group II: \$278.77 (\$336.89)	\$336.89	\$297.38 (\$340.26)
<b>B757-200 FO 2nd Year Pay</b>		\$171.44	\$147.18 (\$173.15)
<b>B757-200 FO Top Pay</b>		\$238.71	\$203.11 (\$241.10)
<b>B757-200 CA Top Pay</b>		\$349.50	\$297.38 (\$353.00)

			
<b>B757-300 FO 2nd Year Pay</b>		\$171.44	\$151.18 (\$173.15)
<b>B757-300 FO Top Pay</b>		\$238.71	\$210.45 (\$241.10)
<b>B757-300 CA Top Pay</b>		\$349.50	\$308.13 (\$353.00)
<b>B767-200/300 FO 2nd Year Pay</b>	Group III: \$143.89	\$171.44	\$151.18 (\$173.15)
<b>B767-200/300 FO Top Pay</b>	Group III: \$200.35	\$238.71	\$210.45 (\$241.10)
<b>B767-200/300 CA Top Pay</b>	Group III: \$293.34	\$349.50	\$308.13 (\$353.00)
<b>B767-300ER FO 2nd Year Pay</b>		\$171.44	\$151.18 (\$173.15)
<b>B767-300ER FO Top Pay</b>		\$238.71	\$210.45 (\$241.10)
<b>B767-300ER CA Top Pay</b>		\$349.50	\$308.13 (\$353.00)
<b>B767-400 FO 2nd Year Pay</b>	Group IV: \$169.58 (\$206.65)	\$206.65	\$182.86 (\$208.72)
<b>B767-400 FO Top Pay</b>	Group IV: \$234.09 (\$285.22)	\$285.22	\$252.36 (\$288.07)
<b>B767-400 CA Top Pay</b>	Group IV: \$342.72 (\$417.54)	\$417.54	\$369.46 (\$421.72)

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<b>B777 FO Top Pay</b>	Group IV: \$234.09 (\$285.22)	\$285.22	\$252.36 (\$288.07)
<b>B777 CA Top Pay</b>	Group IV: \$342.72 (\$417.54)	\$417.54	\$369.46 (\$421.72)
<b>B787 FO 2nd Year Pay</b>	Group IV: \$169.58 (\$206.65)		\$182.86 (\$208.72)
<b>B787 FO Top Pay</b>	Group IV: \$234.72 (\$285.22)		\$252.36 (\$288.72)
<b>B787 CA Top Pay</b>	Group IV: \$342.72 (\$417.54)		\$369.46 (\$421.72)
<b>B747 FO 2nd Year Pay</b>	(\$216.99)		
<b>B747 FO Top Pay</b>	(\$299.48)		
<b>B747 CA Top Pay</b>	(\$438.42)		
<b>CS100 FO 2nd Year Pay</b>	Group I: \$90.93		
<b>CS100 FO Top Pay</b>	Group I: \$123.47		
<b>CS100 CA Top Pay</b>	Group I: \$180.80		
<b>CS300 FO 2nd Year Pay</b>	Group II: \$137.85		
<b>CS300 FO Top Pay</b>	Group II: \$190.41		
<b>CS300 CA Top Pay</b>	Group II: \$278.77		

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<b>EMB190/195 FO 2nd Year Pay</b>	E-190: (\$108.34) E-195: (\$125.29)		
<b>EMB190/195 FO Top Pay</b>	E-190: (\$147.10) E-195: (\$172.95)		
<b>EMB190/195 CA Top Pay</b>	E-190: (\$215.41) E-195: (\$253.19)		
<b>MD80/90 FO 2nd Year Pay</b>	(\$166.60)		
<b>MD80/90 FO Top Pay</b>	(\$230.10)		
<b>MD80/90 CA Top Pay</b>	(\$336.89)		
<b>Next Pay Raise (P)</b>	02 May, 2023	01 January, 2024	
<b>Next Pay Raise Notes (P)</b>	Pay rates in parentheses reflect proposed TA (Date of Signing (DOS): 21.0% May 2, 2024: 5% raise May 2, 2025: 4% raise May 2, 2026: 4% raise May 2, 2027: 3% Amendable year raise)	1/1/2023: 18% 1/1/2024: 5% 1/1/2025: 4% 1/1/2026: 4% One time me too clause with AAL and UAL 1% higher pay rates	2023 AIP pay is in parentheses (Additional 1% increase after DOS to match Delta snap up (1% above United); If Delta receives a snap up triggered by American, United Pilots receive the same increase) (Yearly Increases: January 2024 - 5% January 2025 - 4% January 2026 - 4% January 2027 - 3%)

## 07 Expenses (Pilots)



			
<b>Per Diem (P)</b>	\$2.30 Domestic \$2.80 International (\$2.85 Domestic \$3.40 International)	\$2.85 Domestic \$3.35 International Language added to keep up with government M/IE rates	\$2.65 Domestic \$3.10 International (Continental US and Alaska: 2023 - \$2.85, 2024 - \$2.90) (All other locations w/ Canada: 2023 - \$3.40, 2024 - \$3.45) (2.5% increase starting in 2025)
<b>New Hire Hotel (P)</b>	Paid for by the company, Single Occupancy	Paid for by the company, Single Occupancy	Paid for by the company, Single Occupancy
<b>New Hire Hotel Notes (P)</b>		None	During indoc pilots stay across the street. During FTD and Sims pilots stay downtown
<b>Downtown Hotel (P)</b>	Yes	Yes	Yes
<b>Downtown Hotel Notes (P)</b>	Above 15.5 hours (General layover time distinguishing between a long or short layover hotel is 15 hours, Layovers ≤ 13 hours: Always a Short Layover Hotel, Layovers ≥ 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.)	12 hours or longer	14 hours
<b>Hotel Points (P)</b>	Sometimes, depends on the hotel	Sometimes, depends on the hotel	Sometimes, depends on the hotel
<b>Airline Mileage Accrual for Dead Heads (P)</b>	No	No	No
<b>Uniform Reimbursements (P)</b>	Initial paid for by company.	Company to provide new hires a full uniform prior to OE	Initial paid for by company along with dry cleaning expenses reimbursed.
<b>Headset Reimbursements (P)</b>	None	None	None

			
<b>Health Care Costs Medical (P)</b>	<p>PPO Standard \$92.33/ee only \$240.06/ee+sp/dp, \$166.20/ee+ch, \$323.16/family</p> <p>Value \$175.12/ee only \$455.30/ee+sp/dp \$315.21/ee+ch \$612.91/family</p>	22% employee cost	20% paid for by the pilot
<b>Health Care Costs Dental (P)</b>	<p>Indemnity (PPO Overlay)</p> <p>Plan 1: \$16.62/ee+1, \$23.62/family.</p> <p>Plan 2 - None.</p> <p>Standard: \$8.33/ee only, \$17.24/ee+sp, \$18.66/ee+ch, \$29.48/ee+family.</p>	20% employee cost	20% paid for by the pilot
<b>Health Care Costs Vision (P)</b>	<p>\$5.28/ee only, \$10.24/ee+sp/dp, \$10.05/ee+ch, \$14.37/family.</p>	20% employee cost	Cost to pilot is at company discretion.
<b>Expenses Notes (P)</b>	None	None	None

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## 08 Work Rules (Pilots)






			
<b>Minimum Days off per Bid Period - Line Holder (P)</b>	10 (13-15)	12, 13 or 14 Depends on number of days in bid period and ALV	12 days
<b>Minimum Days off per Bid Period - Reserve (P)</b>	12 in 30 day month 13 in 31 day month (13-15)	12, 13 or 14 Depends on number of days in bid period and ALV	12 days in a 30 day bid period and 13 in a 31 day bid period (13 days in a 30 day bid period and 14 in a 31 day bid period)
<b>Pay Protection (P)</b>	Yes	100%	Yes
<b>Maximum Scheduled Duty Day (P)</b>	FAA 117 with certain exemptions in contract	FAA 117 minus 30 minutes	FAA limits minus 30 minutes for unaugmented crews, augmented crews vary (Unaugmented duty limit further restricted from FAR 117 to 13 hrs scheduled, or FAR 117 Table B minus 30 min, whichever is less.)
<b>Minimum Day Credit (P)</b>	5:15	5:15	5:00 (5:15)
<b>Minimum Trip Credit (P)</b>	5:15 multiplied by number of days	5:15 multiplied by number of days	5 multiplied by number of days (5:15 multiplied by number of days)

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<b>Duty Rig (P)</b>	2:1 between 0600-2159, 1:1.5 between 2200-0559, Start after 2200, 1:1.5 for the entire duty period.	1:2 or 1:1.75 between 2200-0559	None
<b>Trip Rig (P)</b>	3.5:1	1:3.5	1:3.5 1 hour pay for every 3.5 away from base
<b>Most Unique Work Rule (P)</b>	Over Guarantee for reserves, Any flight accepted on a time that is considered Duty Free period, it is credited on top of MMG. For example you are on reserve tomorrow but you pick up a 30hour 5day that starts today, the 30 hours goes on top of your 76 hours giving you 106 for the month. If the company is offering premium pay, this could be paid over guarantee at 150%!		Overtime Pay if late for any reason, after 2 hours from original scheduled release time Pilot entitled to 1:3 rig (20 seconds per minute) until the end of originally scheduled last day of trip. Rig increases to 1:2 (30 seconds per minute) on subsequent calendar days until trip ends.
<b>Work Rules Notes (P)</b>	None	Sit pay: over 2 hours 1:2 Extended duty period pay: beyond 10 hours 1 hour credit, for every hour thereafter another 1 hour credit.	None

## 09 Paid Time Off (Pilots)



			
<b>Vacation Accrual (P)</b>	2 Years - 21 Days 6 Years - 22 Days 8 Years - 24 Days 10 years - 26 Days 12 Years - 28 Days 14 Years - 30 Days 16 Years - 31 Days (19+ Years - 35 days)	1 - 4 years = 14 days 5 - 10 years = 21 days 11- 15 years = 28 days 16+ years = 35 days 48 hours off prior to primary vacation if requested	1-4 years = 14 Days 5-10 years = 21 Days 11-24 years = 35 Days +25 years = 42 Days
<b>Vacation Pay (P)</b>	Beginning with 2024-25 vacation year*: 4:35 hours / day *Vacation Year changed to April through March (previously March – February)	2023-2024 Vacation Year: 4:00 2024-2025 Vacation Year: 4:15 2025-2026 Vacation Year and each thereafter: 4:35	(2023-2024: Daily Pay - 3:45, Daily Credit: 3:15 2024-2025: Daily Pay - 4:15, Daily Credit: 3:45 2025-2026: Daily Pay - 4:15, Daily Credit: 4:15) (AIP Removes the "fly for free" during bid periods with vacation)




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<b>Sick Time Accrual (P)</b>	<p>(Pre-load 22.5 hours of Sick Leave for new hire pilots upon completion of initial training)</p> <p>5:00 hours per month</p> <p>Rapid re-accrual rate tied to 1.5x normal accrual rate</p> <p>Max 60 per year</p> <p>Max Bank: 1000 Hours</p> <p>Accumulated time can only be used for the year after it is accumulated, except after first six months you may use up to 30 hours. January 1st sick accrual either goes to long term or gets paid out to the pilot.) (Extended Sick Bank:</p> <p>Pre loaded with 120 hours at time of creation</p> <p>5 hours per month up to 180 hours</p> <p>Lifetime cap of 540 hours</p> <p>Available for use as bridge to LTD)</p> <p>(Retirement buy out option. Remaining sick time multiplied by a factor of 66% (capped at \$200,000).)</p>	<p>1 year = 50 hours</p> <p>2 years = 75 hours</p> <p>3 years = 100 hours</p> <p>4 years = 125 hours</p> <p>5 years = 145 hours</p> <p>6 years = 170 hours</p> <p>7 years = 195 hours</p> <p>8 years = 220 hours</p> <p>9-19 years = 240 hours</p> <p>20+ years = 270 hours</p>	<p>5 hours per month, up to a max of 1300 hours</p> <p>New hires receive 60 hours after completing training. (Increased to 6 hours per month)</p> <p>(Extra Sick Bank (ESB): 120 hours at DOS, 4 hours to ESB per month)</p>
<b>Short Term Disability (P)</b>	<p>\$50 per week after 8 days or exhaustion of sick leave if later.</p> <p>At no cost to pilot.</p>	<p>Yes, The semi-monthly temporary disability benefit is equal to one-half of 50% of the "D and S" Plan participant's Final Average Earnings.</p>	<p>None</p>

			
<b>Long Term Disability (P)</b>	50% of Average Monthly Compensation (No cap) Mental/Nervous Diagnoses: unlimited lifetime LTD benefit (previously 24 months cumulative lifetime LTD benefit) Chemical Dependency Diagnosis: cumulative lifetime maximum of up to 60 months of LTD benefits (previously 24 months)	Yes, until retirement age. The monthly long-term disability benefit is equal to 50% of the "D and S" Plan participant's Final Average Earnings	50% times the monthly earnings, maximum of \$11,000 per month. Pilot pays 35% of the cost. (Pilot cost reduced from 35% to 25%, maximum benefit \$13,657) (Full retirement contributions based on pre-disability income) (Waiting period reduced from 90 to 60 days) (Can use ESB for an additional 15 hours of pay)
<b>Parental/Maternity Leave</b>	(14 days paid leave following birth, adoption, surrogacy, guardianship, or fostering of a child)	Maternity Leave, 10 weeks postpartum for all pilots Paid Parental Leave, 14 consecutive day period paid at the greater of: trips missed, or value of 2 vacation weeks. Applies to birth, surrogacy, guardianship, fostering or adoption	(Company paid maternity leave of eight weeks) (Company paid parental leave of two weeks, plus two additional unpaid weeks)

## 10 Retirement (Pilots)



			
<b>401(K) Matching (P)</b>	None	None	None
<b>401(K) Direct Contribution (P)</b>	16% (January 1, 2024: 17% January 1, 2026: 18%)	16% 1/1/2024 17% 1/1/2026 18%	16% (9% into B-Plan source, and 7% into C-Plan source) (17% January 2024 18% 2026)
<b>401(k) Fully vested (P)</b>	Immediately	Immediately	Immediately
<b>Pension Plan (P)</b>	A Plan: AA Frozen LUS East Terminated	None	None

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