

MARCH 2023



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*Entries will be accepted between  
January 1, 2023 and April 15, 2023*

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## *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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# contents

MARCH 2023

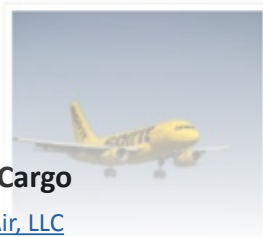
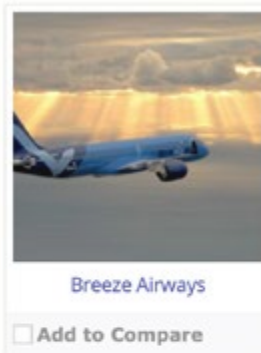
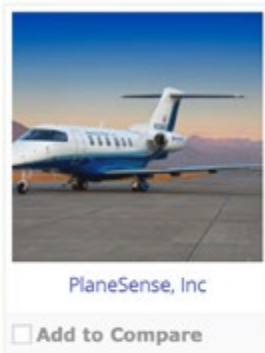
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BY CLICKING ON THE TITLE OR PHOTO.



## Also Featuring:

Letter from the Publisher	6
Aviator Bulletins	8
Knowledge Base - Holding Procedure	27
Sky Law - Don't Shoot the Messenger	29
Flying - Where Flowers Bloom	32
Contract Comparison	41

# 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](#)

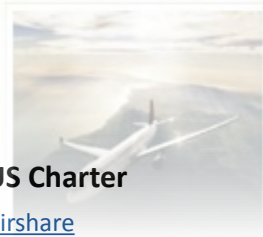
[Key Lime Air](#)

[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](#)

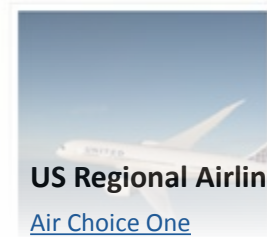
[JetBlue Airways](#)

[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 airlines begins on [page 41](#).





# Dear readers,

Last month, we started putting contract comparisons back into Aero Crew News eMagazine and we can see that we got your approval! With each monthly issue, we will add new airline comparisons. This month, we will compare Endeavor Air, Envoy Air, and CommuteAir. Flip to page 41 to see this comparison

As the regional airlines struggle to find qualified pilots, their pay rates have skyrocketed over the past 12 months. The latest issue that regional airlines are struggling with is finding qualified captains. Back in 2010, the FAA signed into law The Airline Safety and FAA Extension Act of 2010, which increased qualifications for airline pilots or part 121 pilots. A pilot must have 1,000 flight hours as a 121-airline pilot before they can upgrade to a captain.

At first, this ruling did not affect the industry in a negative way. As the major airlines hire the more experienced pilots from the regionals airlines, the regionals have struggled to retain pilots with the experience to be captains. The regional airlines have had to get creative and offer bonuses and increased pay for direct entry captains (DEC) and high experienced first officers (HEFO). It would be interesting to see how many of these DEC's and HEFO's continue to hop around and collect the bonuses then leave for the next gig.

As always, I welcome comments, questions, or suggestions to better improve Aero Crew News! I can be reached at [Craig.Pieper@AeroCrewNews.com](mailto:Craig.Pieper@AeroCrewNews.com)

Fly Safe,

*Craig D. Pieper*

Craig D. Pieper



**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.

About the Publisher ✈

# February 2023

## What did you miss in February's issue?

**THE GRID** came back in the pages! We provided an example comparing contracts for three airlines.

**FEATURE** on Connect Airlines, building a smarter, greener company for the future.

**FOOD BITES** at Chicago's don't-miss Berghoff Café in O'Hare.

**FOLLOW-UP** piece about the photobook dedicated to the Bomber Boys' flight jackets.

**GREY MATTER** continued to explain unions with part 2 in a series.

**KNOWLEDGE BASE** warned of the threat to aviation by volcanic ash.

**LOVE FLYING** was in The City of Love and Lights – Paris.

**MORTGAGE** debunked the complications of mortgages for pilots and offered help.

**PERSPECTIVES** suggested ideas for non-instructing jobs to build time.

**SQUALL LINES** cautioned us to be aware of what dangers may lurk behind a cold front.

YOU CAN ALSO VIEW IT AS A FLIP MAGAZINE RIGHT [HERE!](#)  
DOWNLOAD THE FULL ISSUE IN PDF [HERE!](#)



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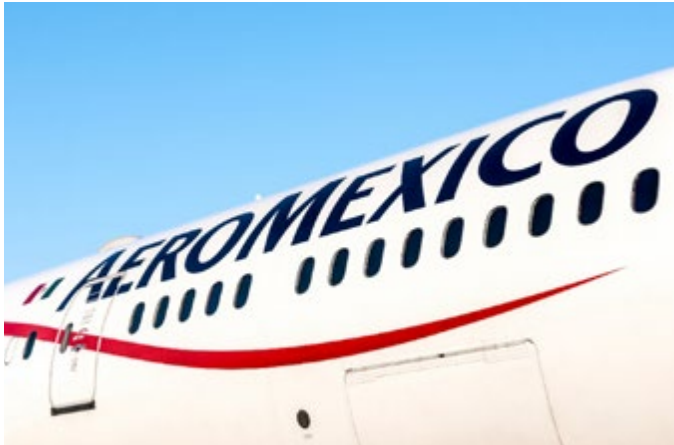
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### AEROMEXICO WILL OPERATE THE FIRST ROUTE BETWEEN THE AIFA AND THE UNITED STATES

**A**eromexico continues to be the largest airline operating from AIFA, connecting the metropolitan area of the Valley of Mexico with 9 destinations through more than 220 arrival and departure operations per week.

[Read More](#)



### JetBlue Pilots Approve Contract Extension

**J**etBlue Airways pilots, represented by the Air Line Pilots Association, Int'l (ALPA), have overwhelmingly approved a two-year contract extension that provides a compensation increase of 21.5 percent over 18 months, as well as other monetary improvements. With 95 percent of eligible pilots participating, 75 percent voted in favor of ratifying the tentative agreement reached in December. [Read More](#)



### WestJet Airlines Pilots File for Conciliation

**T**he WestJet Master Executive Council (MEC), represented by the Air Line Pilots Association, Int'l (ALPA), today filed a request for conciliation assistance with the Federal Mediation and Conciliation Service with regard to collective bargaining at WestJet. [Read More](#)





## Hawaiian Pilots Approve New Four-Year Contract

**H**awaiian Airlines pilots, represented by the Air Line Pilots Association, Int'l, have approved a new four-year contract with pay raises that will average more than 32 percent over the duration of the agreement, including industry-leading rates for the carrier's future Airbus A330F cargo fleet. [Read More](#)



## FedEx Pilot Leaders Approve Strike Authorization Vote

**T**he FedEx Express Master Executive Council (MEC) of the Air Line Pilots Association, Int'l (ALPA) unanimously approved a resolution setting the stage for a strike authorization vote. Contract negotiations between the pilots and FedEx management have stalled, and no future talks are scheduled. The parties have been in negotiations since May 2021. [Read More](#)



## ICYMI: ALPA President Pens Op-ed on Aviation Safety 14 Years After Flight 3407 Tragedy

**F**ourteen years after the tragic flight 3407 crash in Clarence Center, NY, ALPA president, Capt. Jason Ambrosi penned an opinion piece for the Buffalo News honoring the lives lost, and recognizing the impact of the advocacy of the Families of Flight 3407 in improving aviation safety. [Read More](#)



## American Airlines, Dallas Mavericks and Nick & Sam's Steakhouse Host 16th Annual Seats for Soldiers Night

**A**merican Airlines, the Dallas Mavericks, the Neal and Jamie Hawks Foundation and Nick & Sam's Steakhouse were proud to partner for the 16th annual Seats for Soldiers, a one-of-a-kind experience to honor our nation's heroes. More than 100 service members —

wounded, ill and injured service members from Brooke Army Medical Center in San Antonio and soldiers from the Texas Army National Guard — enjoyed dinner hosted by Nick & Sam's Steakhouse, as well as courtside seats for the Dallas Mavericks versus Detroit Pistons game on Jan. 30 at American Airlines Center. [Read More](#)



## One man's passion inspires the power of flight for local school kids

**J**aime Gates remembers the moment he knew he wanted to become a pilot. It was a summer trip in 1997, 12-year-old Jaime and his Boy Scouts of America troop got to tour New York's LaGuardia Airport. The up-close perspective of the aircraft made an ever-lasting impression on him. [Read More](#)



## Blade Air Mobility and BETA Technologies complete historic Electric Vertical Aircraft flight in New York

**B**lade Air Mobility, Inc., a technology-powered air mobility platform and BETA Technologies, an electric aerospace company developing EVA and supporting charging infrastructure, today announced the successful completion of a historic test flight of BETA's ALIA-250 EVA at the Westchester County Airport in White Plains, New York. [Read More](#)





## Breeze Airways to Serve as Launch Customer for StaqPay

**B**reeze Airways, the newest, nicest domestic low-fare airline, with more than 120 nonstop routes, today announced it is the launch customer of StaqPay, an online incentive-based checkout platform that empowers consumers to pay how they want while earning additional rewards with the brands they love. [Read More](#)



## Breeze Announces 22 New Routes from 20 Cities; Adds Portland, Maine as New Destination Introductory Fares for New Routes Start As Low As \$39\* One Way

**B**reeze Airways, the newest, nicest domestic low-fare airline, is adding 22 new nonstop routes from 20 cities nationally, and introducing Portland, ME, to its national network on May 17. [Read More](#)



## Brussels: A modern metropolis with medieval charm

**O**ften called the “Capital of Europe,” Brussels offers more than meets the eye. Step back in time and explore a city perfect for foodies, history buffs, and day-trippers alike. [Read More](#)



## Embraer's Phenom 300 becomes world's best-selling light jet for 11th consecutive year

**F**or the 11th consecutive year, Embraer's Phenom 300 series has become the world's best-selling light jet, according to the General Aviation Manufacturers Association (GAMA). Embraer delivered 59 Phenom 300 series light jets in 2022 to achieve this milestone, and to date, the series has accrued more than 700 deliveries. [Read More](#)



## Flexjet to Donate 23 Hours of Private Jet Flight Time at Naples Winter Wine Festival for Naples Children & Education Foundation

**T**he Festival Is the World's Most Prestigious Charity Wine Auction Event Has Raised Nearly \$244 Million Since Inception to Support Children in Need in Collier County, Fla. Flexjet's Donation Includes 15 Hours of Flight Aboard the Challenger 300 as an Event Raffle and 8 Hours as Part of an Auction Getaway to St. Barths [Read More](#)



## Frontier Airlines Reports Fourth Quarter Profit on Strong Revenue and Cost Performance

**F**rontier Group Holdings, Inc. (Nasdaq: ULCC), parent company of Frontier Airlines, Inc., today reported profitable results for the fourth quarter of 2022 on strong revenue performance, including record ancillary revenue per passenger, and an improvement in unit costs. [Read More](#)





## Frontier Airlines Automatically Seats Children with a Family Member or Adult in Their Party

**F**rontier Airlines has undertaken measures over the past several months to further enhance its system to ensure children are seated with at least one responsible adult in their party. [Read More](#)



## Hawaiian Holdings Reports 2022 Fourth Quarter and Full Year Financial Results

**H**awaiian Holdings, Inc. (NASDAQ: HA) (the "Company"), parent company of Hawaiian Airlines, Inc. ("Hawaiian"), today reported its financial results for the fourth quarter and full year 2022. [Read More](#)



## Hawaiian Airlines Streamlines Honolulu Travel Experience with New Security Checkpoint

**T**housands of Hawaiian Airlines guests departing from Honolulu each day will now enjoy a more efficient and convenient airport experience thanks to the carrier's investment in a new multimillion-dollar TSA security checkpoint. The facility, which opens tomorrow in Hawaiian's lobby 3 at the Daniel

K. Inouye International Airport (HNL), adds 1,000 square feet for passenger queuing and 3,000 square feet of screening area. [Read More](#)



With Paisly® by JetBlue, Travelers Can Now Unlock Exclusive Deals at Their Destination, No Matter How They Get There

**J**etBlue Travel Products, a subsidiary of JetBlue (NASDAQ: JBLU), today announced it has opened access to its travel booking platform Paisly to all travelers – with a focus on TrueBlue members. Paisly was previously available only to those booked on a JetBlue flight, but starting today, all travelers can use

Paisly to book cars, stays and activities, all while earning TrueBlue points—even if they're taking different means of transportation to get to their destination. [Read More](#)



JetBlue Celebrates Groundbreaking of JFK's New Terminal 6 with Governor of New York, Other Leaders

**N**ew York City-based JetBlue (NASDAQ: JBLU), joined by New York Governor Kathy Hochul and other partners and leaders, celebrated a key milestone in the Port Authority of New York and New Jersey's transformation of John F. Kennedy International

Airport (JFK) with the groundbreaking of a \$4.2 billion project to develop a new international Terminal 6. The groundbreaking, held Thursday at JetBlue's JFK maintenance hangar, only reinforces the airline's commitment to JFK, Queens, and New York. [Read More](#)





## Lilium teams with Collins Aerospace to build new Innovative Inceptor System

**L**ilium N.V. (NASDAQ: LILM), developer of the first all-electric vertical take-off and landing (“eVTOL”) jet, has teamed with Collins Aerospace, to design, develop and build the Lilium Jet’s inceptors – the innovative sidestick system used by the pilot to control the aircraft. Collins Aerospace is a leader in technologically

advanced and intelligent solutions for the global aerospace and defense industry and a Raytheon Technologies business. [Read More](#)



## Mesa Air Group Reports First Quarter Fiscal 2023 Results

**J**onathan Ornstein, Chairman and CEO, said, “The first quarter was an important one for Mesa, as we executed several key agreements that will materially enhance our operational and financial position and alleviate significant issues that we have faced. While block hour production continued to be challenged by the industry-wide pilot shortage during the quarter, we believe all the pieces

are in place to begin restoring capacity across our fleets. [Read More](#)



## Spirit Airlines and Lynn University Team Up to Launch the Airline’s First University-Based Pilot Training Program

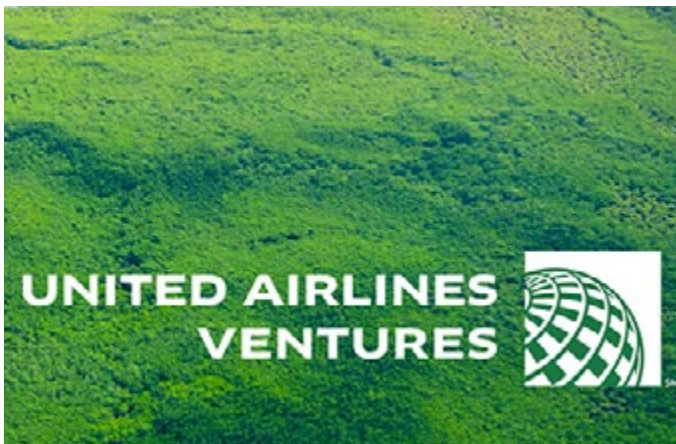
**A**spiring pilots can now join the fast track to a rewarding career at one of the nation’s fastest-growing airlines while they finish college. Spirit Airlines (NYSE: SAVE) and Lynn University today announced the launch of the Spirit Wings Pilot Pathway program at Lynn’s Burton D. Morgan College of Aeronautics in Boca Raton, Florida. The collaboration is a first of its kind

for Spirit, allowing students to attend a traditional university while gaining valuable experience toward a future career flying the carrier’s signature yellow planes. [Read More](#)



## United, Tallgrass, and Green Plains Form Joint Venture to Develop New Sustainable Aviation Fuel Technology Using Ethanol

**U**nited Airlines, Tallgrass, and Green Plains Inc. today announced a new joint venture – Blue Blade Energy – to develop and then commercialize a novel Sustainable Aviation Fuel (SAF) technology that uses ethanol as its feedstock. [Read More](#)



## United Rallies Businesses and Consumers with New, First-of-its-Kind \$100+ Million Sustainable Flight Fund

**I**n an effort to rally businesses and consumers, United today launched the United Airlines Ventures Sustainable Flight Fund SM, a first-of-its-kind investment vehicle designed to support start-ups focused on decarbonizing air travel by accelerating the research, production and technologies associated with sustainable aviation fuel (SAF). [Read More](#)



## United Makes It Easier for Families to Sit Together

**U**nited today announced an improved family seating policy that makes it easier than ever for children under 12-years old to sit next to an adult in their party for free - including customers who purchase Basic Economy tickets. [Read More](#)





## Air Canada and United Airlines to Offer More than 260 Daily Transborder Flights and Two New Routes this Summer

**A**ir Canada and United Airlines announced today that, through their enhanced transborder joint business agreement, they will offer industry leading capacity and new routes between Canada and the U.S. for summer 2023 – including a new United-operated flight between

Washington-Dulles and Calgary and a new Air Canada-operated flight between Washington-Dulles and Vancouver. The carriers have collaboratively optimized their schedules, subject to applicable government and regulatory conditions, and added more flights to provide customers greater connectivity and more flexible flight times, with over 80 transborder codeshare routes and more than 260 daily flights. [Read More](#)

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## WAI Receives \$100,000 Grant from the William Penn Foundation



**W**omen in Aviation International (WAI) has received a \$100,000 grant from the William Penn Foundation Special Gifts Program to support the organization's work to increase the number of women involved in all aspects of aviation. [Read More](#)



# The Best Time to Get Your Multiengine Rating

Consider options that fit your goals

WRITTEN BY: JOHN MCDERMOTT

**P**ilots who hope to fly for major airlines must eventually earn their commercial multiengine rating. Exact details for what different airlines require may vary, but let's assume you must have 25 hours of multiengine time before starting training to be able to reach the minimum 50 hours for your ATP license by the end of the ATP/CTP.

There are a few options for how to pursue a multiengine license. One common tactic is to train for multiengine as close as possible to stepping up to an airline job. Many people prefer this option because it provides time to earn enough money flying jobs in single-engine airplanes to actually pay for the training and for the minimum number of required hours. This is a straightforward approach. Aside from being able to pay for the rating more easily, one benefit is that essential multiengine concepts are fresh in a pilot's mind as they transition directly to



flying multiengine airplanes. Minimal time between intense multiengine flying with airline flying close on the horizon offers pilots both currency and optimal proficiency for flying multiengine planes consistently.

Another option is to earn a multiengine license while completing other training. Let's say you earn your commercial multiengine certificate immediately after commercial single engine. One benefit of this is that it allows more options for multiengine employment. Though the multiengine training may or may not be fresh on the pilot's mind, having actual experience flying multiengine planes adds a layer of experience that offers more practical multiengine operational knowledge that transcends sterile training environments. This provides the opportunity to develop more thorough experience and will help pilots learn how to manage issues in a more holistic sense.

However, the issue of paying for the multiengine rating often arises. Pilots might need a position lined up already to make paying for a new rating worthwhile. One possibility might be to continue training toward a multiengine instructor license. This allows a pilot to earn as much multiengine experience as possible and gain additional PIC multiengine time, but it does keep pilots in a familiar environment. Pilots will stay proficient on the precise multiengine principles that are taught, but they may not have as many opportunities to gain the practical experience that flying multiengine planes in a less sterile environment may provide.

Meanwhile, operating multiengine aircraft in other situations, such as flying point-to-point or for skydiving operations, will help a pilot more practically learn complex energy management and operational principles in new situations that simply teaching them may not offer. If one of these opportunities presents itself, it may be a good way to expand your understanding of multiengine flying. Plus, earning a multiengine rating affords the opportunity to build time with Part 135 carriers that fly multiengine aircraft like private jets.

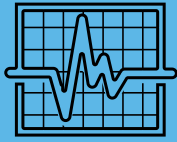
There are a number of ways to consider how to get a multiengine rating, and there is no straightforward recommendation about the best time nor the best way to earn this license. Ultimately, pursue the best option that makes the most sense for your timeline, your finances, and your long-term goals.



### 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...](#)



## Spring Cleaning

WRITTEN BY: ERIC RAY

It's March and not only is Spring right around the corner, but it's also my birthday month. While I won't bore you with details pertaining to my birthday celebration plans (I'm too old to really party it up much anyhow!), I will say this month makes me look deep into my current fitness routine(s), nutrition/diet needs and goals. I usually take a moment during this time of year to really analyze where I am and where I'm going. It hasn't always been that way, but something woke me up and changed the way I look at myself.

That was three years ago, spurred by a picture I had taken for Mother's Day. I wasn't always into posting on social media and I hate having my pictures taken. (Don't let the Facebook pics fool you.) I had been retired from the military for a couple of years and didn't really care what I ate or how much I put into my ever-expanding belly. Having that picture taken in front of the local Texas Roadhouse made me do a double take. I was more than thirty pounds heavier than I had



been before and it showed. I could tell my health wasn't the best. I wasn't running anymore, but was still physically active. The size I was in that picture spoke volumes and it made me really take notice of how far removed from peak I was.

Have you ever avoided looking in the mirror or stepping on a scale? I did that for years. There was no longer pressure from Uncle Sam to maintain a certain weight, and as I have previously explained, I didn't need to worry about being combat ready and worldwide deployable. Those days were well behind me, but that single picture would become the catalyst on my new journey.

Also during those few months, I partnered with two other people to start a business and was "volunteered" to become the face of the fitness side of things. That pressure, combined with my own self awareness (as in that picture) led me to clean up my attitude, nutrition and fitness goals, which in turn led to my weight loss. That process of weight loss, diet change, increased fitness level didn't happen overnight. It took nearly three months for me to lose the first 20 lbs. and another three months to drop the final ten. I reached my goal weight right around my birthday that year, now, nearly two years ago! I have kept the weight off, but I use my birthday month as my chance to re-evaluate where I am and where I want to go.

Spring cleaning is a time to clean house and prepare for the rebirth of life outside. It's never too late to take account of where you are and where you want to go. Use whatever method that works for you; find inspiration to achieve your goals, but do something! We all have needs, struggles and successes. Use your successes to build upon your goals and/or modify your plans. Maybe you can use spring or your own birthday to start the effort.

I always welcome your questions or ideas for future articles. Please send an email and I will do my best to include your idea. [Ericray4470@gmail.com](mailto: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...](#)



# Franklin Barbecue

Brisket magic where they keep it weird – Austin

WRITTEN BY: VICTOR SOLER

I finally made it to the mecca of brisket, Franklin's BBQ! Located in Austin, Texas, BBQ foodies from all over the country know that Aaron Franklin has mastered the art of cooking brisket. So, when I saw that I scored a long overnight that coincided with the operating hours of the restaurant, I was excited! This promised to be a huge deal for me and I did not want to mess up this opportunity. I began researching the restaurant as if it were for a doctoral thesis.

You may be questioning what is there to research about going to a restaurant. Well, let me tell you, if you grew up watching Seinfeld as I did, you remember what happens if you mess up the unspoken etiquette at legendary restaurants. The last thing I need in my life is for Aaron to yell across the counter, "No brisket for you, one year!"





Here is what I learned: Determine your level of enthusiasm for eating at this location. The early lines in the day are long. The restaurant will run out of certain meats shortly after opening at 11:00 am. The line starts forming around 5:30 am! I performed sophisticated calculus and determined that an 8:00 am showtime would ensure I would get the perfect slice of lean yet fatty brisket, as well as some of those deliciously yummy brisket burnt ends. You can skip the line and order ahead online (as far as two to four weeks in advance), or you can just show up around the

1:00 pm mark, if you don't want to wake up early. Fair warning though, should you take such a risk, go in knowing you'll get what you get and you can't pitch a fit. Usually, they sell out of everything around 2 or 3 pm. Their website cites their hours, "11am to Sold Out." (And I don't want to fail to mention that they ship nationwide!)

When you show up to wait in the tailgate-style queue, I suggest you bring some of your favorite beverages, regular or adult. If you want a chair, you can grab one from the community pile of lawn chairs other customers have left behind. The restaurant doesn't start serving lunch until 11:00 am, so I used my long wait time as an opportunity to meet some new people and just hang out. On this day I met one tourist who came all the way from Ireland on a BBQ tour across America. He had been waiting at the front of the line since 5:30 am! Later, I sat in line with a fellow well-seasoned BBQ fan who had



traveled with his uncle up from San Antonio just to see if it was worth the hype. He and his uncle provided beers for me since my extensive research did not include this little fun fact. We listened to music and chatted all morning in this magical tailgate line. Why not enjoy the wait? Communing with others made for an even better experience while waiting for this well-known BBQ perfection! It was a cultural experience.

Now, let's get into the food. I ordered brisket, pulled pork, a slice of turkey, and was able to score the last beef rib. They had only made 18 that day and I had the honor of eating the last one. To say this is fantastic BBQ is an understatement, most definitely. Point of fact, you don't need any sauce – the meat speaks for itself. Everything is well seasoned, done to perfection, perfectly pulled, and moist. In the interest of this article, I did sample some sauces on the side. I really enjoyed the flavor of the espresso BBQ sauce. It has the perfect blend of tangy with a touch of coffee. Franklin did not disappoint. Everything was delicious, and best of all, I had enough to stuff in Ziploc® bags for my flight the next day.

The staff and the customers made this a wonderful experience and I will undoubtedly go again. When you leave, they will direct you to wrap your food with butcher paper. This is important to reheat your meat for the next day. Be sure to keep it in the paper as you place it in the aircraft oven. Reheat at 350 degrees for 10-15 minutes. I tried this method and my leftovers came alive, just like eating it fresh all over again. I am sure a microwave

will do, but I would cook it no more than one minute at a time for fear of drying it out. You wouldn't want to ruin that leftover perfection!

In my opinion, Franklin's BBQ (900 E. 11th Austin, Texas, 78702 [www.franklinbbq.com](http://www.franklinbbq.com)) merits the hype and was most worthy of all the effort! I will be going back to Austin next month and am looking forward to trying another foodie location in a city known for them. If you're from the Austin area, I welcome recommendations, please! Send your suggestions to me (for restaurants anywhere) to [info@aerocrewnews.com](mailto:info@aerocrewnews.com).



### About the Author



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



GREY MATTER



# Laboring to Understand Unions, Part 3

What do I get for my union dues?

WRITTEN BY: RICHARD SWINDELL

**W**elcome back. Last month, we left off with the process for airline pilot contract negotiations (collective bargaining) being regulated by the Railway Labor Act (RLA). Back in 1936 it was simply easier for Congress to add pilots to existing laws rather than draft new legislation. As transportation entities, pilots and the airlines were included to the legislation covering railway workers and the railways. This month, we take a quick look at some of the services unions provide to their members and the financial commitment required by members in order to receive them.

Although no single union represents the entire airline industry, it is heavily unionized including the workers on the ramp, the gate, mechanics, flight attendants, dispatchers, and pilots.

In general, labor unions:

- Provide personal and professional assistance to its members
- Promote and protect the profession
- Raise awareness of professional and industry issues



The various means by which this is accomplished are determined through specific organizational structure that are typically provided by a group or committee of volunteers from within the represented body itself. For pilot unions, such as the Air Line Pilots Association (ALPA), a massive committee structure made up of pilot volunteers donate their time to assist fellow pilots with various issues affecting their personal and professional lives. This committee structure includes issues and policy related to air safety, grievance and contract enforcement, negotiations, hotels, crew meals, aeromedical, communications, testing and training, professional standards, along with jumpseat and security.

Unions also provide broad industry engagement, legislative engagement, community outreach, professional development, job protection, and other member support, from medical issues to natural disaster relief, furlough assistance, and veterans affairs. Moreover, unions provide a social network as well as other member benefits such as insurance programs, credit unions, banking and loan options, education tuition assistance, consumer discounts on products and services, etc.

Yet this kind of support does not come free. Although volunteers may altruistically engage in this work, the resources used to support their activities and thereby support you, still costs money. This is where union dues come in.

Dues are the monies paid to the union in order to support these services. The typical arrangement is a small monthly percentage

from the pilot's gross pay which is withheld by the company's payroll department (referred to as "dues checkoff") and sent directly into the union coffers. Although the monthly amount or dues percentages vary by the representing union, generally for pilots, it is less than two percent of one's monthly pay. For those who think that any amount withheld from their pay is too much for services of which you may or may not ever take direct advantage, consider this: Most likely, you have auto, home, medical, and life insurance in the event something goes wrong. Well, the union is your career's insurance policy and your union dues are your premiums. If something goes wrong, you have a massive amount of resources available to help you through it.

Lastly – and just being honest here -- airlines do not pay pilots because they think we are awesome. They pay us because we are a commodity they need. We are labor] and we receive the pay and benefits we do because the union have negotiated for them on our collective behalf; not because management necessarily believes this is what we are worth. Thus, this is an investment worth making. This is what your dues provide you as a member.

In April's Grey Matter column, part three in this series, we will take a look at union structure and some of the unions that serve the U.S. airline industry.



### About the Author



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



# Holding Procedures

WRITTEN BY: SERGIO SOVERO

**H**olding patterns can be assigned by ATC to facilitate traffic flow or when a clearance limit is reached. Similarly, a pilot may request a hold when the weather conditions at the destination airport are not favorable. If sufficient fuel is available, holding may avoid a diversion and lead to a successful landing at the originally intended point of landing.

Unlike VFR traffic pattern entry direction, standard holding-pattern turns are made to the right. Non-standard holding-pattern turns are made to the left. Below 14,000 feet MSL, a holding pattern usually takes four minutes and consists of two standard-rate 180 degree turns, separated by one-minute straight segments (legs). Each circuit begins and ends at the holding fix. The holding fix may be an intersection, a GPS waypoint, a navaid, or a DME distance. Pilots must take into account the effect of wind and apply appropriate wind-correction techniques while flying a holding procedure. The most common technique for calculating a wind-correction angle is known as bracketing, which consists of a trial-and-error process, commencing upon

entering the hold and continuously perfecting as the hold progresses. The size of holding patterns is directly proportional to the speed of the airplane. The maximum holding speeds for civil aircraft are:

- 200 KIAS at 6000 feet MSL and below
- 230 KIAS from 6001 MSL through 14000 MSL
- 265 KIAS above 6001 feet MSL

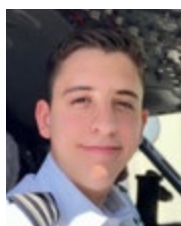
The FAA recommends three standard holding entry procedures: direct, teardrop, and parallel. Although these entries are only recommended, they are intended to ensure the aircraft remains clear of terrain and obstacles, within the protected airspace. Upon passing the holding fix, mandatory ATC reporting requirements apply. When no delay is expected, the controller should issue a clearance beyond the fix as soon as possible and, whenever possible, at least five minutes before the aircraft reaches the clearance limit.

In the event of loss of communications, if the pilot is unable to obtain holding instructions prior to reaching the clearance limit, enter the holding pattern on the course the aircraft is approaching the fix. Under such circumstances, the altitude/flight level of the aircraft at the clearance limit will be protected so that separation will be provided as required.

Technologically advanced aircraft may be capable of RNAV procedures, defining holding legs by a specific DME, rather than time. Leg length is thereby displayed on published standard instrument departures, standard terminal arrival routes, and approach charts. The holding protected airspace is based on the assumption that the aircraft will fly over the holding fix upon initial entry. RNAV (GPS) systems may perform a “fly-by” turn when

approaching the holding fix prior to entry. A “fly-by” turn during a direct entry from the holding pattern side of holding course may result in excursions beyond protected airspace, especially as the intercept angle and ground speed increase. Likewise, pilots must pay particular attention to lateral corrections (reduced bank angles, as an example) during RNAV holds, in order to ensure a minimum of a 25-degree bank is executed for all turns, unless aircraft operating limitations specify otherwise and the pilot advises ATC.

Holding patterns are procedures used under IFR for a variety of circumstances, whether initiated by a pilot or by air traffic control. Within the protected holding airspace, an aircraft is guaranteed adequate traffic, as well as obstacle and terrain separation. Visualization is key to ensure the holding entry is performed safely. Maintaining situational awareness of the fuel status is paramount as well. Once a minimum fuel is reached, a request must be promptly made to divert to an alternate field. Be sure to be proactive, plan ahead, and communicate with ATC clearly about any alternative plans. Finally, when operating in multi-crew environments, work collaboratively, delegating duties and responsibilities, while incorporating the aid of external resources such as dispatch.



### About the Author



**Sergio Sovero** was born and raised in Lima, Peru, and is currently a captain for Delta Air Lines. [Read More...](#)





SKYLAW

A photograph of a 'VISA APPLICATION' form resting on a clipboard. An American flag is partially visible in the background, and a pair of black-rimmed glasses is in the upper right corner. The clipboard has a gold-colored metal clip on the left side.

# VISA APPLICATION

First name, other names

# Don't Shoot the Messenger

Why the “Australian pilot” visa is not an industry disruptor

WRITTEN BY: KILLA MARTIN

In my years as an immigration attorney, I've found it both entertaining and stressful to hear what is said in the media about immigrants and immigration law. In a nation founded by immigrants, the rhetoric can be quite comical. We should know by now that not everything you hear is true, or at least not entirely.

Last year, there were several headlines that sounded the alarm about airlines going to Australia to recruit pilots to take over the jobs of American pilots. For a while, these articles made it seem like this was a secret weapon of airline execs trying to keep Americans out of a job. They were referring to the E-3 Visa Program, also known as Australian Professional Specialty visa. The E-3 visa is a non-immigrant visa classification that applies only to Australian nationals, their spouses and children. In order to qualify for this visa, the applicant must have a job offer, be qualified for the position, and the position must be a specialty professional one. Section 214(i)(1) of the Immigration and Nationality Act defines as specialty occupation “... one that requires the application of a body of highly specialized knowledge and the attainment of at least a bachelor’s degree or its equivalent. “

While a corporation could possibly look to immigrant labor to keep costs down, the E-3 visa for pilots would hardly be a problem solver. Here, I explain why.

1. The E-3 visa requires the employer to demonstrate to the Department of Labor that there are no available American workers with the skills and talent required by the employer.

Prior to filing an E-3 visa application, an employer must first request a Labor Condition Application (LCA) from the Department of Labor (DOL). The LCA requires that the employer obtain a prevailing wage determination from the DOL for that particular

occupation (to ensure the salary offered is not below market for that particular profession in that part of the country). They must also show that there are no available American workers to do the job. In addition, for jobs in which collective bargaining agreements are in place, employers are required to post thirty-day notice prior to filing the LCA with the DOL. For this reason alone, the E-3 is not a remedy.

2. E-3 visas have a numerical cap for ALL specialty occupations.

Congress has capped the number of E-3 visas at 10,500. This includes ALL specialty occupations, not just pilots. That means that, in order for any airline to get a significant number of pilots, they have to compete with all other specialty occupations to get available visas. In reality, the annual grants of E-3 visas are nowhere near the 10,500 cap. In the last three years, the number of E-3 visas granted per year hasn’t even reached 5,000. In summary, because the E-3 visa was not made for just for Australian pilots, but includes all other professions, the chances that a single employer or even a single industry levies a significant amount of labor out of that type of visa is minuscule.

3. Mathematically, the number of Australian nationals who could meet the E-3 visa requirements for pilot jobs is not significant.

The Australian Federation of Air pilots, the professional and industrial organization for commercial pilots in Australia, reports having

5,500 pilots. Another group, the Australian and International Pilots Association claims 2,250 members. While arguably, there probably are more licensed pilots in Australia who could fly any plane, the number of pilots who are licensed in Australia and who would meet the E-3 requirement of being qualified for the specialty occupation, is quite small. Plus, to be qualified for a commercial pilot position in the U.S., they must be licensed by the FAA or at least be qualified to be licensed. While I don't have the specific number of Australian pilots who meet this requirement, I suspect it is not enough to upend the American airline industry.

4. The E-3 visa is a non-immigrant visa with a two-year duration period that does not directly lead to a green card.

The E-3 visa is also a non-immigrant visa. This means that at the time of applying for the visa, the applicant must show that they do not intend to migrate to the U.S. permanently. Failure to meet this requirement will result in a denial. If granted, the E-3 visa is given for two years and may be renewed indefinitely. However, no matter how many times it's renewed, it will never turn into a green card. In order for that to happen, the employer will need to start an entirely different, complex, and labor-intensive process known in our field as Permanent Labor Certification Process or "Perm" for short.

The likelihood that mass numbers of Australian pilots will leave their homes, their families, and their jobs for the promise of a non-immigrant visa

in the U.S. has to be small. While that may be the dream for some, again, it would likely not be enough to disrupt the American airline industry.

In summary, whether by ignorance or optimism, some airlines were reported to have traveled to Australia to recruit Australian pilots. We have not heard whether their efforts were fruitful. I suspect not. It is completely understandable that some would be alarmed whenever Americans' job security is in jeopardy. However, the E-3 is not the industry disruptor some might lead you to believe. If anything, our airline industry might benefit if airlines could recruit individuals in leadership positions, such as in training positions, to help alleviate backlogs in training for new hires.



### About the Author



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





FLYING



# Where Flowers Bloom

WRITTEN BY: LIA OCAMPO

Can we move on to better weather, celebrate spring and talk about flowers?

**T**ulips are my second-favorite flower. These colorful bulb-shaped flowers are so gorgeous that I can't resist admiring them! So, if you haven't been to a Tulip Festival, put that on your bucket list now and start planning a trip. And, you don't have to go to The Netherlands!



**To begin, here are some facts about tulips based on my research:**

1. There are over 3,000 varieties of tulips.
2. Blooms last for three to seven days and they bloom from March through May.
3. Tulips are native to Central Asia and Turkey.
4. The tulip name originated from the Persian word “delban,” which means “turban.”
5. Tulips were introduced into Europe from Turkey.
6. During the 17th century, tulip prices became so inflated that the era came to be known as “Tulip Mania.” Subsequently, prices plummeted in one of history’s most remarkable market crashes.
7. The State of Washington is the largest producer of tulips in the U.S.
8. Tulips are a symbol of the Holland region of The Netherlands which is the world’s largest commercial producer of tulips.
9. Tulips are also edible – used as food



during World War II. In addition, tulips can be used as onions and made into wine.

10. Tulips are the world’s third most popular flower. Roses are first with chrysanthemums coming in second.
11. Tulips come in almost every color, each with a different meaning. For example, red is for love, pink is for good wishes, orange is for happiness, yellow is for friendship, and white is for peace. Blue and black are rare finds.
12. With proper care, tulip blossoms can last for five to seven days.

In 2019, I checked off this item on my bucket list – Visit a Tulip Festival. Because my oldest son, Jonathan, used to live in Washington State, I didn’t want to miss the opportunity to see the Skagit Valley Tulip Festival in upstate Washington. Wow! I was overwhelmed by the beauty around me and couldn’t get enough of it.

The Skagit Valley Tulip Festival features four farms: RoozenGaarde, Tulip Town, Tulip Valley Farms, and Garden Rosalyn. We visited the RoozenGaarde farm. The festival runs the entire month of April. Admission tickets are \$15 per person, and children aged two and under are free.

Here are some tips to maximize your Tulip Festival experience: If you’re coming for more than a day trip, make sure to book your hotel early as most of them are sell out early. Weekend traffic is bad, so consider going on a weekday if possible. Wear shoes that can get muddy and bring an umbrella should it drizzle. Not all food vendors take credit cards,



I don't have a favorite color for tulips because it's too hard to pick – I love all of them. Wherever you decide to go, your Tulip Festival experience will be amazing. Take lots of photos – I know you will. And don't forget your iconic Instagram-able shot. Your image in the middle of those stunning tulips with a backdrop of the mountains could go viral. Submerge yourself in the acres of tulips— it feels like paradise!

so bring some cash. If you love biking, you can explore the fields on a bike tour. A helicopter ride is also available if you're so inclined and want to view the tulip fields from a higher perspective. Most importantly, you can buy a bouquet of tulips to take home, but picking tulips in the field is prohibited! You wouldn't want to get in trouble.

Beyond the tulip fields, there is much more to experience in Skagit Valley, like the food trail, breweries, and boundless outdoor activities. The scenic drive alone is one thing you'll love. You may want to spend a few days to maximize your experience while you're there.

### **Here is a list of other popular tulip festivals around the U.S. that span the continent.**

1. Tulip Time, Holland, Michigan
2. Wooden Shoe Tulip Fest, Woodburn, Oregon
3. Tulip Time Festival, Pella, Iowa
4. Holland Ridge Farms U-Pick Tulips, Cream, Ridge, New Jersey
5. Tulip Festival, Thanksgiving Point, Lehi, Utah
6. Albany Tulip Festival, Albany, New York

On the topic of flowers, I don't want to omit acknowledging my top favorite flower. Can you guess? I have a collection of sunflower-inspired items. If you're traveling with me, it's standard operating procedure that we must stop and take a photo of all things sunflower. And you, what's your favorite flower?

Let me end by saying that flowers are most romantic when you receive them from someone, but as botanist Luther Burbank once said, "Don't wait for someone to bring you flowers. Plant your own garden and decorate your own soul."

### **Happy Spring Travels!**



#### 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...](#)





# SkyBridge the Gaps

Help for service members transitioning from active duty into the aviation industry

WRITTEN BY: AUSTIN ROTH, SKYBRIDGE PRESIDENT

“**How do we connect with more veterans?**” This question has been asked internally by aviation companies for a long time. Now that the industry is recovering to pre-Covid levels, the question is being yelled while talent-acquisition teams reel as they try to meet their companies’ hiring demands. Every company with growth plans needs an ever increasing flow of pilots, maintainers, dispatchers, and the list goes on. Veterans have always been integral to the industry and are needed even more now. SkyBridge LLC has developed a unique program to provide a pipeline of qualified service members who are welcomed into the pipeline up to six months before leaving active duty. The best part is that SkyBridge is able to work with the Department of Defense (DoD) SkillBridge program that provides salary to the service members through transition. Therefore, there is no financial burden upon the company providing the position during that time, nor is there any cost to the transitioning veteran. It’s a win-win-win!



As RTAG Executive Vice President of Communications put it, ***“SkyBridge is helping bridge the gap between transitioning service members and their future careers in the aviation industry by creating DoD SkillBridge pathways with top aviation-industry organizations that want nothing but the best for our nation’s service men and women.”***

Co-founders Austin Roth and Landon Cheben began formulating a way to help their fellow veterans as they became increasingly frustrated with their own transitions from active-duty to civil aviation. While there are ever more opportunities in civil aviation, many service members experienced a gap in time and income between when they left the military to when they started their new jobs. This gap takes an already stressful time for these veterans and their families and compounds it. Organizations like RTAG – The Veteran Aviation Charity have done a tremendous job ensuring that the opportunities will be there for veterans, however there is always more work to be done. Landon and Austin recognized that a DoD program that was being used across America in other industries was being underused in aviation. Their vision was to see how many

qualified pilots, maintainers, flight school students, and dispatchers they could help get a foot in the door before even leaving the military.

**Enter the DoD SkillBridge program.** The DoD SkillBridge program allows service members the opportunity to spend up to the last 180 days working with industry partners with the goal of providing a “high probability of post-service employment.” This can be in the form of apprenticeships, education, on-the-job training, job shadowing, and certificate programs. The best part is that DoD continues to provide all pay, benefits, and insurance for service members while they are on the program but partner companies cannot pay them! The service member gains an edge in being employed after their service ends and companies gain salary savings.

SkillBridge began as a pilot program authorized in 2008, put into action in 2011, and was officially launched in 2014. Since then, nearly 2,900 companies have received authorization to participate. The growth of the program in other sectors and the corresponding rise in the level of requests for authorization meant that by early 2022, approvals had nearly reached a stand still. Even without the bottleneck of applications, the process is bureaucratic, so many companies simply abandon the process after 9 to 18 months of no response from the DoD after having submitted a request.

Until early 2022, service members could apply for “individual internship” approval. This increased the level of scrutiny for approval but it was possible. Between February and April 2022, all of the branches (except the Army) changed their policies



and demanded that service members only use DoD-approved providers. The Army's SkillBridge, called the Career Skills Program (CSP), is unique in that it still allows for individual internships, though some local coordinators deny them outright.

**Third-party model.** Austin and Landon recognized SkillBridge for everything that it could be to aviation but they realized the stall in responsiveness was happening at a time that may reflect the most critical labor shortages the aviation industry has ever known. Early in the process, Austin was introduced to Kristin Scott, a retired Navy crypto linguist who had been working in the SkillBridge space for the preceding five years. She introduced the concept of a third-party SkillBridge provider. These organizations operate much like temporary labor agencies. Ultimately, they are responsible for the management of the service members' SkillBridge. The DoD authorizes those entities to partner with companies thereby not having to be approved themselves. This means that hiring companies avoid having to navigate the bureaucracy nor do they wait the 9 to 18 months for approval. In fact, almost half of all SkillBridge opportunities are managed by third-party providers, though before SkyBridge, none were focused on aviation.

**Speaking different languages.** So why were Amazon, John Deere, and Johnson & Johnson using SkillBridge but hardly any aviation companies were? The answer is pretty simple. No one speaks the same language. In order to have a program approved, you have to be able to articulate certain things to the DoD and the people who are approvers don't speak

aviation nor do they have time to learn. This leaves aviation companies having to speak DoD SkillBridge's language but they don't have the time to learn. For Amazon, for example, it was easy enough to explain how they already use interns and that this is just another internship program. It is pretty difficult to explain to the DoD that a commercial pilot isn't really a commercial pilot in the way they are thinking, and that despite being a commercial pilot in one sense, the individual isn't actually a commercial pilot who can fly airliners and needs additional training or experience. When you start tossing around terms like CMEL, ATP-CTP, RTP, A&P, etc. it becomes impossible. Adding to the confusion is that military aviation and civil aviation have their own languages and a lot gets lost in translation. To wrap this whole thing into a messily tied DoD SkillBridge bow, companies also have to rearticulate to each individual branch, base, and unit how this particular SkillBridge benefits each individual soldier, sailor, airman, or marine in order for their commanders to approve their paperwork. It's exhausting. Any one complication can be enough to cause some aviation companies to steer clear. Aggregated, it sometimes becomes impossible.







**SkyBridge is born.** Third-party-providers do not focus on one industry, instead, they try to place as many service members as possible wherever they can. One of them may have over 1,500 different opportunities listed. It became clear that the lack of specialization meant that the third-party model didn't translate well into aviation and aviation had nuances already that made it difficult to translate to DoD SkillBridge. At one point, Kristin suggested that what was needed was an aviation-specific, third-party provider — an organization that could speak all the different languages fluently. In hindsight, this was an unsurprising suggestion coming from a crypto linguist. While a novel concept in the world of third-party providers, it was seen as a necessary one to serve the world of aviation. The benefits of SkillBridge are obvious (early access to talent with no salary burden) in a time when stressed talent-acquisition teams are already spread thin. The last thing most of them want or need is another program to manage. The timing couldn't have been any better. SkyBridge received DoD approval in March 2022, just in time for the DoD to make individual internships a thing of the past.

Today, SkyBridge is able to provide immediate access to the DoD program and take on the duties of a program management team. Because of their narrow focus, SkyBridge is able to do something else that service members need, especially in aviation. SkyBridge employs a team of veteran counselors who have successfully made the transition from the military to civil aviation. These counselors spend hours on the phone giving professional guidance and advice during a critical stage in our veterans' lives and careers. They are all commercial pilots and many of them are dual-rated in both helicopters and airplanes.

The military mandates that service members begin transition classes, known as the Transition Assistance Program (TAP), within two years of exiting the service. SkyBridge further suggests that service members who are currently in aviation or aspire to be, make contact 12 to 24 months prior to leaving the military. There is a lot that can be done before SkillBridge and it is never too early to start preparing for the transition. Last year, SkyBridge connected with over 700 service members and for 2023, they expect to connect with over 1,200. These individuals come from all walks of military life; everything from an infantry marine aspiring toward flight training to a 4,000-hour Navy 737 instructor pilot.

**What kind of experience will service members have with SkyBridge?** Service members typically connect with SkyBridge via its website, [SkyBridgeVets.com](https://SkyBridgeVets.com). They will need to fill out some basic information on the "Service Members Connect" page to link them with a member of the SkyBridge Counseling

Team. The counselor will help the service member with everything from goal setting for their new career to how to use the GI Bill for training expenses. The counselor will also begin narrowing down what SkillBridge opportunities the service member is qualified for, interested in, or could qualify for by the time they become eligible to start their SkillBridge. Sometimes the goal is getting a service member to what will hopefully be their last company. Sometimes it is getting them to a company that will help get them set up for after SkillBridge.

Alex Trujillo is a classic example. Alex was a Navy MH-60R Sea Hawk pilot who had been in a non-flying position for the last couple of years. He had over 1,500 total hours, however he only had around 100 pilot-in-command hours leaving him about 150 hours short of his Airline Transport Pilot certificate. He desperately wanted a home-based Part 135 job, but without meeting unrestricted ATP minimums, his applications were not gaining any traction. SkyBridge was able to partner with a local Part 135 company, Outer Banks Aviation (OBXA), that operates a variety of aircraft in the Outer Banks, area of North Carolina. They were able to put him to work flying one of their Piper Saratogas. This experience did exactly what Alex needed and OBXA benefited from having a seasoned, professional military aviator flying for their charter operation. Alex said:

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**“When I was facing a transition out of the Navy and a desire to enter the commercial aviation world, I didn’t know where to start. Luckily, I was made aware of SkyBridge and my experience with them was nothing short of fantastic. They supported me ‘from the word go’ to get me into a fantastic SkillBridge which allowed me the opportunity to build some phenomenal time and experience during my time there. Because of the expertise, effort, and experience SkyBridge was able to provide for me, I ultimately interviewed with multiple companies and had my top choice of who I wanted to work for. I can point to SkyBridge as a key reason for my successful transition out of the Navy and I will be forever thankful.”**

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Alex is now off SkillBridge and flying for one of the world’s largest fractional operators. He is also a SkyBridge counselor now having seen how beneficial SkyBridge can be to his fellow service members.

Another success story is Matt Sanders who was offered a job with his host company, Metro Aviation, to continue flying Helicopter Air Ambulance:

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**“I am very thankful for the opportunity that SkyBridge has afforded me. I know that leaving the Coast Guard was going to have its fair share of anxiety, mostly of the unknown, but they have eased that anxiety tremendously. This past November, I was starting the process of looking to that next chapter in life — knowing retirement was approaching very quickly. SkyBridge has given me a soft place to land. I cannot thank them enough.”**

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SkyBridge is currently partnered with three of the top 12 charter/fractional companies. They also work with flight and A&P schools, helicopter air ambulance companies, part 135 and 91 operators, and expect to bring on several part 121 companies in 2023.

**How can you connect with SkyBridge?**

Service members: The best way is to go to [skybridgevets.com](https://skybridgevets.com) and fill out the information on the “Service Member Connect” page.

Prospective partners: Email [SkyBridge at ops@skybridgevets.com](mailto:SkyBridge@ops@skybridgevets.com) or complete the information on the “Become a Partner” page at [skybridgevets.com](https://skybridgevets.com). The SkyBridge team will contact you and will advise how they could be leveraging the program. SkyBridge provides free consultation services on the initial call which will detail what the program is and how it could be used to help fill positions in your company. They have experience helping flight schools, helicopter EMS, part 135/91, part 121, and everything in between. They are SkillBridge’s aviation experts, after all.












# The Grid

## Airline Contract Comparison




### CommuteAir vs Endeavor Air vs Envoy Air

Product Name	CommuteAir	Endeavor Air	Envoy Air
Product Image			
01 Date Issued 			
			
Last Updated	01 March, 2023	01 March, 2022	01 March, 2023
Last Update	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	General Pilot Information	General Pilot Information
Last Update Notes	Pilot Pay Charts and other pay details	Updated pilot numbers	Updated pilot numbers

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>	CommuteAir	Endeavor	Envoy
<b>Aircraft</b>	ERJ-145XR	CRJ-200 CRJ-700 CRJ-900	ERJ-140 (45, 14 more stored) ERJ-145 (58, 2 more stored) ERJ-175 (70, 34 on order)
<b>IATA Code</b>	C5	9E	MQ
<b>ICAO Code</b>	UCA	EDV	ENY
<b>Headquarters</b>	North Olmsted, Ohio	Minneapolis-St. Paul, Minnesota	Dallas/Fort Worth, Texas
<b>Maintenance Bases</b>	ALB IAD CLE IAH DEN LNK	CVG CWA DSM DTW IND JFK LGA MSP RDU TYS	ABI CMH DFW GSO JFK LGA MIA MQT ORD SGF XNA
<b>Do Business For</b>	United Airlines	Delta Air Lines	American Airlines

**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](mailto:GridUpdates@AeroCrewNews.com)**

### 03 General Pilot Information






			
<b>Pilot Union</b>	ALPA	ALPA	ALPA
<b>Current Contract Year (P)</b>	2022	2022	2022
<b>Number of Pilots</b>	600	1,738	1,947
<b>Number of pilots as of</b>	04 March, 2022	01 March, 2023	01 March, 2023
<b>Junior Captain Hire Date (Mo/Yr)</b>	ATP Minimums; 1,000 hours 121 flight time - 12/12/2022	ATP Minimums; 1,000 hours 121 flight time	ATP Minimums; 1,000 hours 121 flight time
<b>JCHD as of:</b>	28 February, 2023	01 March, 2023	28 February, 2023
<b>Pilot Bases</b>	IAD IAH DEN	ATL CVG DTW JFK LGA MSP	Chicago (ORD) Dallas/Fort Worth (DFW) Miami (MIA)
<b>Junior Captain Bases</b>	IAD	Unknown	ORD
<b>Junior First Officer Bases</b>	IAD	Unknown	ORD
<b>Currently Hiring Pilots</b>	Yes	Yes	Yes
<b>Pilot Hiring Website (P)</b>	<a href="#">Pilot Bonus Website</a>	<a href="#">Pilot Hiring Website</a>	<a href="#">Pilot Hiring Website</a>
<b>EFBs</b>	iPad	iPad	iPad
<b>General Pilot Info Notes</b>	None	None	None






## 05 Pay Details (Pilots)



			
<b>MMG Line Holder (P)</b>	76 hours	75 hours	72 Hours
<b>MMG Reserve (P)</b>	76 hours	75 hours	75 Hours
<b>Pay During New Hire Training (P)</b>	76 hours (MMG) at FO rate	MMG but no per diem	64 hours per month, 16 hours per diem per day
<b>New Hire Bonuses (P)</b>	<p>First Officer Near Captain Bonus (0-299 Qualifying Part 121 Hours) – \$20,000 (Optional \$5,000 Retention Bonus)</p> <p>First Officer Near Captain Bonus (300-499 Qualifying Part 121 Hours) – \$50,000</p> <p>First Officer Near Captain Bonus (500-699 Qualifying Part 121 Hours) – \$60,000</p> <p>First Officer Near Captain Bonus (700+ Qualifying Part 121 Hours) – \$75,000</p> <p>Captain Sign-On Bonus – \$125,000</p>	<p>A sign-on bonus up to \$40,000 for pilot with previous Part 121 time;* Longevity pay scale match based on the pilots number of completed years at a Part 121 carrier;</p> <p>*Temporary increase from \$20,000 to \$40,000 dollars and then snap back to the previous contractual terms on March 31, 2026.</p>	<p>Envoy is pleased to offer a new Experienced Pilot Bonus for Part 121.436 qualifying pilots who receive a conditional job offer between Nov. 15, 2022 and Jan. 31, 2023, and receive a class date as early as January 2023. This limited-time offer will give \$100,000 to pilots with 950 qualifying Part 121.436 flight hours, and \$75,000 to pilots with 500 to 949 qualifying Part 121.436 flight hours. The full amount of these bonuses (after taxes) will be paid on Day Zero – the day before training – for pilots onboarded by March 1, 2023.</p>
<b>New Hire Bonus Website (P)</b>	<a href="#">Pilot Bonus Website</a>	<a href="#">Pilot Bonus Website</a>	<a href="#">Pilot Hiring Website</a>
<b>Profit Sharing (P)</b>	None	None	Unknown




## 05 Pay Details (Pilots) continued

9

			
<b>Other Bonuses (P)</b>	<p>First Officer Retention Bonus (Beginning at 12 Months of Service) – \$25,000 per year</p> <p>Captain Retention Bonus (Beginning at 12 Months of Service) – \$50,000 per year</p>	<p>Up to \$110,000 in retention bonuses at the time of Captain upgrade and in the 24 months after, in exchange for a commitment to remain at Endeavor while you wait the time period to advance to Delta.</p>	None
<b>Deadhead Pay (P)</b>	100%	100%	75%
<b>Open Time Pay (P)</b>	100%	150%	100%
<b>Premium Open Time Pay or Overtime (P)</b>	150% or 200% (Company discretion) 200% trip extension pay	150% or 200% (Company discretion)	200% (Company discretion)
<b>FO International Override</b>	\$20 per night	None	None
<b>CA International Override</b>	\$20 per night	None	None
<b>Holiday Pay (P)</b>	150%	None	50% Holiday Pay — Six paid holidays plus Halloween and the Super Bowl
<b>Pay Details Notes (P)</b>	<p>1:1 Payscale credit for up to 20 years prior FAR 121 industry experience</p> <p>Line Check Airmen earn up to \$30/hr override</p>	None	<p>1:1 Longevity Credit — Pilots with previous Part-121 experience can count their years of service toward compensation rates, vacation days and retirement benefits at Envoy. Those hours are also eligible for Captain Pay as a First Officer.</p> <p>All First Officers upon reaching 750 flight hours with the company will be paid at Captain rates, while waiting to upgrade to Captain.</p>

## 06 Pilot Pay Rates






			
<b>Currency (P)</b>	US dollars	US dollars	US dollars
<b>FO 1st Year Pay (P)</b>	\$73.08	\$100.00	\$90.00
<b>CRJ900 FO 2nd Year Pay</b>		\$102.00	
<b>CRJ900 FO Top Pay</b>		\$110.00	
<b>CRJ900 CA Top Pay</b>		\$216.00	
<b>EMB145 FO 2nd Year Pay</b>	\$74.10		\$97.50
<b>EMB145 FO Top Pay</b>	\$77.14		\$108.75
<b>EMB145 CA Top Pay</b>	\$149.01		\$213.75
<b>EMB170/175 FO 2nd Year Pay</b>			\$97.50
<b>EMB170/175 FO Top Pay</b>			\$108.75
<b>EMB170/175 CA Top Pay</b>			\$213.75
<b>CA Pay 1st Year</b>	\$101.50	\$150.00	\$146.25
<b>Next Pay Raise (P)</b>	01 March, 2024	01 October, 2023	28 February, 2023
<b>Next Pay Raise Notes (P)</b>	New contract as of March 1, 2022, 1.5% every year till 2026	Yearly pay raises until 2028	Yearly Pay Raises until 2024



## 07 Expenses (Pilots)

9

			
<b>Per Diem (P)</b>	\$2.00 per hour, \$0.05 per hour increase every March 1st until 2026 \$20.00 per night additional for international overnights	DOS - \$2.15 per hour 1/1/2024 - \$2.20 per hour 1/1/2026 - \$2.25 per hour 1/1/2028 - \$2.30 per hour	\$1.95, plus \$5 per international overnight or CDO.
<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	None
<b>Downtown Hotel (P)</b>	Yes	Yes	Yes
<b>Downtown Hotel Notes (P)</b>	Downtown hotel for overnights greater than 24 hours	20 hours or more	12 hours or more Depends on the city
<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

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](mailto:GridUpdates@AeroCrewNews.com)

## 07 Expenses (Pilots) continued



### Uniform Reimbursements (P)

Pilots shall purchase their initial uniform. The initial purchase may be paid for through payroll deduction in equal amounts over a twenty-four (24) month period, up to a total of six hundred dollars (\$600). Pilots shall authorize the Company to withhold any outstanding balance from their final paycheck. Each pilot shall receive a uniform allowance of seventeen and one half dollars (\$17.50) per month. New hire pilots may use the uniform allowance to offset (or partially offset) the payroll deduction amount used for the initial uniform purchase.

New hire pay 50% of uniform expense  
All other pilots get \$240 per year

50% in a 12-24mo period depending on piece of clothing

### Headset Reimbursements (P)

None

None

None

### Health Care Costs Medical (P)

Shall not exceed thirty percent 30% of the cost.

Pilot pays 35%

34%

### Health Care Costs Dental (P)

Shall not exceed fifty percent (50%) of the cost

Pilot pays 25%

Unknown

### Health Care Costs Vision (P)

Shall not exceed fifty percent (50%) of the cost

Unknown

Unknown

### Expenses Notes (P)

None

None

None

## 08 Work Rules (Pilots)






			
<b>Minimum Days off per Bid Period - Line Holder (P)</b>	12 days	12 Days	12 days, can be reduced to 8
<b>Minimum Days off per Bid Period - Reserve (P)</b>	11 days	12 Days	12 days, can be reduced to 8
<b>Pay Protection (P)</b>	100% Pay protection for canceled assignments	Yes	Yes
<b>Maximum Scheduled Duty Day (P)</b>	FAR Part 117 Rules	14 Hours	14 hour scheduled Can be extended up to FAR part 117 limits
<b>Minimum Day Credit (P)</b>	4 hours	4 Hours	None
<b>Minimum Trip Credit (P)</b>	Reserve 4 hrs per duty or trip (whichever is greater)	25 hours for a 5 day trip	None
<b>Duty Rig (P)</b>	None	1:2	1:2 Duty
<b>Trip Rig (P)</b>	None	1:4	1:4 Trip Rigs
<b>Most Unique Work Rule (P)</b>	Unknown	Commuter clause. Two flights scheduled to your base with the second one being a Delta flight. If you can't get on first flight then you will be positive spaced to base on the delta flight to start trip.	Unknown
<b>Work Rules Notes (P)</b>	Commuting Flight Travel Program Commuter rooms monthly	None	Global Entry — \$100-reimbursement for Global Entry/TSA Precheck memberships to speed you through security. Generous Commuter Policy — Up to four paid commuter hotels per month. Long Call Reserve — Get at least 12 hours notice before your trip assignment.






## 09 Paid Time Off (Pilots)



			
<b>Vacation Accrual (P)</b>	1 year = 7 days 1-5 years = 14 days 5-11 years = 21 days 11-20 years = 28 days 20+ years = 35 days	less than 1 year = up to 7 days prorated 1-2 years = 7 days 2-4 years = 14 days 5-15 years = 21 days 16+ years = 28 days	less than 1 year = 1.167 days per month 1 year: 1 week 2-6 years = 2 weeks 7-13 years = 3 weeks 14+ years = 4 weeks
<b>Vacation Pay (P)</b>	Unknown	Unknown	3.9 hours per day
<b>Sick Time Accrual (P)</b>	1-2 years = 2.75 hours per month 3-5 years = 3 hours per month 6+ years = 3.75 hours per month	4 hours per month	After 90 days to 5 years = 3.5 hours month After 5 years = 4 hours month
<b>Short Term Disability (P)</b>	100% paid for by pilot.	Unknown	Unknown
<b>Long Term Disability (P)</b>	None	Unknown	Unknown

## 10 Retirement (Pilots)



			
<b>401(K) Matching (P)</b>	Company will match 50% of pilots contribution 3 - 12 months = 2% 13-36 months = 4% 37-60 months = 8% 61-84 months = 10% 85-108 months = 12% 109-132 months = 14% 133+ months = 16%	100% Match: 1-5 years = 3% 5-10 years = 5% 10-20 years = 8% 20+ years = 12.5%	1-4 years = 50% of up to 7% 5-9 years = 75% of up to 7% 10-14 years = 80% of up to 8% 15-19 years = 87.5 of up to 8% 20+ years = 100% of up to 8%
<b>401(K) Direct Contribution (P)</b>	None	None	None
<b>401(k) Fully vested (P)</b>	12 months = 25% 24 months = 50% 36 months = 75% 48 months = 100%	Unknown	Unknown
<b>Pension Plan (P)</b>	None	None	None



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