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June 2023

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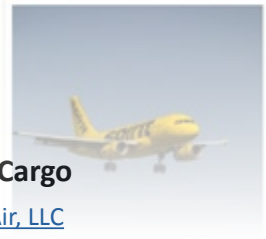
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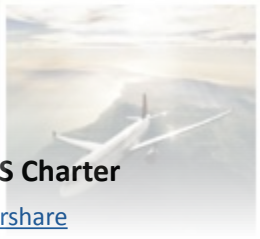

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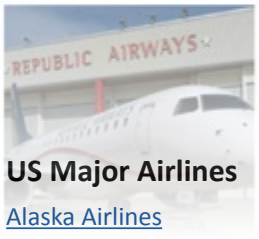

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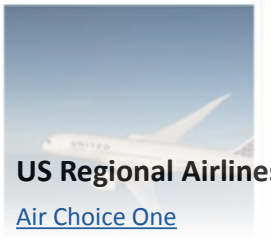

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FedEx Express
iAero Airways
Kalitta Air
Key Lime Air
UPS

US Cargo Regional

Alpine Air
Empire Airlines

US Charter

Airshare
Alaska Seaplanes
GMJ Air Shuttle
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Omni Air International
Ravn Air Group
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US Regional Airlines

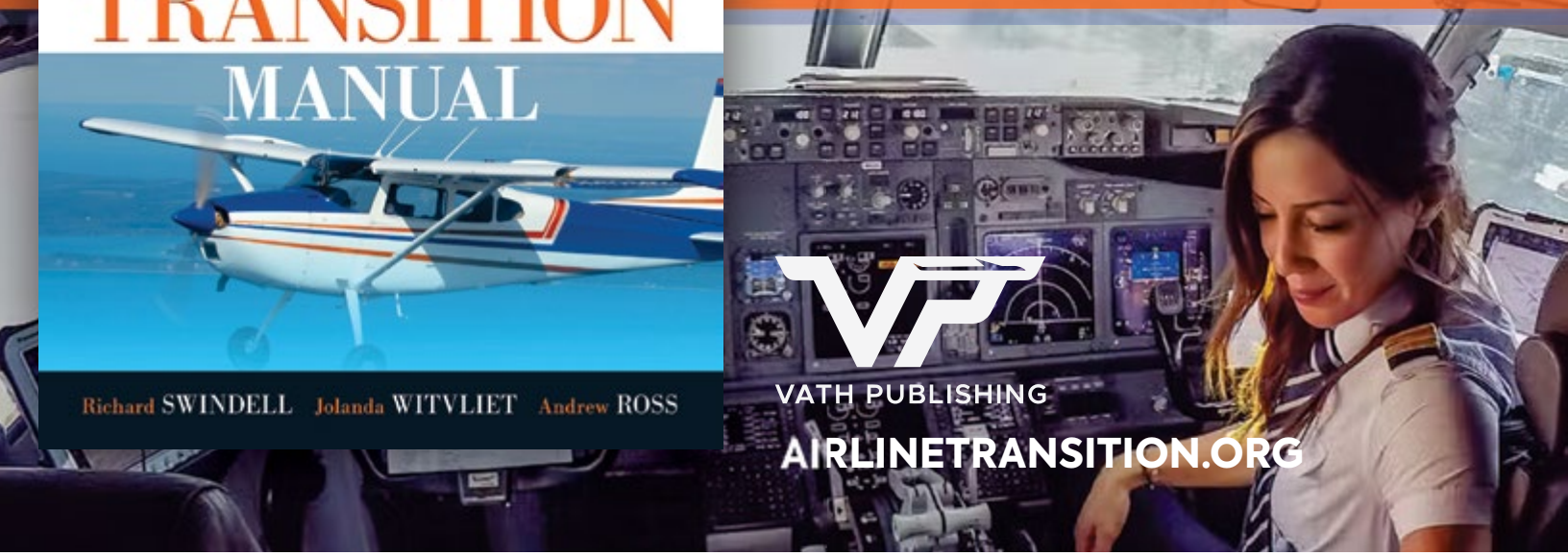
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Piedmont Airlines
PSA Airlines
RavnAir Group
Republic Airways
Silver Airways
Skywest Airlines
Star Mania Air, Inc.

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. A sample comparison of two airlines begins on page 46.



Your ultimate guide to navigating and managing your airline pilot career.

If you're thinking about making a jump to the airlines or considering a career as an airline pilot, this is the guide for you.





PROFESSIONAL PILOTS OF TOMORROW

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Professional Pilots of Tomorrow is a mentor program comprised of volunteers and designed to assist up-and-coming pilots make informed decisions regarding which regional airline will best suit their needs.

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Dear readers,

This month we finally announce the winners for our 2023 photo contest! Congratulations to Jon B. for capturing his gorgeous shot of a Twin Otter at sunset near the Grand Canyon. (See our cover!) Of course, hearty congratulations to all our runners-up and a huge thank you to all who participated! We know that the fabulous views we enjoy is among the many perks our jobs bring.

Over the last month we have seen a lot going on between the airlines and pilot unions coming to agreements on expired contracts. It seems to me that a strike vote is what turns the tables. WestJet pilots were set to strike at 3 a.m. EDT on May 19 and at 1:12 a.m. that very morning, ALPA sent us news that WestJet's pilot leaders had approved an agreement in principle (AIP). Later that day, Allied Pilots Association (APA) and American Airlines reached a tentative agreement coming after a May 3 vote of 99% in favor of striking. On May 18, FedEx pilots authorized to strike with a 97% yes vote with 99% of its pilots voting. Late Tuesday evening, May 30, FedEx pilots reached a tentative agreement with their company. Southwest Airlines Pilots Association (SWAPA) started their strike vote on May 1 and closed the voting early because 98% of their participating pilots had locked in with a 99% vote to authorize a strike. As of May 31, there is no AIP for SWAPA. Stay tuned.

In our Grid section this month, we compare APA's AIP with Delta's 2023 contract that was approved by Delta pilots on March 1. We encourage you to use The Grid to create your own comparisons at https://aerocrewnews.com/acn-grid/.

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.

May 2023

What you may have missed in May

Feature – CommuteAir, a regional with a promising future, offers competitive packages.

Contract Talks – Picketing works, but not as you might expect.

Fitness – How to better regulate your body's systems when your workload increases.

Grey Matter – Diversity, equity, and inclusion working together with crew resource management.

Love Flying – More on traveling upriver on the Amazon.

Perspectives – Training for currency and proficiency

Skylaw – The "romance" of the K-1 Fiancé Visa

Squall Lines – Understanding sea breezes and their impact.

The Grid – Compared two more airlines' contracts – FedEx and UPS.

Photo Contest – Voting opened for finalists' photos.

YOU CAN ALSO VIEW IT AS A FLIP MAGAZINE RIGHT HERE!

DOWNLOAD THE FULL ISSUE IN PDF HERE!



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AVIATOR BULLETINS



Alaska Airlines unveils salmon livery designed by Alaska Native artist to celebrate Indigenous culture & language

As a tribute to Xáat Kwáani (Salmon People), this special Alaska Airlines aircraft is the first of any domestic airline fleet to be named in an Alaska Native language and to depict the ancestral importance of salmon through Northwest Coast formline art. Read More



ATI Pilots Call on Management to Acknowledge Staffing Concerns

In advance of Air Transport Services Group's (ATSG) first quarterly earnings release, the pilots of Air Transport International (ATI), represented by the Air Line Pilots Association, Int'l (ALPA), call on management to acknowledge how unprecedented labor concerns may affect their customers and future revenue. Read More



WestJet Pilots Picket Nationwide as Negotiations Continue to Stall

WestJet pilots, represented by the Air Line Pilots Association, Int'l (ALPA), were joined today by ALPA president Capt. Jason Ambrosi and ALPA Canada president Capt. Tim Perry for a nationwide informational picket in Calgary, Vancouver, and Toronto. Read More



ATI Visa Scheme Not Enough to Sustain Pilot Ranks

Unprecedented pilot attrition at Air Transport International (ATI) is a growing concern for the airline's pilots, as is ATI management's attempt to fill the vacancies by hiring foreign pilots using EB-2 visas rather than negotiating fair pay rates sufficient to attract and retain available qualified U.S. pilots. Read More



Flight 3407 Family Group Slams Sky West Scheduled Charter Flight Proposal-Urges DOT to Deny

Reacting to an application by SkyWest Charter LLC to conduct passenger operations as a commuter carrier, the Flight 3407 Family Group has written a letter to Department of Transportation Secretary Pete Buttigieg requesting that he deny this application. Read More



FedEx Pilots to Open Strike Authorization Vote

FedEx Express pilots, represented by the Air Line Pilots Association, Int'l (ALPA), have voted overwhelmingly in support of a strike if necessary. Read More

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Amerijet Pilots Reach a Tentative Agreement on a New Contract

Amerijet International pilots, represented by the Air Line Pilots Association, Int'l (ALPA), have reached a tentative agreement with management following three years of negotiations. Read More



WestJet Pilots File 72-Hour Strike Notice

WestJet pilots, represented by the Air Line Pilots Association, Int'l (ALPA), issued a 72-hour strike notice to WestJet management and the government. Read More



Air Canada Pilots Join World's Largest Pilots Union

The Executive Board of the Air Line Pilots Association, Int'l (ALPA) approved by acclamation the merger between the Air Canada Pilots Association (ACPA) and ALPA, the world's largest pilots union. Read More



ATI Pilots Receive $2 Million Grant for Negotiations

After a special vote by the Executive Board of the Air Line Pilots Association, Int'l (ALPA) last week, the Air Transport International (ATI) pilot group has received a $2 million grant from the union's Major Contingency Fund (MCF). Read More



WestJet Pilot Leaders Approve Agreement-In-Principle for Pilot Ratification Vote

WestJet pilot leaders from the Air Line Pilots Association, Int'l (ALPA) today voted to approve an Agreement-In-Principle with WestJet management, following more than 9 months of negotiations on a new pilot contract. Read More



Solidarity on Display as FedEx Pilots Picket in Memphis

In a strong show of support for their Negotiating Committee, hundreds of FedEx Express pilots participated in an informational picket in front of the FedEx Express Air Operations Center today to protest their protracted contract negotiations. Read More

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American Airlines AAdvantage Program Wins Best Elite Program for the 11th straight year at the 2023 Freddie Awards

For the 11th consecutive year, the American Airlines AAdvantage® program was recognized as the Best Elite Program in the Americas during the 2023 Freddie Awards, held last evening at the Smithsonian's National Air and Space Museum Steven F. Udvar-Hazy Center near Washington D.C. Read More



American Airlines and DFW Airport Sign Long-Term Use and Lease Agreement, Setting the Stage for Future Growth

American Airlines and Dallas Fort Worth International Airport (DFW) have signed a new 10-year Use and Lease Agreement. Read More



Go Long This Fall With More Seats and Flights on American Airlines for College Football Fans

American Airlines is gearing up to make this fall memorable with more nonstop flights for some of the most popular college football games. Read More



April U.S. Travel Agency Air Ticket Sales Total $8.7 Billion

Airlines Reporting Corp. (ARC) today released data showing U.S. travel agency air ticket sales totaled $8.7 billion in April 2023, a 13% year-over-year increase.* Read More



Castle's Passenger Jet Charter is now booking

Castle is pleased to announce we have expanded our passenger charter segment with the addition of a Beechjet 400XP to the fleet. Our private jet charter is now open for booking! Read More



Embraer's E190-E2 shows off its short runway performance in South Korea

Embraer's E190-E2 conducted a demonstration flight in South Korea flying from Gimpo Airport in Seoul to Pohang, over Ulleungdo Island and back. Read More



Embraer Displays the E195-E2 at LIMA Malaysia 2023

Embraer's E195-E2, the world's most efficient and quietest single-aisle aircraft, will be on display at the 16th edition of Langkawi International Maritime and Aerospace Exhibition (LIMA) starting 23 May 2023. Read More

AVIATOR BULLETINS



Embraer and Azorra Seal Deal with Royal Jordanian Airlines for Eight New E2 Jets

Embraer (NYSE: ERJ; B3: EMBR3) and commercial aviation lessor Azorra today announced a new eight aircraft deal with Royal Jordanian Airlines, Jordan's flag carrier. Read More



Epic Flight Academy Offering $27,000 Tuition Scholarship in New Aircraft Mechanic Hiring Program

Epic Flight Academy announces a new hiring program for aircraft mechanics at its New Smyrna Beach campus that includes sponsored training. Those who complete the 19-month training program will become FAA-licensed A&P mechanics and continue working at Epic for two years. Read More



Frontier Airlines Reports First Quarter 2023 Financial Results with Spring Break Outperforming Expectations

Frontier Group Holdings, Inc. (Nasdaq: ULCC), parent company of Frontier Airlines, Inc., today reported results for the first quarter of 2023 and issued guidance for second quarter and full year 2023. Read More



Wind in the Sails for Polynesian Voyaging, Hawaiian Airlines Donates 34 Million Miles for Latest Hōkūle'a Odyssey

Scores of well-wishers gathered at the Marine Education & Training Center on Honolulu's Sand Island earlier this month to bid aloha to Hōkūle'a as her crew prepared to transport the iconic Polynesian voyaging canoe to the Pacific Northwest. Read More



Hawaiian Airlines 2023 Corporate Kuleana Report Highlights Path to Net-Zero Carbon Emissions by 2050

Hawaiian Airlines published its 2023 Corporate Kuleana (Responsibility) Reportdescribing the carrier's progress on Environmental, Social and Governance (ESG) priorities. Read More



Hawaiian Airlines Unveils Boeing 787 Dreamliner Cabin Design; Introduces Leihōkū Suites

Cabin designs immerse guests in natural materials and celestial elements throughout their journey Read More

AVIATOR BULLETINS



JetBlue Launches New TrueBlue Loyalty Program Today, Offering More Paths to Perks and Mosaic Status

JetBlue (Nasdaq: JBLU) launched the new TrueBlue® loyalty program, offering members more value with the introduction of tiles, Perks You Pick™, expanded levels of Mosaic and more ways to earn perks and status than ever before. Read More



Jet Linx Raises the Bar as First Company in the Aviation Industry to Achieve the Three Most Elite Safety Ratings

Jet Linx Aviation, the only locally-focused private jet management and Jet Card company in the world, has set a new standard in aviation safety with its newest WYVERN Wingman PRO certification. Read More



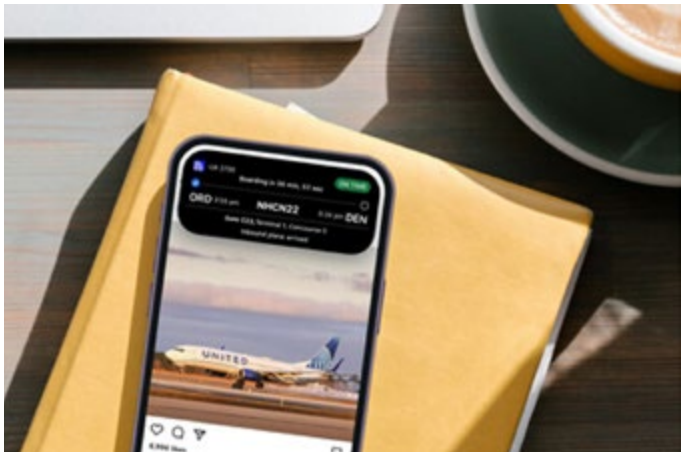
Jet Linx Takes Pro Pilot Culture to the Next Level with New Time & Tenure Career Pathway

Jet Linx Aviation, the only locally-focused private jet management and Jet Card company in the world, today announces the launch of its new Time & Tenure Career Pathway, reaffirming its commitment to attracting and retaining top pilot talent. Read More



United to Triple SAF Use in 2023, Adds SAF on Flights at San Francisco Airport

United today announced that it will begin using a blend of Sustainable Aviation Fuel (SAF) on departing flights from San Francisco International Airport and is planning to use a SAF blend later this year at London Heathrow Airport, which could put the airline on track to use approximately 10 million gallons in 2023, nearly three times more than 2022 and close to 10 times more than 2019..
Read More



United Becomes First U.S. Airline to Add Live Activities for iPhone

United became the first U.S. airline to support Live Activities for iPhone, giving customers real-time access to their boarding pass, gate and seat number, and countdown clock to departure time on their Lock Screen or while unlocked in the Dynamic Island, all without opening the United app.
Read More



United Expands Role as Denver's Most Flown Airline: Adds 35 Flights, Six Routes, 12 Gates, New Flight Bank and Three Clubs

United announced plans to significantly grow its position as Denver's leading airline, adding 35 flights, six new routes, a dozen new gates and three clubs, including the largest ones in the carrier's network.
Read More

AVIATOR BULLETINS



Vista to simplify the approach to trading aircraft globally

Vista Global Holding (Vista), the world's leading private aviation group, has today announced that it will be centralizing and expanding its aircraft trading service offerings with a dedicated focus on worldwide trading of business aircraft across corporates, private owners and the brokerage market. Vista Global Trading will transform the buying and selling of assets within business aviation, through:. Read More



Martha and John King Enter WAI Pioneer Hall of Fame

"I hang around with Martha."

That's how John King introduces himself when he and Martha take the stage at public events. Read More



WAI Invites Members To #HonorTheWASP for Memorial Day 2023

Women in Aviation International (WAI) members and friends will honor the valiant service of the Women Airforce Service Pilots (WASP) by visiting their graves and leaving an appropriate decoration in the form of flowers or other remembrances. Read More



The Value of Passion

My love for aviation is a driving force

WRITTEN BY: JOHN MCDERMOTT

When I started my multiengine training, I was suddenly reminded of my intense passion for aviation. After over 450 hours flying single-engine Cessnas, suddenly hopping in a light twin and experiencing the kick of two engines, the steeper climbout, and the quicker control response exhilarated me.

As I have progressed throughout my training, despite each stressful flight and setback, I have not lost my love for aviation nor my commitment to the trade. In many ways, I'm still the same young kid who used to stare out the airport window at the planes at the ramp, who loved airlines' paint schemes, and who wanted not to be a pilot but a plane when he was older. I'm just as excited about flying now as I was when I truly began engaging with it years and years ago. And, like pilots much older and more experienced than I, I still cannot help but stop and stare when I hear an airplane's engine speeding through the skies above me.

This passion has gotten me through each tough flight, setback, and challenge I've faced. This passion has picked me up after long sim sessions and pushed me through one more King Schools ground-school video. It's helped me through long debriefs with chief pilots, after stage checks, and after my toughest checkrides.

My love for flying doesn't just get me through; it also challenges me to be better. I aim to be that much more knowledgeable, that much safer, and that much more skilled because of how much I love flying. I keep pushing myself to be the best pilot I can be, and then to improve beyond there. My passion leads me to be a safer pilot, too. It guides me to be more thorough and more thoughtful in all I do.

Above all else, my passion for aviation has led me to wonderful communities. Whether it's with fellow pilots, ramp agents at past jobs, or just fellow aviation enthusiasts, my life in aviation has been made significantly better because of the people I've encountered along the way. Bonding over a strong mutual love for aviation has made these relationships especially meaningful.

My passion for flying has guided me through my aviation career thus far, and it has helped me pursue flying in incredibly beneficial ways. I wouldn't be as skilled nor experienced as I am today if I didn't love flying as much as I do. I wouldn't have motivated myself as much as I have if I didn't thoroughly enjoy each moment. No matter how stressful training got, I kept moving forward out of love for flying.

Thus, my love of flying has been invaluable in my training. It has helped me become the pilot I am today, and it will continue to guide me as my career progresses. Though I will continue to face challenges and setbacks, I am incredibly excited for all that my future career has to offer.



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...



Start with an Assessment

Fitness assessment tests are the first step toward your goal

Written By: Eric Ray

Welcome to Summer! Well, technically it's not summer just yet, but Memorial Day kicks off the start of the summer vacation season. The weather starts to break and the warmth of the sun usually means it's time get outside and get moving! In past articles, I have often emphasized the need to start working out or make a change. This month however, I want to ask where you are. It's very important to know your starting point (i.e., what you are eating and how much, and your activity and its level) before you take on any challenges, diet/nutrition changes, or even hitting the gym hard.

In the U.S. Army, and of course every other military branch, all members are given a physical fitness assessment test. This is a way to determine your fitness level and act as a guide to areas on which you should focus. There are a number of places you can go to look for fitness assessment tests. You can look at what the military uses or pick something from YouTube. I would strongly recommend performing some sort of assessment before you start any program.

I have spent the last month doing a deep dive into what the average man or woman is capable of doing when it comes to fitness. (For the sake of this article I have limited my research to North America.) I was amazed to find that, on average, a beginner (defined as someone with little to no workout experience) has a very low threshold for what they should be capable of performing. For example, the average adult U.S. male can perform one pull-up, and on average, only perform about 15 consecutive pushups. This doesn't even take into account cardio, in which the average U.S. male can walk about three miles in an hour. Those numbers decrease for the average adult female. I only mention these numbers as a place to gauge where you are in relation to the average person.

I also want to emphasize the need to conduct your own assessment before you start into a program or hit the gym hard. You don't want to start out so hard that you overdo it, making yourself sore or hurting yourself. Lactic acid may plague your workout resulting in soreness that could lead you to lose interest in working out. The other problem is pushing too hard too fast that you could hurt yourself. I am speaking from experience here. Recently, I was in the gym and decided to increase the number of reps and sets I was doing while increasing the weight dramatically. The result, I strained myself to the point of hurting my ankle, which had the net effect of not being able to workout. It can become a negative cycle that will cause you to lose interest.

When it comes to fitness, take an assessment test, come up with a plan and take it slowly. You'll stay with any fitness regime if you see continuous progress over time! Slow and steady wins!

Come back next month when we will talk about how to initiate a change to you diet!

If you have questions or need a guiding hand, take a moment to write your question and contact me through email at Ericray4470@gmail.com.



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...



The Case for Soft Skills

What can I do now?

Written By: VATH Publishing

A common question by both readers and new entrants into the aviation industry, especially those with very little total time logged, is, “What can I be doing now to help advance my career?” Other than the simple advice “study and fly as much as possible,” there are quite a few areas of focus that can be developed outside structured lessons, and airlines are looking for these on your résumé and during your interview.

Usually, on day one of indoctrination class at an airline, one of the facilitators will ask the class how many captains are in attendance. Most first-time airline pilots don’t pick up on the cue that the facilitators intend for everyone to raise their hand. This is because airlines do not want to hire career first officers. They hire future captains, and they want that mentality on day one.

No, they don't expect you to run the flight deck, or consult with dispatch, or brief the flight attendants. But they do expect you to display the professionalism and leadership qualities of the seat that you will eventually be sitting in on day one on the line.

Professionalism and leadership qualities of high importance include communication, conflict management, situational awareness, leadership effectiveness, empathy, motivation, and time management. These are all examples of soft skills, which means they define how you work and relate to others. Reading the skills above, you can see why these are critical for effective Crew Resource Management (CRM) and being a great captain. While the physical aspect of flying a plane is important, the soft skills are the glue that hold the operation and flight deck together. So, how can airlines tell if you have these qualities compared other candidates?

The short and easy answer is – your résumé. Filling yours with examples of opportunities to use these skills will help you stand out among your peers and get you to that first, second, and final job interview much quicker than simply focusing on hours. What do these opportunities look like?

Volunteering: Perhaps the best way to show motivation, empathy, time management, communication, and leadership is to volunteer in some capacity. While many people think this must include long hours working in a soup kitchen, there are countless opportunities within your community, work group, student group, or church that can provide many of the same opportunities to develop these soft skills that you would find in a more formal work role.

Workplace Role: The most obvious answer to this soft skills question is to find roles within your current employment to showcase the ability to use them. Taking on managerial roles, additional tasks that require more communication, and conflict management opportunities are great interview topics that highlight your familiarity with these skills.

Scholarships and Awards: Nothing is better to attest to your skills than having someone else validate your worth. This is what scholarships and awards help do, as most of the time these types of recognition programs have requirements that will emphasize your outstanding ability in a soft skill. Do not discount their value on your résumé!

This is, by no means, a comprehensive list of all the ways that you can show your soft skill exposure and development, but hopefully it gets you thinking about ways that can help you identify opportunities to develop and use these types of skills. Your career will thank you.

About the Author

VATH Publishing was founded on the principle that there should be no such thing as "you just have to learn the hard way" schools of thought, the founders of VATH Publishing set out to remove that unfair and inefficient way of thinking for future professionals in all lines of work. Read More...



Four Essential Elements of a Well-Built Portfolio

Written By: Gary Krasnov, AIF®, CLTC®, Vice President - RAA

When it comes to investing, you hear a great deal about the importance of things like proper asset allocation, risk tolerance, time horizon, and automatic portfolio rebalancing. But what do these terms mean?

Asset allocation

Asset allocation is a strategy that focuses on how your money is distributed among various investments, which include stocks and bonds, but also cash. You might see "...but also cash" and wonder, "How so?" As an example, when markets hit a downturn, some investors wonder

if they should sell their equities and jump to cash, because cash is entirely "safe." Correct? Over time, cash loses purchasing power, as we have all clearly seen with inflation over the last few years. But this is also true during periods of low inflation.

One thing we financial advisors have often been asked in the last year (it's a common question when the markets hit a rough stretch too) is, "Should I move to cash?" If you liquidate your investments and move to cash, you are not only going to lose considerable purchasing power over time due to inflation, but you are locking in those dreaded losses with the decline in the value of your stocks.

When it comes to the risks associated with an all-cash investment diet, an even simpler way to say it is that your cash is losing value if the rate of inflation exceeds the interest you are earning on your savings accounts (which is virtually a constant). This is why asset allocation is so important, and your asset allocation is going to be determined by your risk tolerance and your time horizon.

Risk tolerance

Your risk tolerance is the level of market volatility you are comfortable enduring as an investor. Can you comfortably tolerate risk, including the stress of normal fluctuations in the market – and even losses that, ideally, only occur over the short term – for the possibility of larger gains in the long term? Identifying your tolerance for loss is one of the foundational aspects for determining the investment allocation your advisor will recommend for you. In part, your advisor does this by familiarizing themself with your overall financial situation, and then by helping you to identify your tolerances. In this way, a qualified, fiduciary advisor helps keep an investor from making emotional or uninformed financial decisions about money. This is one of the most important things an advisor does.

Time horizon

In financial terms, a time horizon is the duration that an investor intends to hold a particular investment until they will need that money. Time horizons are predicated on a pilot's individual financial goals, but we most often associate them with retirement dates. (Yet, they can also be contingent upon large purchases such as buying a new house.)

One of the primary ways in which a pilot's risk tolerance and time horizon impact one another typically has to do with a pilot's age. That is, the closer a pilot is to retirement, the shorter their time horizon (when they will need the money). And typically, the shorter an individual's time horizon, the more conservative their investment risk tolerance becomes, because there is less time left to work and save, and recover from downturns in the market. This is why it is so common for investors to rein in their risk tolerances as they get older.

Automatic rebalancing

Automatic rebalancing is when your investments are adjusted to keep your money in alignment with your allocation elections and preferences. But why does this need to happen? For example, let's say you have saved well and are a fairly conservative investor who wants to retire in a few years. You and your advisor have selected a model portfolio that allocates $1,000,000 of your savings evenly between stocks and bonds. That is a 50/50 stock-to-bond allocation and that is what you are comfortable with. But for the sake of the example, let's say that over a year, the markets rise to new highs, outperform all expectations, and now your investment allocation (the money you have invested) is now distributed at 65% to stocks and 35% to bonds (because the stocks percentage formerly at 50% has grown).

While the increase in the value of your stock allocation is certainly nice, your portfolio has moved away from its targeted mix, which, remember, was chosen partly based on your risk tolerance level. Now you are substantially over-exposed with stocks, while the bond portion of your portfolio (which may have grown in value, as well) is substantially underweight. (And note, that your investment allocation can stray from your ideal mix and balance and become under- or overweight due to declines in your investments, as well.)

Automatic rebalancing is the systematic reallocation of your portfolio to bring your investment elections back in line with your risk tolerance and time horizon. This is a key part of investment management. In short, automatic rebalancing acts as a counterbalancing instrument, which in a sense is you "buying low and selling high." This is but one key safeguard that helps protect you from the possibility of incurring a loss from which you might not have time to recover.

While there are of course many other factors, and while the above doesn't take into consideration significant aspects of building a portfolio – such as how we measure a particular investment's risk – allocation, tolerances, time horizons, and automatic rebalancing are but four integral mechanisms we braid together to help you reach your financial goals.

With more than 40 years serving the airline community, RAA advisors understand the unique needs of pilots, crewmembers, and their families. We have a comprehensive planning approach to both partner with and guide you through the most important financial decisions of your life. Learn more and request a complimentary call with an RAA advisor today at raa.com/consultation.



About the Author

Gary Krasnov serves as the vice president of Airline Strategy and Compliance for RAA. Gary joined RAA in 2016 as part of the Advisor Financial Services merger where he was a partner and CCO. Read More...



Marriage-Based Immigration Part 1: What's in a Marriage

Written By: Killa Martin

This month, we have arrived at the meat and potatoes of immigrant visas – marriage-based petitions. This is a large and extremely complex topic so we will strip it down to the very basics and attempt to simplify it as much as possible. This will be the first of several articles diving into this topic. We will begin with the first hurdle to overcome – getting married.

You may wonder, why start with this topic? In your mind, getting married might be as simple as going down to the courthouse, getting a license, an officiant, signing, and getting your marriage certificate in the mail. Indeed, getting married CAN be that simple. However, in order to petition your spouse, your marriage needs to be valid for immigration purposes. Not all marriages are. Generally speaking, if your marriage is legal and valid in the place where the marriage took place, whether in the U.S. or overseas, (this also includes common law marriages), then your marriage is considered valid for immigration purposes. This is known as

the Doctrine of Full Faith and Credit. However, there are exceptions to this rule.

The following are examples of marriages that are not valid for immigration purposes, even if they are legal where they occurred.

1. Marriages that occurred without both parties physically present at the marriage ceremony, unless the marriage has been consummated.

Under the INA section 101 (a)(35), your marriage is not valid if you were not present during the ceremony unless the marriage has been consummated. In many cultures, a valid marriage can be entered into without the physical presence of one of the parties. This is known as a marriage by proxy. However, these types of marriages go against U.S. public policy and are therefore, not considered valid, unless consummated. Consummation can be shown through pregnancy or birth of a child born of the relationship.

2. Marriages that occurred while one party was still married to another party. In the U.S. this is considered polygamy. The law requires proof that, if either party was married before, the previous marriage was legally terminated before the new marriage was entered into.

3. Marriages between relatives. Some marriages among relatives are considered void, but some others can be valid. This is a very nuanced issue and if you are in this situation. You should consult with an experienced immigration lawyer.

4. Marriages with minors. Although controversial, USCIS will consider some marriages with minors valid if they are valid in the place where they took place unless it violates public policy. For example, in situation where one of the parties is under the age of consent of the state of intended residence, the petition would likely be denied under INA 212(a)(3)(A)(ii) because the government would argue the person is intending to engage in an illicit activity. Another violation of public policy would be when either party was forced to marry. Finally, in cases where the petitioner is a minor, he or she could encounter issues trying to meet the affidavit of support requirement as U.S. citizen sponsors are required to be at least eighteen (18) years of age.

5. Religious marriages that are not considered valid within the jurisdiction they took place.

I have encountered scenarios in which followers of certain faiths perform rituals that would bind them in marriage in the eyes of others of the same faith, but not in the eyes of society. For example, in Honduras, clergy can conduct religious ceremonies of marriage but such marriage will not be considered lawful unless it was also solemnized through a civil ceremony with a lawyer present.

In conclusion, if your marriage was valid in the place where you got married, chances are, your marriage is valid. However, if you think you fall into one of the exceptions, please consult an experienced attorney for advice on your specific situation.

Stay tuned next month for the next part of this series: Proving your Relationship.



About the Author

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



Yellowstone National Park: Then and Again

Written By: Lia Ocampo

We travel to relax, recharge, escape, celebrate, learn, meet people, and create memories. But we also travel to remember the past.

As a kid, I didn't have the luxury of television. Instead, I had children's books and a subscription to National Geographic Magazine from my mother's pen pal, Carol. So, thanks to their friendship and her generosity, my childhood was equipped with educational materials, including these fancy magazines. The glossy and vibrant pages of National Geographic



Magazine were my childhood entertainment. That's how I started developing my interests in travel, photography, and reading, which would later become my passions. I vividly recall seeing beautiful National Parks featured on the magazine pages. Finally, after four decades, those images I enjoyed virtually became real.

According to the National Park Service, Yellowstone National Park has 2.2 million acres of wilderness with unique hydrothermal and geological features. These geothermal areas contain about half of the world's active geysers. The unique thermal features of the park, like Old Faithful, inspired our government leaders to establish Yellowstone as the nation's first national park.

Geysers are hot springs where water intermittently boils, sending a tall column of water and steam into the air. Geysers are associated with volcanic areas and Old Faithful is only one of the nearly 500 geysers in Yellowstone but only one of the six for which park rangers can predict eruptions. However, over time, the average interval between eruptions has increased. The interval between eruptions averages more than one hour, normally lasts between one-and-a-half to five minutes and expels from 3,700 to 8,400 gallons of water.

Yellowstone National Park has many unspoiled vistas — dramatic peaks and mountains, lush forests, beautiful meadows, pristine rivers, lakes, waterfalls, and unique geysers. Watching Old Faithful erupt is an iconic experience, a favorite of travelers who come to Yellowstone to witness this amazing wonder. It is a park tradition that you don't want to miss.

The park can be accessed from Cody and Jackson in Wyoming, Gardiner and West Yellowstone in Montana, and Island Park in Idaho. Plan your visit well to maximize your experience. Check weather conditions and road statuses before you go. The best





time to visit is during fall and spring when the weather is nice. Summer months are the busiest months so you can expect busy facilities, reduced parking, and traffic. Be sure to make advanced reservations for campgrounds and lodging.

Some of the best things you can do during summer include exploring the thermal basin up close, including those geysers, wildlife watching, hiking, biking, horse riding, camping, picnicking, fishing, boating, swimming, participating in a ranger program, and taking photographs. Yellowstone National Park is a haven for artists, scientists, authors, and photographers. So, get ready for your possible "best photo award." The dramatic sunsets and sunrises reflected on the waters of Yellowstone Lakes can be your best shots. By the way, the Aurora Borealis appears once or twice a year. If you hit it right, you may not need to go to Iceland. It can be your lucky day to witness it there, too. There's a bonus view from April through October when the Milky Way is visible over Yellowstone National Park. Campgrounds are available for bedding down beneath the stars. What an adventure! Stargazing is something I love to do.

If you are looking for a summer getaway, you don't need to leave the country to find amazing view and have awesome experiences in our first national park. To make the very most of your trip, stay as long as possible. But if you only have one day to visit, it's worthwhile to join a group tour as I did. It can be fast paced, but your guides will ensure you see the main attractions.

As the nation's first national park, you may be interested to know a little of Yellowstone National Park's history and interesting facts. Here are ten things you may not know about Yellowstone National Park.

1. Yellowstone is bigger than two U.S. states. Yellowstone is larger than the states of Rhode Island and Delaware combined.



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2. A veteran of a Lewis and Clark expedition may have been the first non-native to see Yellowstone.

3. One of Yellowstone's earliest explorers, Truman Everts, was stranded there for 37 days. He eventually recovered and even wrote an account of his ordeal titled Thirty-Seven Days of Peril.

4. The park sits atop the largest supervolcano in North America.

5. A painter, Thomas Moran, played a crucial role in Yellowstone's creation.

6. Yellowstone was originally nicknamed "Wonderland."

7. The U.S. Army ran the park for over 30 years.

8. Yellowstone includes the nation's oldest herd of bison.

9. The park once featured a "lunch counter for bears only" that were the trash dumps attracting black and grizzly bears.

10. Old Faithful is not as faithful as it once was. A group of early explorers noted that it erupted roughly once every 60 minutes.

It is just fair to say that Yellowstone National Park is a wonderland. I would describe the park as mother nature at its best, a haven of beauty and a paradise.

My visit to Yellowstone National Park in 2015 through Wyoming was a chapter in my 50-States journey. Since then, this park has become my favorite. My childhood memory of virtually visiting national parks, including Yellowstone National Park, through the pages of National Geographic Magazine, was indeed one of my best childhood learning experiences.

Millions of people visit Yellowstone National Park every year. So be one of us and experience this wonderland, but make sure you wait and watch for Old Faithful to erupt.

Have a fun, memorable and safe summer!



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...



Salt Lick BBQ – A Carnivore's Dream

Written By: Victor Soler

I was back in Austin, Texas and wanted to have a comparison to the king of brisket from Franklins BBQ that I reviewed in the March 2023 issue of Aero Crew News. While asking around for recommendations for a few weeks, I heard about a carnivore's dream come true – the all-you-can-eat barbecue at Salt Lick BBQ in Round Rock, just a short drive from Austin.



Yes, that's right¬ – you heard me correctly. Salt Lick BBQ offers an all-you-can-eat barbecue option on their menu, and let me tell you, it's a meat-lover's paradise. For a fixed price, you enjoy unlimited helpings of ribs, brisket, sausage, and sides. Make sure to bring a friend because you're going to be in this little slice of heaven for a few hours. Luckily, I had my buddy Tim to aid and support me through the slow smoked, perfectly crispy bark of brisket. The ribs and sausage were a great compliment to the brisket, too. The sides are brought to the table family style in large helpings to share with the table. Creamy potato salad, tangy coleslaw, and the sweet baked beans, ensure there is something for everyone. Oh, and I almost forgot about the buttery corn and of course the signature Texas-BBQ-style fluffy white bread. But wait, I want to reiterate that this is an all-you-can-eat portion, so let the meat keep flowing.

I admit, I had poor food management that day but regret to inform you that I missed out on their signature peach cobbler. (I will not make this mistake again.) This delicacy is known to be a sweet, buttery dessert that will have you scraping the bottom of the dish for every last crumb. The waiter was kind enough to let us take some food to go, which was a surprise given that most all-you-can eat places do not allow this. The leftovers heated up perfectly in the aircraft the next day. They were just as if they had been pulled right from the grill.



The atmosphere at Salt Lick BBQ only adds to the experience. The restaurant is housed in a rustic, Texas-style building with long communal tables that encourage diners to sit together and enjoy the feast. There's a lively, sociable atmosphere that makes you feel like you're at a backyard barbecue with friends.

Salt Lick BBQ has several other locations that include in the DFW and AUS airports where you can get a taste of what they have to offer. (These were named to Huffington Post's list of the ten best airport restaurants!) However,





if you are near Round Rock and you have an insatiable appetite for barbecue, you owe it to yourself to visit Salt Lick BBQ and indulge in the all-you-can-eat feast. From the succulent meats to the hearty sides and the welcoming atmosphere, this is a dining experience you won't soon forget.

Salt Lick BBQ
3350 E Palm Valley Blvd
Round Rock, TX, 78665
www.saltlickbbq.com

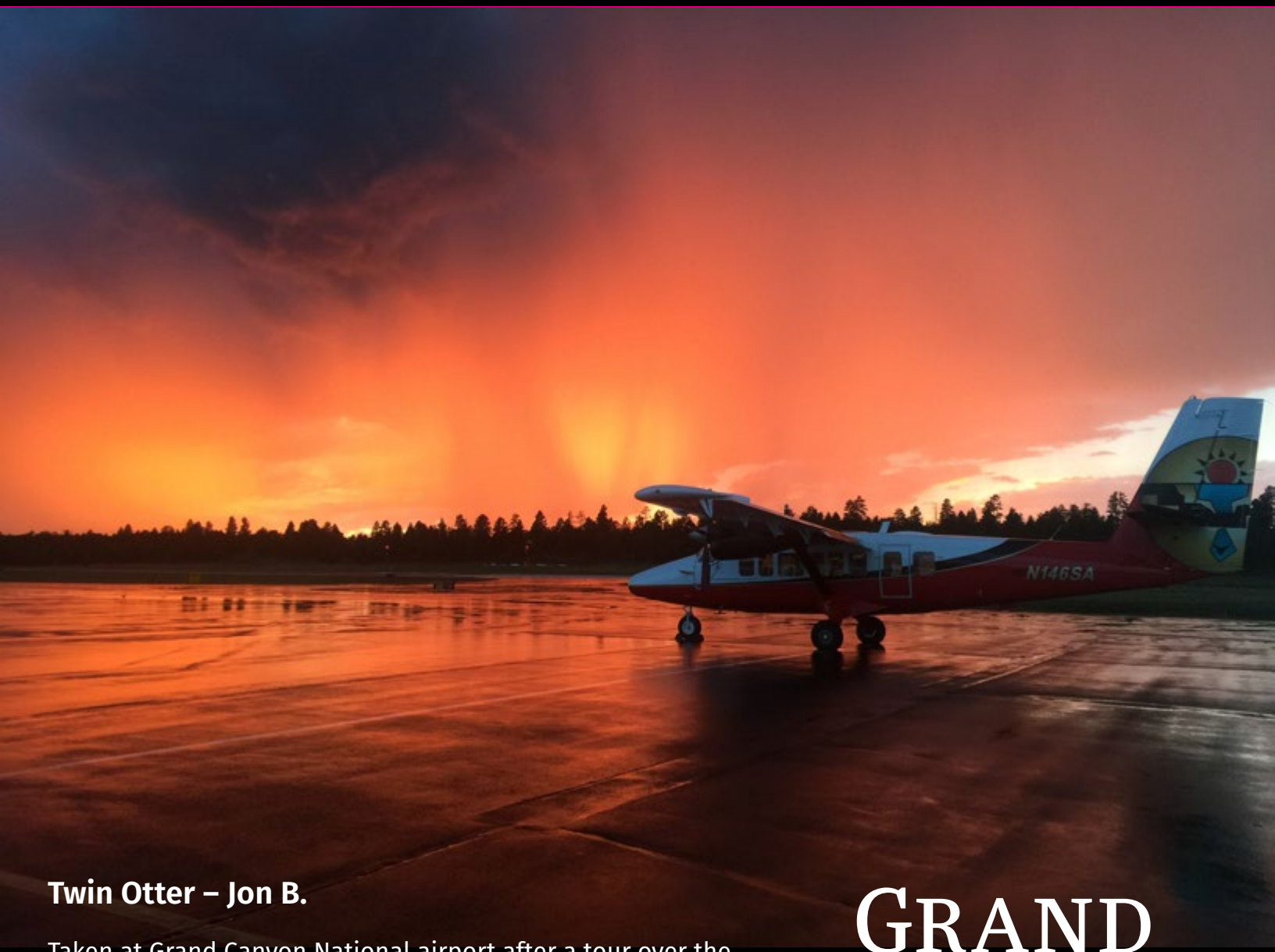


About the Author

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...

FEATURE

Aero Crew News 2023 PHOTO CONTEST AND THE WINNERS ARE:



Twin Otter – Jon B.

Taken at Grand Canyon National airport after a tour over the Canyon. The image is merely point and shoot with no filter.

Grand Prize Winner

PSA AIRLINES
LEADING EDGE FINANCIAL PLANNING
A COMPLETE GUIDE THE AIRLINE TRANSITION MANUAL AIRLINETRANSITION.ORG



Air France Departing SXM – CJ S.

Bound for Paris, an Air France A330 departing SXM in the evening sunlight over Maho Beach.

2nd

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Sun Behind – Ian S.

I was on the left side cockpit seat waiting the clearance for RWY 22R when I saw this Latam B787. As it happened, the captain of that flight is a friend of mine.

3rd



SpaceX Sunrise – Hank B.

I shot this photo of the SpaceX Falcon 9 launch at sunrise from the cockpit of a 747 enroute from SDF to SJU. It was photographed on my Apple iPhone 12X-Pro.

PHX Sunset – Ruben A.

Arrival into PHX as the pilot monitoring. Captured the sunset though my HUD.
I had been waiting a few months to capture a sunset HUD picture.



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Monsoon Takeoff – David H.

Snapped a fast photo at the right time as a monsoon storm was approaching PHX.



The Glow of a GEnx Engine at Sunset – Kieran G.

Captured as the sun was setting during a walkaround of a B787-9 in PPT (Tahiti).



Sunrise at the Salt Lake – Sky P.

After weeks of really cold weather with preflights where I spent the minimum time outside, we had a warmer morning. My first walkaround was in the dark but we were delayed so as the sun came up. I went out again to see what the sunrise looked like. The clouds were reflecting the light downward perfectly. A wonderful reprieve from the gloomy, cold weeks prior. And we didn't de-ice that day!

CFM56 Morning Sunrise – Michael L.

This image was taken on an early November morning in KLAS. There is a short period of days in November in Las Vegas, just as the sun peeks up over the horizon it is reflected by one of the hotels on the Strip. If you happened to be parked at gate A19, the #1 engine gets lit up from behind. I captured this image on my walkaround. The phenomenon only lasts about seven minutes before this special alignment of light disappears.



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Sweet Home Chicago – Lori T.

On our final approach to land at ORD, the view of the lake and skyline were simply breathtaking. The color of the lake was so brilliant. I'm so proud to call Chicago my home and I never tire of our lakefront and skyline. The view that beautiful, sunny day took my breath away.

Evening Rain on a Summer Night – Thomas R.

This image was captured while working the line at KHLN (Helena, Mont.). During a drought, this was the first rain in at least a month. Soaked from head to toe, as I was fueling a plane when the rain hit, I noticed the bright orange sky and the water droplets that were hanging onto the planes. I played with many angles to get the best picture which resulted in this photo.



Sunset over the Mediterranean – Janice M.

This great sunset was taken over the Mediterranean Sea flying home to Aberdeen.



Sunrise in Fort Myers – Dennis S.

This was an early show in RSW and I captured this image as I walked out to do the walkaround.

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New Dawn – New Beginning – Carla D.

Although I am not a pilot but a technical writer/QA auditor for an aerospace/MRO company earlier this year, I captured this beautiful photo departing from Mexico City in the early morning. The beautiful vibrant sky was magical which set the tone as my husband and I traveled back to the U.S. This image speaks volumes to me every time I gaze at it. It says peace, serenity, a new dawn, a new beginning.

Latitude at Sunrise – Todd M.

Picture taken at sunrise at PBI before our takeoff.



The Grid

Airline Contract Comparison

American Airlines vs Delta Air Lines

Product Name	American Airlines	Delta Air Lines
Product Image		

01 Date Issued

		
Last Updated	22 May, 2023	06 May, 2023
Last Update	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)
	Updates in parenthesis according to 2023 TA	Updated Features

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	American	Delta
Aircraft	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)

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	APA	ALPA
Current Contract Year (P)	TA proposed 2023	TA 2023
Number of Pilots	16,125	15,035
Number of pilots as of	27 January, 2023	01 February, 2023
Junior Captain Hire Date (Mo/Yr)	Sept 2021	757/767 NYC Aug 2022
JCHD as of:	27 January, 2023	20 January, 2023
Pilot Bases	BOS CLT DCA DFW JFK LAX LGA MIA ORD PHL PHX STL	ATL CVG DTW LAX MSP NYC (EWR, LGA, JFK) SEA SLC
Junior Captain Bases	LGA 737	NYC
Junior First Officer Bases	MIA, LGA, PHL, BOS	NYC
Currently Hiring Pilots	Yes	Yes
Pilot Hiring Website (P)	AA Pilot Credentials	Pilot Hiring Website
EFBs	iPad	iPad
General Pilot Info Notes	None	EFB: iPad Pro 10.5-inch

04 Pilot Retirements by Year

		
Retirement 2023	1003	807
Retirement 2024	956	800
Retirement 2025	942	720
Retirement 2026	705	614
Retirement 2027	595	521
Retirement 2028	512	511
Retirement 2029	474	514
Retirement 2030	414	544
Retirement 2031	434	476
Retirement 2032	385	414
Retirement 2033	368	346
Pilot Retirement Notes	None	None

05 Pay Details (Pilots)

		
MMG Line Holder (P)	Lower Limit of Average Line Value	72 hours
MMG Reserve (P)	73 Long Call, 76 Short Call	72 hours
Pay During New Hire Training (P)	Monthly Average Line Value, 72-84 or 88, depends on pay group	$3,888.29 per month 2.5 hours pay per day at year 1 pay rate, plus 8 hours per diem per day
New Hire Bonuses (P)	None	
Profit Sharing (P)	Yes	Yes, super secret formula 2019 16.2% 2022 5% Language to allow retiring pilots in December to PS the following year
Deadhead Pay (P)	100% (Greater of scheduled or actual (if pilot is actually on the deadhead))	100%*
Open Time Pay (P)	100%	100% "white slip"
Premium Open Time Pay or Overtime (P)	150% (Company discretion)	200% Green slips as approved by company
FO International Override	($4.50)	$4.50
CA International Override	($6.50)	$6.50
Redeye Override		None
Ocean Crossing Override	(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)
Line Check Airman Override	Paid an additional 25% override	30% more of the highest paying aircraft in the company fleet
Holiday Pay (P)	Holiday Pay 5:15 pay for sequence touching a designated holiday	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
Pay Details Notes (P)	None	Ocean Crossing Pay: CA: $8.00 FO: $6.00 Pay raises 18%, 5%, 4%, 4% over four year period effective 1/1/2023 Retro pay: 2020 4%, 2021 4% 2022 14% One time me too clause with AAL and UAL 1% higher pay rates (Surface DH increased to 25% of second year FO A220-200 pay) *Surface DH $25.00 per hour.

06 Pilot Pay Rates

		
Currency (P)	US dollars	US dollars
FO 1st Year Pay (P)	$90.93 ($108.34)	$108.34
A220-100 FO 2nd Year Pay	($153.40)	$153.40
A220-100 FO Top Pay	($211.83)	$211.83
A220-100 CA Top Pay	($310.15)	$310.15
A220-300 FO 2nd Year Pay	($166.60)	$159.95
A220-300 FO Top Pay	($230.10)	$220.88
A220-300 CA Top Pay	($336.89)	$323.39
A319 FO 2nd Year Pay	Group II: $137.85 ($166.16)	$165.91
A319 FO Top Pay	Group II: $190.41 ($229.33)	$228.90
A319 CA Top Pay	Group II: $278.77 ($335.77)	$335.13
A320 FO 2nd Year Pay	Group II: $137.85 ($166.16)	$135.55 ($165.91)
A320 FO Top Pay	Group II: $190.41 ($229.33)	$228.90
A320 CA Top Pay	Group II: $278.77 ($335.77)	$335.13
A321 FO 2nd Year Pay	Group II: $137.85 ($171.44)	$166.60
A321 FO Top Pay	Group II: $190.41 ($238.71)	$230.10
A321 CA Top Pay	Group II: $278.77 ($349.50)	$336.89
A321N FO 2nd Year Pay	Group II: $137.85 ($171.44)	$171.44
A321N FO Top Pay	Group II: $190.41 ($238.71)	$238.71
A321N CA Top Pay	Group II: $278.77 ($349.50)	$349.50





A300 FO 2nd Year Pay	Group III: $143.89 ($171.44)	
A300 FO Top Pay	Group III: $200.35 ($238.71)	
A300 CA Top Pay	Group III: $293.34 (349.50)	
A330-200/300 FO 2nd Year Pay		$206.65
A330-200/300 FO Top Pay		$285.22
A330-200/300 CA Top Pay		$417.54
A330-900 FO 2nd Year Pay		$206.65
A330-900 FO Top Pay		$285.22
A330-900 CA Top Pay		$417.54
A350 FO 2nd Year Pay	Group IV: $169.58 ($206.65)	$206.65
A350 FO Top Pay	Group IV: $234.09 ($285.22)	$285.22
A350 CA Top Pay	Group IV: $293.34 ($417.54)	$417.54
A380 FO 2nd Year Pay	Group V: $178.09 ($216.99)	
A380 FO Top Pay	Group V: $245.80 ($299.48)	
A380 CA Top Pay	Group V: $359.85 ($438.42)	
B717 FO 2nd Year Pay		$149.21
B717 FO Top Pay		$205.96
B717 CA Top Pay		$301.57
B737-700 FO 2nd Year Pay	Group II: $137.85 ($166.60)	$165.91
B737-700 FO Top Pay	Group II: $190.41 ($230.10)	$228.90
B737-700 CA Top Pay	Group II: $278.77 ($336.89)	$335.13

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

		
B737-800 FO 2nd Year Pay	Group II: $137.85 ($166.60)	$165.91
B737-800 FO Top Pay	Group II: $190.41 ($230.10)	$228.90
B737-800 CA Top Pay	Group II: $278.77 ($336.89)	$335.13
B737-900 FO 2nd Year Pay	Group II: $137.85 ($166.60)	$166.60
B737-900 FO Top Pay	Group II: $190.41 ($230.10)	$230.10
B737-900 CA Top Pay	Group II: $278.77 ($336.89)	$336.89
B757-200 FO 2nd Year Pay		$171.44
B757-200 FO Top Pay		$238.71
B757-200 CA Top Pay		$349.50
B757-300 FO 2nd Year Pay		$171.44
B757-300 FO Top Pay		$238.71
B757-300 CA Top Pay		$349.50
B767-200/300 FO 2nd Year Pay	Group III: $143.89	$171.44
B767-200/300 FO Top Pay	Group III: $200.35	$238.71
B767-200/300 CA Top Pay	Group III: $293.34	$349.50
B767-300ER FO 2nd Year Pay		$171.44
B767-300ER FO Top Pay		$238.71
B767-300ER CA Top Pay		$349.50
B767-400 FO 2nd Year Pay	Group IV: $169.58 ($206.65)	$206.65
B767-400 FO Top Pay	Group IV: $234.09 ($285.22)	$285.22
B767-400 CA Top Pay	Group IV: $342.72 ($417.54)	$417.54

		
B777 FO 2nd Year Pay	Group IV: $169.58 ($206.65)	$206.65
B777 FO Top Pay	Group IV: $234.09 ($285.22)	$285.22
B777 CA Top Pay	Group IV: $342.72 ($417.54)	$417.54
B787 FO 2nd Year Pay	Group IV: $169.58 ($206.65)	
B787 FO Top Pay	Group IV: $234.72 ($285.22)	
B787 CA Top Pay	Group IV: $342.72 ($417.54)	
B747 FO 2nd Year Pay	($216.99)	
B747 FO Top Pay	($299.48)	
B747 CA Top Pay	($438.42)	
CS100 FO 2nd Year Pay	Group I: $90.93	
CS100 FO Top Pay	Group I: $123.47	
CS100 CA Top Pay	Group I: $180.80	
CS300 FO 2nd Year Pay	Group II: $137.85	
CS300 FO Top Pay	Group II: $190.41	
CS300 CA Top Pay	Group II: $278.77	
EMB190/195 FO 2nd Year Pay	E-190: ($108.34) E-195: ($125.29)	
EMB190/195 FO Top Pay	E-190: ($147.10) E-195: ($172.95)	
EMB190/195 CA Top Pay	E-190: ($215.41) E-195: ($253.19)	
MD80/90 FO 2nd Year Pay	($166.60)	
MD80/90 FO Top Pay	($230.10)	
MD80/90 CA Top Pay	($336.89)	
Next Pay Raise (P)	02 May, 2023	01 January, 2024
Next Pay Raise Notes (P)	Pay rates in parentheses reflect proposed TA	Pay raises until 1/1/2026

07 Expenses (Pilots)

		
Per Diem (P)	$2.30 Domestic $2.80 International ($2.85 Domestic $3.35 International)	$2.85 Domestic $3.35 International Language added to keep up with government M/IE rates
New Hire Hotel (P)	Paid for by the company, Single Occupancy	Partially paid for by the company, Single Occupancy
New Hire Hotel Notes (P)		First week in indoc is paid for by the company. If the company sends you to another location for training besides ATL, company will pay for the hotel. New hires to receive hotels during all training events
Downtown Hotel (P)	Yes	Yes
Downtown Hotel Notes (P)	Above 15.5 hours (≥ 17 hours for a long layover)	12 hours or longer
Hotel Points (P)	Sometimes, depends on the hotel	Sometimes, depends on the hotel
Airline Mileage Accrual for Dead Heads (P)	No	No
Uniform Reimbursements (P)	Initial paid for by company.	Company to provide new hires a full uniform prior to OE
Headset Reimbursements (P)	None	None
Health Care Costs Medical (P)	PPO Standard $92.33/ee only $240.06/ee+sp/dp, $166.20/ee+ch, $323.16/family Value $175.12/ee only $455.30/ee+sp/dp $315.21/ee+ch $612.91/family	22%

07 Expenses (Pilots)





Health Care Costs Dental (P)	Indemnity (PPO Overlay) Plan 1: $16.62/ee+1, $23.62/family. Plan 2 - None. Standard: $8.33/ee only, $17.24/ee+sp, $18.66/ee+ch, $29.48/ee+family.	Unknown
Health Care Costs Vision (P)	$5.28/ee only, $10.24/ee+sp/dp, $10.05/ee+ch, $14.37/family.	Unknown
Expenses Notes (P)	None	None

08 Work Rules (Pilots)

		
Minimum Days off per Bid Period - Line Holder (P)	10	12, 13 or 14 Depends on number of days in bid period and ALV
Minimum Days off per Bid Period - Reserve (P)	12 in 30 day bid period or 13 in 31 day bid period	12, 13 or 14 Depends on number of days in bid period and ALV
Pay Protection (P)	Yes	100%
Maximum Scheduled Duty Day (P)	FAA 117 with certain exemptions in contract	FAA 117 minus 30 minutes
Minimum Day Credit (P)	5:15	5:15
Minimum Trip Credit (P)	5:15 multiplied by number of days	5:15 multiplied by number of days
Duty Rig (P)	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
Trip Rig (P)	3.5:1	1:3.5
Most Unique Work Rule (P)	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%!	Unknown
Work Rules Notes (P)	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.

09 Paid Time Off (Pilots)

		
Vacation Accrual (P)	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 - 5 years = 14 days 6-11 years = 21 days 12-18 years = 28 days 19+ years = 35 days 48 hours off prior to primary vacation if requested
Vacation Pay (P)	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
Sick Time Accrual (P)	Pre-load 22.5 hours of Sick Leave for new hire pilots upon completion of initial training 5:00 hours per month Rapid re-accrual rate tied to 1.5x normal accrual rate Max 60 per year Max Bank: 1000 Hours 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. See sectoin 10.B for more information.	1 year = 50 hours 2 years = 75 hours 3 years = 100 hours 4 years = 125 hours 5 years = 145 hours 6 years = 170 hours 7 years = 195 hours 8 years = 220 hours 9-19 years = 240 hours 20+ years = 270 hours
Short Term Disability (P)	$50 per week after 8 days or exhaustion of sick leave if later. At no cost to pilot.	None
Long Term Disability (P)	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

09 Paid Time Off (Pilots)

		
Parental/Maternity Leave	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

10 Retirement (Pilots)

		
401(K) Matching (P)	None	None
401(K) Direct Contribution (P)	16% May 2, 2024: 17% May 2, 2026: 18%	16% 1/1/2024 17% 1/1/2026 18%
401(k) Fully vested (P)	Unknown	Immediately
Pension Plan (P)	A Plan: AA Frozen LUS East Terminated	None

11 General Flight Attendant Information ★

		
Flight Attendant Union	APFA	None
Number of Flight Attendants	Unknown	~24,000+
Currently Furloughed (FA)	Unknown	0
Number of flight attendants as of		26 January, 2023
Flight Attendant Bases	BOS CLT DCA DFW JFK LAX LGA MIA ORD PHL PHX STL	ATL BOS CVG DTW FLL (MIA) HNL LAX MCO MSP NYC (EWR, LGA, JFK) ORD PDX RDU SEA SFO SLC TPA
Junior Flight Attendant Base		Unknown
Currently Hiring Flight Attendants	Yes	Yes
Flight Attendant Hiring Website (FA)	American Airlines Flight Attendant Jobs	Flight Attendant Hiring Website
EIFM	Unknown	
General Flight Attendant Info Notes	None	None

12 Flight Attendant Pay Rates

		
Currency (FA)	US dollars	US dollars
First Year Pay (FA)	$30.35	$32.20
Second Year Pay (FA)	$32.18	$34.14
Top Flight Attendant Pay (FA)	$68.25	$72.38

13 Pay Details (Flight Attendants)

		
MMG Line Holder (FA)	71	45 hours
MMG Reserve (FA)	75	4:45 per day
Pay During New Hire Training (FA)	Unknown	Unknown
Profit Sharing (FA)	Yes 5% payout of pre-tax earnings	Formula Based On: • 10% of pre-tax earnings not in excess of prior year • 20% of pre-tax earnings in excess of prior year
Deadhead Pay (FA)	100%	100% pay except surface DH is $9/hour
Open Time Pay (FA)	100%	100%
Premium Open Time Pay or Overtime (FA)	Company discretion 150%	Company discretion add pay for trips: 1-day trip: 4 hours 2-day trip: 8 hours 3-day trip and greater: 12 hours
Incentive Pay (FA)	International Purser: $5.75 to $7.50 depending on AC International Lead/Non-Qualified Purser: $1.25 to $6.50 depending on AC Domestic Qualified Purser: $4.75 to $5.75 depending on AC Domestic Lead/Non-Qualified Purser: $1.25 to $4.75 depending on AC International Override: $3.00 to $3.75 (IPD pairing) Language qualified override: $2.00 Language Incentive Pay: $2.00	International Purser: Transoceanic A Purser: $5.65/hour Transoceanic B Purser: $3.80/hour Domestic Purser: $3:50 International override: $2.05/hour Language Qualified Pay: $2.25/hour
Holiday Pay (FA)	$75.00 per holiday	7 holidays, Greater of: $6.25/hour for TAFB on holiday, or $25.00-$31.91 per block hour on holiday Holiday pay is guarantee Reserve on call but not used: $62.50
Pay Details Notes (FA)	None	

14 Expenses (Flight Attendants)

		
Per Diem (FA)	International: $2.59 Domestic: $2.20	Unknown
New Hire Hotel (FA)	Paid for by the company, Double Occupancy	Paid for by the company, Double Occupancy
Downtown Hotel (FA)	No	No
Hotel Points (FA)	Sometimes, depends on the hotel	No
Airline Mileage Accrual for Dead Heads (FA)	No	No
Uniform Reimbursements (FA)	Company provides basic uniform, "uniform dollars" based on annual paid hours for use in replacement or for accessories Unused uniform dollars roll over to following years Replacement of luggage every 3 years, coat every 5 years	New Hires provided basic uniform Replacements based on "wear test"
Health Care Costs Medical (FA)	3 medical plans: Standard, Core, High-Cost Coverage	3 Primary Plans: Silver, Gold, and Copay Option
Health Care Costs Dental (FA)	Available	Available
Health Care Costs Vision (FA)	Available	Unknown
Expenses Notes (FA)	Available	None

15 Work Rules (Flight Attendants)

		
Minimum Days Off per Bid Period - Line Holder (FA)	10	10
Minimum Days off per Bid Period - Reserve (FA)	10	No reserves
Pay Protection (FA)	Pay protected for value of line and trips, line value remains as it was prior to loss of flight time	No
Maximum Scheduled Duty Day (FA)	15 hours domestic, 18 hours international	Domestic: 13:00 scheduled / 15:00 actual Transoceanic: 16:00 scheduled
Minimum Day Credit (FA)	5 hours	4:45 per duty period
Minimum Trip Credit (FA)	10-15	
Duty Rig (FA)	1:2	1:2
Trip Rig (FA)	1:3.5	1:3.5
Work Rules Notes (FA)	None	None

16 Paid Time Off (Flight Attendants)

		
Vacation Accrual (FA)	1-4 years: 7 days 5 years: 10 days 6 years: 12 days 7-9 years: 14 days 10-12 years: 18 days 13-15 years: 21 days 16-17 years: 23 days 18-25 years: 31 days 26+ years: 35 days	1-4 years: 14 days 5-10 years: 21 days 11+ years: 28 days If completed 18 years of service by March 31, 2006, 35 days
Sick Time Accrual (FA)	4.5 hours per month 1,500 max bank	168 hours max bank PPT
Short Term Disability (FA)	None	
Long Term Disability (FA)	Offered at employee expense 50% pay protection	Company paid, 50% pay protection FA can purchase additional coverage up to 60%

17 Retirement (Flight Attendants)

		
401(K) Matching (FA)	2.5% at 100%	6% at 100%
401(K) Direct Contribution (FA)	3%	2%
401(k) Fully vested (FA)	Unknown	Unknown
Pension Plan (P)	None	None



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