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NGPA

UPCOMING EVENTS

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NGPA WINTER WARM-UP & INDUSTRY EXPO / PALM SPRINGS, CA 01.21-24/2016

NGP25

REACH AN AFFLUENT COMMUNITY OF LGBT AVIATORS AT THE NGPA INDUSTRY EXPO. E: DAVID.PETTET@NGPA.ORG

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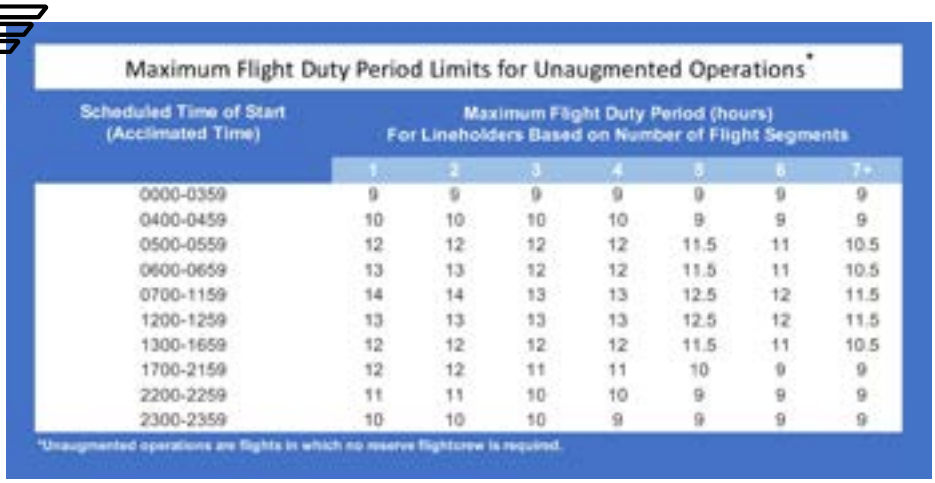

Maximum Flight Duty Period Limits for Unaugmented Operations*

Scheduled Time of Start (Acclimated Time)	Maximum Flight Duty Period (hours) For Lineholders Based on Number of Flight Segments						
	1	2	3	4	5	6	7+
0000-0359	9	9	9	9	9	9	9
0400-0459	10	10	10	10	9	9	9
0500-0559	12	12	12	12	11.5	11	10.5
0600-0659	13	13	12	12	11.5	11	10.5
0700-1159	14	14	13	13	12.5	12	11.5
1200-1259	13	13	13	13	12.5	12	11.5
1300-1659	12	12	12	12	11.5	11	10.5
1700-2159	12	12	11	11	10	9	9
2200-2259	11	11	10	10	9	9	9
2300-2359	10	10	10	9	9	9	9

*Unaugmented operations are flights in which no reserve flightcrew is required.

Dear readers,

Dear Aero Crew News,

With the summer weather I find myself in situations where I am being asked to extend past the Maximum Flight Duty Period. A few months after FAR 117 passed I had an FAA inspector do a line check on one of my flights. After a successful line check he made a comment to my Captain and I. “Just one last thing guys, never extend.”

My captain and I were both thrown back by his comment and asked why he, an FAA inspector, would be offering such advice. He’s reply. “The name of the chart is Maximum Flight Duty Period, it doesn’t say recommended, advisable, but maximum. Yes there are exceptions deeper in the regulations that allow you to extend but let’s say after you extend there is some kind of incident or accident. You had better have a very compelling reason why you felt it was safe to extend past the FAA Maximum Flight Duty Period chart. Especially if you made a mistake and there was a death involved in the accident.”

I know from my experience that every time I tell a scheduler I am timed out their first question is “are you willing to extend?” Ever since I flew with this FAA inspector, I have not extended. I would really like to know what your readers think about this.

Regards,

John P.

John,

That is a very sticky situation and I can definitely see where the company wants crews to complete the flight but at the same time be safe and exercise good judgement. Let’s see what our readers have FO say about this topic. Feel free to submit comments over social media or email them to info@aerocrewnews.com.

Fly safe,

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 Captain for a regional airline with a type rating in the Embraer 145 and has logged over 6,000 hours of flying time since his introductory flight on November 14th, 1992.

July 2018

Last's month's issue is full of good information and advice, whether you are joining the airline ranks or are a seasoned professional. Beyond a great piece on Republic Airways, there is relevant information provided in our regular columns. Preventing and treating the injuries that are common in our field is the topic of Pilot Fitness. Even if none of the ailments plague you, the information that Lauren Dils provides will help you avoid them in the future. In Mike Davis'piece titled Managing a Diversion, we learn that, though rare, diversions are complex events that require many considerations. Reviewing Mike's points will help in the event you're faced with this situation. Safety Matters tells the tragic story of a recent touch-and-go that went horribly wrong, through no fault of the student nor the instructor nor the school. There are lessons to learn about addressing maintenance issues that might easily be dismissed. Letters of recommendation and the value of volunteerism are topics covered in Cockpit to Cockpit and Pilot Perspectives, respectively. Valuable advice and guidance are offered for both mentors and their protégés. Food Bites returns this month with some college days reminiscences about the $100 ribs in southwest Florida. Following this good reading, you'll find our regular features and references. Remember, we love to receive feedback, so if you want to share your thoughts or provide story ideas, email us at info@aerocrewnews.com. Hearing from our readers is the best part of the month.

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Image courtesy of Air Wisconsin

Air Wisconsin's Most Junior Captain Awarded at 12 Months

Late July Air Wisconsin Airlines announced a new Captain upgrade class, and the most junior Captain awarded has only been with the company for 12 months. First Officers joining Air Wisconsin with previous qualifying flight time under parts 91K, 121 or 135 experience can expect expedited upgrades, faster than the 18-24 month window projected for pilots without this previous qualifying flight time. New hires with previous experience are also eligible for up to $57,000 in sign-on and experience bonuses, with $39,000 paid after IOE (approximately 3-4 months). New hires without experience are eligible for up to $49,000, with $31,000 paid after IOE (approximately 3-4 months).

"As we anticipated, Captain Upgrade times have dropped drastically. With upgrades dropping to the 12 month timeframe, we are looking to hire experienced

pilots who are ready and willing to uphold our standards of Safety and Service. Pilots who bring their experience to Air Wisconsin may qualify for additional bonus money and faster upgrades due to many new First Officers not meeting the regulatory requirements needed for the Captain position. Additionally, if you are new to the industry and looking for your first airline career, we would love to have you. Our training program is designed for varying levels of experience. We will help build upon your training and provide you with many opportunities to learn and grow as a professional aviator. Most new First Officers will obtain the experience and legal requirements for the Captain position between 1.5 and 2 years of employment," said Captain Aric Newsted, Director of Flying and Chief Pilot.

Additionally, all Air Wisconsin pilots have access to the best health insurance plans in the regional industry. Chicago based Captain Phil Siess commented, "As a young pilot, I never really thought much about health insurance. However, after nearly $200,000 in medical bills and only having to pay less than $500 out of pocket, I was glad to have Air Wisconsin's unmatched level of coverage."

Air Wisconsin will also match up to 8% of any pilot's 401(k) contribution with 3% guaranteed regardless of contribution.

Air Wisconsin recently announced a new crew base in Columbia, SC (CAE) opening October 1, 2018. This will be the company's fourth crew base joining Chicago O'Hare (ORD), Milwaukee Mitchell (MKE) and Washington Dulles (IAD).

You don't have to live at your base. The company's commuter friendly policy makes it easy to live wherever you choose. In fact, roughly 80% of Air Wisconsin pilots commute to work. This allows them to enjoy our industry-leading work rules and quality of life benefits, while living where they want to live, rather than being forced to a specific location.

With so many new and exciting things happening here at Air Wisconsin, we'd love to connect and answer any questions you may have! Contact Air Wisconsin's Director of Pilot Recruitment at Tim.Genc@airwis.com. Learn more about flying for us as United Express at www.airwis.com/pilots, or apply at www.airwis.com/careers. ACN

Images courtesy of Commutair

From Choppers to Commercial Jets: Insights from a former Blackhawk (UH-60L) Pilot

Evaluating the switch to the airlines? Navigating your options?

Now is the best time for rotor pilots to break into the airline world. Several Regional Airlines are offering their version of the Rotor Transition Program to assist in your transition. Given the extreme importance of choosing the right starting gate, how are you selecting the airline with the package of benefits, compensation, and program requirements that best fits your needs?

We sat down with former UH-60L pilot and now CommutAir First Officer, Christopher Golab, for tips on how to pick the best rotor program and an inside look at CommutAir's Rotor Transition Program!

1. *Chris, tell us a little about your background? How did you get into aviation and what was your role in the military?*

When I was a young kid, I used to observe large airliners flying over our house. This always fascinated me, and since then I always dreamt of flying. My parents saw this and sent me to Air Link International Aviation College in the Philippines where I learned to fly and earned my B.S. degree in Aviation.

After graduating, I became a flight instructor and realized I wanted to follow my dad's footsteps in the U.S. Army. I commissioned through Officer Candidate School (OCS) and immediately gained combat experience in Afghanistan as a UH-60L helicopter pilot and Platoon Leader. Since then, I have served in Hawaii and Korea as an Air Assault, MEDEVAC, and VIP helicopter pilot.

2. *How did you hear about CommutAir's Rotor Transition Program (RTP)?*

I heard about CommutAir's RTP by researching the company's website and via the Rotor to Airline Group

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(RTAG). RTAG is a great source for rotor pilots to learn from those who are currently in or have completed a transition program.

3. *What attracted you to CommutAir?*

Choice of domicile and fleet growth were huge factors in my decision. I want to be in the Washington DC area, and CommutAir is a growing airline which will allow me to quickly hold a line at Washington Dulles (IAD) and transition to the left seat.

This quality of life balance, between my job as an airline pilot and family events, is important to me. Also, CommutAir's projected growth will help me obtain the experience and time needed to quickly get to the right seat at United Airlines via the United Career Path Program (CPP).

4. *And the CommutAir RTP – vs. other airline offerings?*

I found it to be the best. Don't take my word for it – do your research and read the fine print for all airlines. CommutAir's recruiters were very helpful – they discussed ways to apply VA benefits towards the program and that I would receive any unused RTP training funds prior to joining CommutAir's training.

5. *One of the advantages of CommutAir's RTP is that pilots can train at home at their local flight school/flying club. Can you expand on the convenience of being able to train at home?*

I cannot stress the convenience of being able to train at home and being with my family each day. The CommutAir RTP is a family-and pilot-friendly program.

The ability to train at home and balance my training along with my family's needs gives a strong sense of encouragement to succeed at every stage of training. The RTP has given me time to focus on training while being a husband and father.

6. *How has the RTP process and your fixed wing training gone so far?*

My fixed wing training has gone smoothly. The RTP paperwork was easily done online. I trained at Navy Annapolis Flight Center where I achieved my Commercial Multi-Engine certificate and was able to finish my program in a few weeks - including some delays for weather.

7. *What advice would you offer a pilot planning to transition to the airlines or for those who hope to be in your shoes?*

1. If your goal is to fly for a legacy- international carrier, find a Regional that offers the fastest path to get there.

2. Find a program that allows you to balance flying and family-life as much as possible by training at home, which also saves on total training cost.

If you want both, look at CommutAir. The ability to train at home and achieve your ratings at the same time is truly invaluable. They offer a very flexible training program at any Part 61 or Part 141 school.

CommutAir's RTP is, by far, the best option for those who work full-time and need a flight schedule that fits into their daily lives. Start the RTP, get your certifications, build your hours, and move on to United Airlines.

8. *What are you looking forward to the most when flying for CommutAir?*

I look forward to embracing the family-like culture and becoming an instructor shortly after I upgrade to captain. My passion is teaching, and I would love to give back to our growing pilot group. Instruction time at CommutAir also counts towards the CPP hour requirements which get you in the right seat even faster!

9. *Any last thoughts?*

The CommutAir RTP offers rotor pilots an outstanding opportunity to break into the fixed-wing world and take advantage of CommutAir's tripling fleet-growth and guaranteed captain pay. The growth allows pilots to quickly build time, diversify their resume, and fly for United Airlines.

As CommutAir's first RTP program pilot, I simply wanted to share my thoughts on the positive experience. The program is as advertised and I would encourage anyone looking to make the transition to reach out to CommutAir's recruiting team and learn more about their RTP!

Want to follow in Chris' footsteps or have additional questions on flying for CommutAir and United? Email pilotrecuiting@commutair.com.

You can also visit www.flycommutair.com/rotor-transition-program/, or call us at 440-779-4588 ext. 399.
ACN

Envoy Air Names Seasoned Airline Executive John D. Nicks Senior Vice President, Corporate Services

Image courtesy of Envoy Air

Envoy Air Inc., the largest wholly owned regional airline subsidiary of American Airlines Group (AAG), has named John D. Nicks to the position of Senior Vice President, Corporate Services.

"With more than 40 years of experience in this industry, John is an incredible leader and asset to Envoy," said President and CEO Pedro Fábregas. "His extensive knowledge of airport operations, scheduling, procurement, Information Technology and Human Resources has contributed to the growth of Envoy, as the industry has evolved over the years."

Nicks joined American Eagle in 1988 as Vice President of Administration, managing the Human Resources, Information Technology and Corporate Real Estate departments for what was then a multi-carrier regional airline group. In 1998, he played an instrumental role in combining the original five airlines to form American Eagle, Inc., one of the largest regional airlines in the world. Prior to joining American Eagle, Nicks served as Vice President Schedules and Planning and Vice President Customer Service for Air Virginia.

Nicks' responsibilities include leading a group of multifaceted departments for Envoy including Purchasing, Contracts, Inventory Control and Logistics, Stores, Vendor Relations Management and Product performance. Additionally, he oversees the airline's Trade Compliance and Regulatory programs, as well as Corporate Real Estate functions.

"John brings many years of operational insights to the table, and is highly respected by colleagues, vendors and suppliers alike," added Fábregas. "Envoy is fortunate to have someone with John's background and experience guiding our organization."

Envoy Air Inc., a wholly owned subsidiary of American Airlines Group, operates over 170 aircraft on about 1,000 daily flights to 150 destinations throughout the United States, Canada, Mexico, the Bahamas and Caribbean. The company's 15,000 employees provide regional flight service to American Airlines under the American Eagle brand and ground handling services for many American Airlines Group flights. The company was founded in 1998 as American Eagle Airlines, Inc., following the merger of several smaller regional carriers to create one of the largest regional airlines in the world. Envoy is headquartered in Irving, Texas, with hubs in Dallas/Fort Worth, Chicago, Miami and New York, with a large ground handling operation in Los Angeles. Connect with Envoy on Twitter @EnvoyAirCareers, on Instagram @EnvoyAirCareers, and on Facebook at Facebook.com/envoyaircareers and Facebook.com/EnvoyPilotRecruitment. ACN

SkyWest Airlines Announces New Flying Agreements

In July, SkyWest announced a number of new flying agreements with Delta, United and American. These agreements provide fleet replacement and long-term, stable contracts with SkyWest's three largest partners.

Under their partnership with Delta Air Lines, SkyWest announced a new nine-year agreement to fly Delta's 20 new 70-seat CRJ900 Atmosphere aircraft. These are due to be delivered from late 2018 through 2020. With United Airlines, SkyWest announced extended contracts to continue flying 19 CRJ700s. And for American Airlines, SkyWest announced an agreement to fly 20 CRJ700s out of Dallas-Fort Worth. In conjunction with this the new American flying, SkyWest will open a DFW domicile for crews September 1, 2018.

Overall, these flying agreements provide stability and strength to SkyWest and its partnerships. With over 13,000 aviation professionals operating 2,400 daily flights, SkyWest Airlines connects millions of passengers each month to 245 destinations across North America. SkyWest operates in partnership with Delta Air Lines, United Airlines, American Airlines and Alaska Airlines and has a fleet of 443 aircraft. Headquartered in St. George, Utah, SkyWest's industry-leading workforce and excellent leadership team have consistently generated solid operational and economic performance, setting the standard for excellence in the regional industry. ACN

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Image courtesy of Jet Linx

Jet Linx Celebrates Grand Opening Of New Detroit Private Terminal At Oakland County International Airport (PTK)

Jet Linx, a private aviation company headquartered in Omaha, Nebraska, with 14 locally operated Base locations nationwide today announced the grand opening of its new private terminal in Detroit, MI. Jet Linx initiated Base operations out of Oakland International Airport (PTK) in 2016 and is proud to establish a local foundation in Detroit through its new, member-only facility.

"We are thrilled to announce the highly-anticipated grand opening of our Detroit private terminal," said Jamie Walker, President and CEO of Jet Linx. "Detroit has proven to be an exceptional market and we look forward to providing new and existing jet card members with our differentiated industry expertise and the very best in customer service."

"Our new private terminal in Detroit exemplifies Jet Linx's continued quest to provide customers with a differentiated, highly personalized experience," said John Scicluna, Jet Linx Detroit Base President. "Our members and aircraft owners now have access to a wide array of services and amenities available

exclusively in our private terminal and will benefit from the convenience of boarding and taking off in a matter of mere minutes."

The new terminal offers members a private meeting room, executive lounge, Wi-Fi connectivity and dedicated local staff available to meet all member requests.

The addition of the new Detroit private terminal marks the 14th Base location currently in Jet Linx's portfolio. The company has additional plans to expand to the Northeast market with Bases in New York and Boston and increase its presence in the Midwest with the addition of a Chicago Base. For more information, please visit www.jetlinx.com.

Jet Linx is a locally-focused private jet company founded in 1999 as a more personalized approach to national private jet companies. Jet Linx offers two different ways to experience private aviation – a guaranteed Jet Card and an Aircraft Management program – providing its clients with an all-encompassing, local solution to all of their private jet travel needs. Jet Linx is an IS-BAO Stage 3, ARGUS Platinum and Wyvern Wingman safety rated operator, an accomplishment earned by less than one percent of all aircraft operators in the world. It is headquartered in Omaha, Neb. and has bases in Atlanta, Detroit, Houston, Indianapolis, Dallas, Ft. Worth, Denver, San Antonio, Scottsdale, St Louis, Tulsa, Nashville and Washington D.C. For additional information, please visit Jet Linx (www.jetlinx.com). ACN

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Republic Airways Signs Letter of Intent for 100 Embraer E175 aircraft

The order positions the airline for next stage of growth

Image courtesy of Republic Airways

Republic Airways Holdings Inc. ("Republic") announced today that it has signed a Letter of Intent ("LOI") with Brazil's Embraer S.A. ("Embraer") for an order of 100 E175 aircraft, with the right to convert to E175-E2 aircraft. In addition to the firm aircraft, Republic has secured purchase rights on an additional 100 aircraft. The announcement was made at the Farnborough International Airshow in Farnborough, England.

"Over the past two decades we have acquired more than 350 jet aircraft through our partnership with Embraer," said Bryan Bedford, Republic's president and chief executive officer. "Through this partnership we have delivered industry leading safety, service and reliability to our codeshare partners, and this order positions Republic to focus on the next stage of growth in the North American regional market. The EJet has proven to be a product that allows Republic to provide a reliable and seamless product experience with our mainline partners, and when coupled with our 5,500 dedicated aviation professionals, it delivers on our long-term vision of being the regional airline of choice."

"We are pleased to expand our partnership with Republic as one of our largest and most valuable customers," said John Slattery, president and chief executive officer, Embraer Commercial Aviation. "With a relationship spanning 20 years, we are immensely honored to continue being an integral part of their success as they expand their fleet with additional E175s. Republic is a critical component of Embraer's history, and we are absolutely committed to providing a product that appeals to their customers while delivering solutions that increase profitability."

The LOI, which calls for a definitive purchase agreement to be finalized later this year, secures Republic's delivery positions over the next several years. A key element of the agreement is the flexibility Republic will have to allocate the order across aircraft configurations on both the current E175 and the future E175-E2 platform, ensuring the airline can adapt quickly to tailor solutions to the unique needs of its mainline partners.

Republic Airways, parent company of Republic Airline, operates a fleet of about 190 Embraer 170/175 aircraft and offers scheduled passenger service with about 950 daily flights to 100 cities in 40 U.S. states, Canada, the Caribbean and Central America. The Indianapolis-based airline provides fixed-fee flights operated under its major airline partner brands of American Eagle, Delta Connection and United Express. The airline employs about 5,500 aviation professionals. Visit www.rjet.com for more information, follow the company on Instagram, Twitter and YouTube, and connect on Facebook or LinkedIn. ACN

Image courtesy of Southwest Airlines

Southwest LEADs Center and Pilot Hiring

Southwest Airlines has completed the move to their new Flight Training Center – LEADs "Leadership Education and Aircrew Development" The LEADs Center currently has 14 simulators with four more to be added by the end of next year. Southwest will conduct 18,000 simulator periods this year.

There has been a rumor going around that Southwest Airlines has slowed down pilot hiring. While the Company is looking at headcount, the 2018 pilot hiring plan is unchanged. Southwest has 200 pilot interviews scheduled for August and are on track to meet our 2018 Pilot hiring target of 754 new hire pilots. ACN

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Images courtesy of United Airlines

United Airlines Announces Fleet Update

Company to purchase 25 new Embraer E-175 and 4 new Boeing 787-9 aircraft

United Airlines (UAL) today announced orders to purchase 25 new Embraer E-175 and 4 new Boeing 787-9 aircraft. United expects to take delivery of the Embraer E-175 aircraft in 2019 and expects to take delivery of the Boeing 787-9 aircraft in 2020.

The 25 new E-175 aircraft will replace 25 CRJ-700 aircraft currently being flown by our United Express partners. These new E-175 purchases will allow United to offer a more comfortable and efficient aircraft to its customers.

The new 787-9 aircraft are part of United's widebody fleet replacement strategy. The 787-9 is the longest-range version of the aircraft, while using 20 percent less fuel than older-generation aircraft. It will offer the airline's all-new United Polaris business class seats and other modern amenities to provide a superior onboard experience to United's customers.

"These new 787 aircraft are another step in our widebody replacement strategy, and we will continue to roll out new announcements in the future as we implement our comprehensive fleet plan," said Gerry Laderman, United's senior vice president of finance and acting chief financial officer. "The new E-175 aircraft will provide our customers with a superior product that offers the latest in onboard amenities and comfort and will be a terrific addition to our fleet."

Today's announcement does not change UAL's previous adjusted capital expenditure guidance. The company will continue to evaluate opportunities to purchase used aircraft. ACN

ExpressJet expands United partnership

Image courtesy of ExpressJet Airlines

ExpressJet is expanding its United Express partnership with 20 CRJ200 aircraft. Flying is scheduled to begin in the fourth quarter of 2018, with all aircraft in service by early 2019. The 20 CRJs are in addition to the more than 110 ERJ145s ExpressJet flies for United Express. The airline supports its United Express flying from bases in Chicago, Cleveland, Houston and Newark. . ACN

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Commuting vs. Living at Base

Written By: Tracy DuCharme

"Airline Pilot" sounds so fabulous and exciting. And it can be for the pilot and pilot family who living at base. "Base," also known as domicile, is the airport from which the pilot's flights originate. "Living at base" means living in the city/environs of that airport.

One of the toughest decisions for any pilot to make is whether to live at base, or live elsewhere and commute. It's a decision with many components. For the pilot who owns a home, in let's say Phoenix, with LAX as their base, the commute, or flight to base, is about an hour with multiple flights operating throughout the day. An hour in the air each way, doing four trips a month, is a manageable eight hours of commute time. That's potentially less time than if one held down an office job commuting by car five days a week across town. And, sitting on an airplane for an hour is a lot less stressful than your typical morning rush hour commute. (But remember, we didn't calculate the pilot's commute from his home to the airport to catch his commute-flight to base.)

Now let's say the pilot is based in Newark, N.J., a five-hour commute from Phoenix. Five hours each direction for four trips a month is 40 hours per month spent commuting to base. Those 40 hours are unpaid but must be figured into the 80-hour line (a typical schedule for pilots flying for any airline). They are hours spent sitting in an airplane

seat, or sometimes a cramped cockpit jump seat, just getting into position to operate their flight.

Consider what happens when the pilot is operating a flight from Newark departing early in the morning. The pilot usually has to commute to base the night before their trip. This means they either purchase a hotel room, or have space in a "crash pad." A crash pad can be a house or airport hotel that has dedicated a certain number of rooms to airline pilots. Most crash pads accommodate flight attendants as well, often with multiple crew members in shared rooms utilizing bunk beds. Hotel crash pads are standard single occupancy rooms rented monthly with limited facilities like most airport area hotels. Crash pad houses, sometimes created by pilots themselves, are usually contracted monthly by crew members. Most crash pad houses provide airport transfers with typical amenities of a decently equipped house.

Commuting comes at a price, which can be hundreds of dollars a month. Crash pads, while convenient, aren't home, and some are less desirable than others. Between lengthy, tiring, long commute flights and the expenses of hotel rooms or crash pads, plus figuring out how and where to get meals, commuting to base can take a toll on both pilots and their families, adding emotional and financial stresses.

For pilots living in major cities, especially those that serve as airline hubs, commuting is seldom an issue. But as you can imagine, for the pilot already burdened by flight school loans and low starting wages, commuting can be a costly hassle. Remaining for consideration beyond the drive time and parking is the often lengthy process of finding a commute-flight, and potential flight delays.

What it really comes down to is quality of life. Where would you rather spend your non-work time? Making a commute, of an hour to five plus, sharing a crash pad with strangers and relying on delivery for dinner? Or would you rather live at base where you can roll out of your own bed, enjoy breakfast with your family before saying goodbye and driving to the airport to operate your flight?

For most of us, the quality of our lives is a defining force in deciding not just about our careers, but where to live. Life is short, examine all the angles and live yours well. ACN

About the Author

Tracy DuCharme is the wife of a pilot and owner and designer of Aviation Relocation International. Read More...

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Become Your Dream Airline's Ideal Candidate

Strategies for gaining that desired interview

Written By: Cameron Shulak

Professional Pilots of Tomorrow's (PPOT) Positive Rate series focuses on ways to continuously improve our careers as aviators. "Positive rate" is the callout used by most airline crews to indicate the aircraft is moving in the correct direction and the gear can be raised for flight. As such, the series focuses on ways to ensure our careers are continuously moving in the best direction, or in a "positive rate."

As mentioned many times before – and likely again – airline hiring has a way of leaving people terribly confused about the process. To be more specific, pilots are often left wondering what exactly an airline is looking for in the people they hire. Further, people often wonder why they don't get a call for an interview from a certain company. Both the airlines and general aviation operators can be incredibly vague about who meets their standards. Although there is something positive to be said for not placing everyone on a generic scale, it also leaves us in the dark about how to woo a potential employer and present ourselves as the pilot they would want to hire.

Admittedly, employers of pilots have a tough job differentiating among thousands of applicants with very similar résumés and qualifications in order to pick the few whom they believe will succeed and thrive in their operation. As they continually complete this process, companies generally tend to develop an affinity for a certain type of pilot candidate. Over the tens, hundreds, or thousands of pilots an operator hires, trends start to develop about the kind of people they prefer. These trends can include types of experience, personality traits, résumé items, and a long list of other factors. As you meet, talk to, and fly with enough people who are hired by a certain airline, the patterns become apparent allowing you to discern why one was hired by their airline. Further, it can be (but isn't always) telling when you spend time with someone who wasn't successful at being hired by a particular airline.

So, if airlines and other aviation companies know the profile of the successful candidate, why don't they just publish this information outright? Well unfortunately, it's not that simple. Affinities for types of people often develop subconsciously over long periods of time, and are constantly

evolving. Companies are almost always tweaking their hiring preferences and processes in an attempt to consistently bring in groups of ideal new hires. These preferences combine with hiring metrics to formulate the processes to attract and hire a company's ideal candidate. Companies are incredibly tight-lipped about their metrics, whether they have been the product of a consulting firm, or the result of analyzing large amounts of data from their own hiring and training history. In the end, we're not going to be able to crack the code of those specific metrics which leaves us looking at the profile trends, or the "ideal candidate" type.

Now, when people analyze airline hiring processes, they often try to dissect interview questions or lines on an application. Although that serves a valid purpose, it's more at a micro scale. What you want to look at is the larger scale and how you shape up holistically as a candidate in the eyes of the company and its pilot selection team. That said, there are a couple simple but beneficial things you can do to help yourself become your dream airline's ideal candidate. Even better, these practices are 100% free, and are things that any pilot can do.

Enough with the basics and we're on to the juicy part of the job posting. When we're lucky, a company comes right out to simply state what they're looking for in an applicant. This part of the posting might include phrases such as self-motivated, works well in a crew environment, experienced leader, or manages duties and projects unsupervised. If they provide insight like this, we want to make sure to tailor the application materials we submit to reflect the traits they seek. For example, let's say a company is looking for someone to manage and fly an airplane in an unsupervised position, and the job posting places an emphasis on being able to be self-directed and work unsupervised. You'll want to make sure to highlight any jobs or experience in which you have successfully managed tasks and projects by yourself. This will give the company confidence in knowing that you've done this kind of thing before and were successful doing so. It probably goes without saying that should you be invited for an interview, it would be to your benefit to be able to share stories that highlight experiences that relate to the traits they're looking for. You've worked years toward your achievements, so do your best to convey your relevant experiences to the airline interviewers.

The first and probably easiest way to assess a company's pilot hiring preferences is to study their job posting. Admittedly, there may be less information than for non-airline jobs, but there's still some information we can gain from the rather generic postings airlines offer. Examine the minimum and preferred qualifications and experience. Usually, you'll need to meet all of the basic minimums before you're eligible for hire. Minimums are established for many reasons, insurance and/or contractual, for example, but you won't typically find many exceptions for having to meet the minimum requirements. If you don't yet meet the minimums, put yourself in a position to work on your deficiencies as soon as possible. Some of these qualifications will likely include flight times, education level, additional certifications, volunteer experience, plus any from a laundry list of other qualities. Once the minimums have been met and you check off many of the "preferred" qualifications listed, you can take comfort knowing you're likely competitive within the applicant pool. Your goal should be to exceed the minimum qualifications and possess as many of the preferred qualifications as possible. This will earn guaranteed points when a company scores your application.

Sounds easy enough, but what if a company doesn't offer up exactly what they're looking for in the people they want to hire? That's where we have to read a little further into the job description. Many companies – airlines especially – simply don't write catch phrases like the above mentioned, but may still provide a job description and/or list items that are considered when reviewing an application. A company might mention that they consider things such as leadership experience, volunteer activities, additional job duties, and other qualities when

reviewing applications. If they do, then you'll want to try to strengthen your application with as many of these items as you have accomplished. If you're feeling a little deficient in any of the areas mentioned, then seize all opportunities to gain valuable experience in the categories they specify.

To summarize, analyzing the job posting to be able to make a list of all the desired experience, traits, and other items a company is looking for. From that list, you should be able to relate your traits and experience on your application.

The second, and most telling way to discover what your dream airline looks for in the people they decide to interview and eventually hire, is to talk to and spend time with pilots who have participated in the company's hiring process. Although pilots often have the reputation of simply being clones of each other, every one of us has a different set of experiences, personality, style of flying, behavioral traits and leadership approach. These differences are what make some people successful going through a company's hiring process, and others not. These differences are exactly what you want to discover in your interactions with those who have been through a company's hiring process. Try to detect patterns that may indicate what a company might have liked or not liked.

If you work/fly enough, you're going to run in to a lot of pilots, especially if you commute. These times are your opportunity to interact with people from a lot of different airlines. Pay particular attention to those from the airlines by which you want to be employed. Next time you run in to a pilot from one of your target airlines, instead of just shooting the breeze, try to involve yourself in meaningful conversation. Try to pick up on their personality traits and pay attention to behavioral patterns. Ask them some simple and casual questions about their experiences and any non-flying activities they're involved in. What kind of experiences and qualifications did they have before joining their airline? Do they volunteer for any aviation organizations? What do they do beyond flying the line? What do they think got their application pulled for the interview? Show genuine interest but avoid having your questions become an interview. Keep it casual and keep the questions indirect and they'll probably be willing to talk with you at length. You would be hard pressed to find a pilot who won't engage in a little bragging when given the chance. Many will offer a few of their own tips on how to grab the attention of the hiring department at their company.

If you happen to ride in the jump seat on your target company's aircraft, you'll have an exceptional glance into

how their pilots operate. There's no better opportunity to see a company's employees in their "natural habitat" than to see them flying the line. Not only do you gain exposure into their personalities and leadership styles, but you'll see their tendencies, flying skills, and the decision-making abilities that caught the attention of their employer. Make special note of how they interact with their fellow crew members. This often exemplifies the type of personality that can be conveyed in an interview. For example, is it calm and relaxed, or is it more structured and formal? Neither is necessarily wrong, but different airlines might prefer different styles. What kinds of decision making processes are used on the flight deck? (These are often tested in some part of the interview.) Details such as these are great to note and can offer insight into what a company is looking for in a pilot. Simply put, can you see yourself as someone who would fit into their operation? Why or why not? Can you align your behavioral and leadership traits more closely with those your dream airline prefers? Note the positive aspects they exhibit and see how you can incorporate those into how you present yourself on the flight deck and to potential employers.

If you pay attention and use these simple strategies long enough it will become apparent what type of people an airline prefers. Subtle differences may not seem big enough to have an impact in an interview, but remember airlines are splitting hairs to separate the successful from the rest. It makes sense to keep notes on the airlines you're pursuing. Keep a list of activities their pilots are frequently involved in, things you liked about the people with whom you interacted, and the collection of application tips you've been given. All these can all combine to give you a great idea of what you can do to improve your chances of getting a call from your dream employer. These are just a few examples and there are many, many more. While the strategies mentioned throughout this article may not get you an interview tomorrow, these are the little things we can do to make ourselves more likely to be noticed. In an industry as competitive as aviation, a little extra effort in preparation for all the hours we spend on applications could make all the difference. ACN

About the Author

Cameron Shulak is deeply connected to the aviation industry as an airline pilot, mentor, author, and volunteer. Read More...

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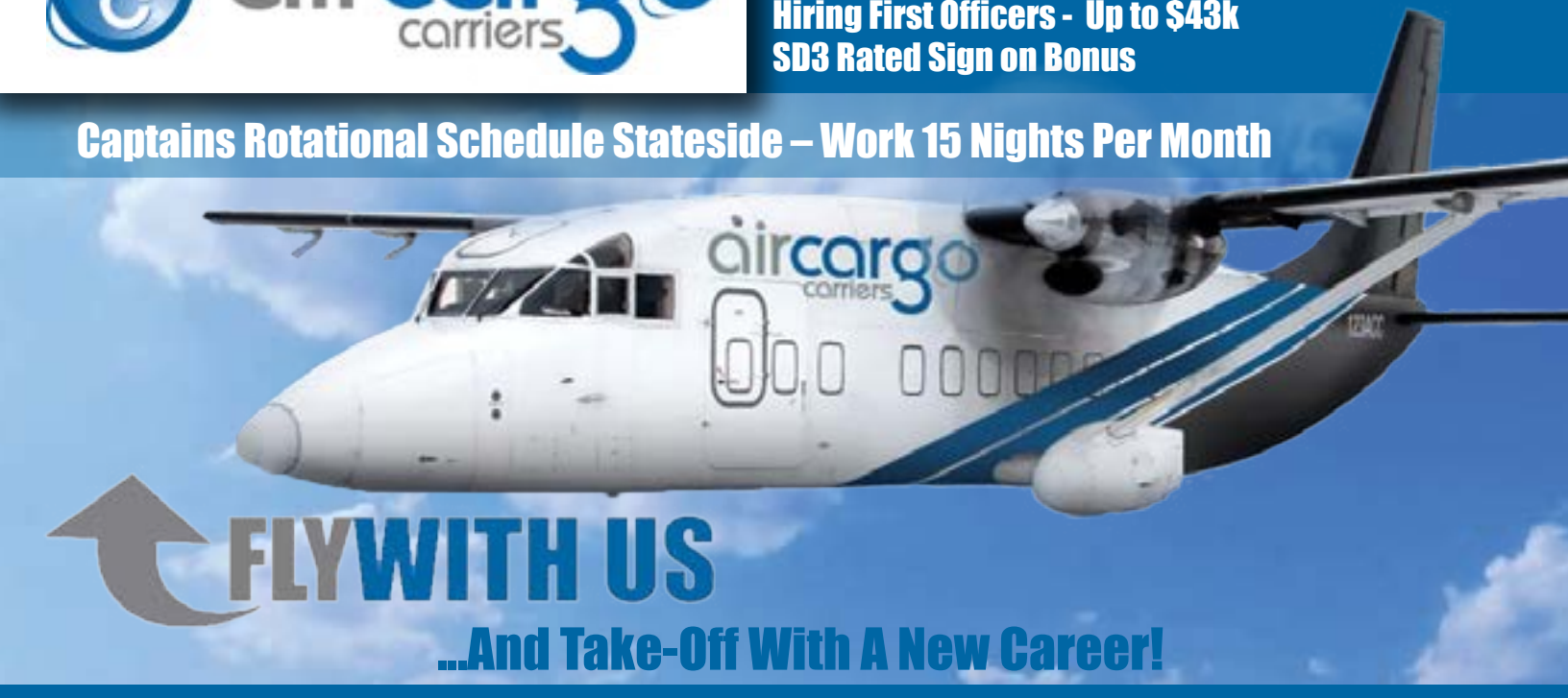

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Depression in Aviation

15% of your seniority list is depressed.

Written By: Nathan Racine

A recent Harvard study found that thousands of pilots are depressed. Researchers calculated a stunning one in eight suffers. That's over 1,800 pilots per legacy carrier. It's not surprising though. Depression rates in America are extremely high, and as a matter of fact, they are extremely high in most western countries. Pilots are by no means exempt. Unfortunately, Andreas Lubitz proved it.

Who was First Officer Andreas Lubitz? By modern standards, he was a man with a dream job — First Officer on an A320. He worked for the ever-expanding company, German Wings. He lived in a nice city, yet he was depressed — severely depressed which led to a complete disaster. He dramatically gave into his depression when on 24 March 2014, First Officer Lubitz locked his captain out of the cockpit, and deliberately flew his A320 into the Swiss Alps. No one survived.

Following this catastrophe, researchers at Harvard began to question what any pilot who has ever sat right-seat to a guy complaining about his fourth divorce and then listened to him talk about his fiancée on the van ride to the Hilton, has questioned for years. Researchers began to investigate pilots' mental health. What they found shocked the general public. According to a study conducted by Harvard University, one in eight pilots is depressed. That's nearly 15% of your seniority list.

Given the statistic, you may be thinking there is no way you could I ever fathom yourself or a colleague committing the atrocity of First Officer Lubitz. I and the researchers at Harvard would agree. There are different levels of severity for depression. One can be mildly, moderately, severely, or extremely depressed. Lubitz was extremely depressed. The Harvard study suggests that depressed pilots are usually mildly to moderately depressed so are not considered to be a threat to others.

To view or take the **Burns Depression Test** click HERE

How did you score?

- 0-5 no depression
- 6-10 normal but unhappy
- 11-25 mild depression
- 26-50 moderate depression
- 51-75 severe depression
- 76-100 extreme depression

Neither are pilots who suffer from mild or moderate depression considered suicidal. Do not be mistaken though, regardless of the tame wording of "mildly" or "moderate", these people suffer deeply, whether it's the feeling of lacking self-worth, or a whirlwind of negative emotions plaguing their day to day life. If it goes on for too long, it can become chronic, which is unfortunate, given that it is so easily treatable (without medication, and without any FAA involvement).

The problem with depression is that it rarely just goes away. You should seek treatment. You likely need to talk about it. You need to take care of yourself. You might benefit from talking with a therapist.

So are you depressed? The Burns Depression Test is considered one of the most accurate means of determining if one is depressed.

Some pilots take the test and find that they are depressed. Let's face it, even in the wake of our dream job, this career is mentally taxing. We spend much of the time away from our families. Our routine is a lack routine. We face high divorce statistics. We often experience lengthy contract negotiations (which reinforce negative emotions). Even fatigue increases our chances of depression. It's a great job but it can be a brutal career.

So now what? Well if you scored 11-50, it's time to call a therapist. Now, before you worry, it won't affect your medical. Therapists can't even prescribe medications unless they are a psychiatrist (MD). Instead of medicating you, a therapist will help you identify the source of the problem and help you take steps to correct it. The best part is, you don't even need to give up a day off. Many therapists can help you eliminate your mild to moderate depression over the phone. To find a therapist, consult betterhelp.com.

It's important to remember that depression does not fix itself. Most people in these circumstances will simply visit a therapist and after a few sessions will have gained the tools they need to turn their emotions around.

According to Harvard, one in eight pilots is depressed. Are you one of the eight? If you are, you do not need to suffer. Talk to someone. ACN

About the Author

Nathan Racine is a pilot for a U.S. airline and the Marketing Director for Pilot Fitness and the Aero Crew brand. Read more..

International Society of Women Airline Pilots ISA+21

Written By: Kathy McCullough

One hundred and sixty women pilots and their guests met in Las Vegas on Tuesday, April 24 to celebrate 40 years of camaraderie and support. The first conference event is our opening reception with drinks, heavy hors d'oeuvres, and a silent auction. You could have heard a pin drop, (except for the laughter) as charter members Beverley Bass and Terry Rinehart presented an entertaining slideshow showcasing the original 21 members. We raised over $14,000 for our scholarship fund as the fun was just beginning. The next day we held our business meeting and luncheon, followed by dinner and a musical. Thursday, we toured Hoover Dam, roasted on Lake Mead in the 90-degree heat, and went to the Mob Museum. It is always hard to say goodbye when the conference is officially over. Three days is never enough, so a group of us stayed on for side trips to Lake Powell, the Grand Canyon, Bryce Canyon, and Zion National Park. Next year's conference is being sponsored by Qantas Airlines in Sydney, Australia, and we can't wait!

In 1978 when ISA was founded, the founders wanted an acronym that somehow symbolized their group that was also used within the aviation

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community. They chose to use ISA, also an acronym for International Standard Atmosphere with the appendage +21 to acknowledge the original 21 members. (In aviation, ISA+21 would mean that the atmosphere is 21 degrees above standard.)

Today ISA+21 is the world's largest single donor of advanced flight scholarships for women. Annually, we award at least two aircraft type ratings and thousands of dollars in scholarships to qualified women. We have given away more than $1.2 million to over 200 women whose stated career goal was to be an airline pilot. About half of ISA's type rating winners have gone on to airline pilot careers.

Our members are active and retired airline pilots. We support active and aspiring pilots with career support and mentoring. Over the last few years we have gathered for "play dates" to attend Come From Away, an incredible Broadway play in which of one of our founding members, Beverley Bass, is a key character. Then, each April or May we meet at one of various locations around the world for our annual conference.

Our goal is to create greater visibility, acceptance and understanding of women airline pilots around the world. Our dues are only $44/year which go to support our website, bookkeeping/tax preparation, and outreach, including a booth at Women in Aviation International's annual conference where we conduct interviews of our type scholarship candidates. If you meet the membership requirements listed on our website, we would love to have you join us and help us achieve our goals. We invite you to visit http://iswap.org/ to learn more.
ACN

About the Author

Kathy McCullough is a retired 747 captain for NWA/Delta Air Lines. She is the Communications Chair for ISA+21 Read more...

Wings for Val

Written By: Deborah Bandy

Inspired to fly by her maternal grandfather, a World War II pilot, US Navy Lt. Valerie Cappelaere Delaney received her appointment to the United States Naval Academy in Annapolis, not far from her home in Ellicott City, Md. Val loved the many challenges of being a midshipman and with persistence excelled. She selected the difficult major of Aerospace Engineering with a minor in French, her father's native language.

Val, a determined and faithful young woman, achieved many of her goals. At the academy, she played varsity Lacrosse, sang in the chorale and paid it forward becoming an inspiring mentor to many younger midshipmen. During a required summer training block, she served aboard a French Navy Corvette out of Brest, France and even completed a semester at the French Military Academy. For another summer training, she was assigned to the Guided Missile Cruiser USS Cowpens of the Pacific Fleet. Within the same battle group, aboard the Super Carrier USS Kitty Hawk, was her future husband, also a USNA midshipman, Sean Delaney. Though the two attended Annapolis together and were from adjoining counties in Maryland, they did not meet until they were on shore leave in Perth, Australia.

During her Second Class year, (equivalent to third or junior year in college) Val made her service selection – Navy Pilot. From graduation, Val reported to Naval Air Station Pensacola (Fla.) for basic flight training, then on to NAS Corpus Christie (Tex.) where she soloed in her first military aircraft, the T-34 Turbo Mentor. Her ratings were high enough to earn her a coveted spot in the jet-training program at NAS Meridian (Miss.). Val was pinned her Wings of Gold in February 2012 becoming a Naval Aviator. Following, she and her husband Sean received assignments to NAS Whidbey Island (Wash.). Together, living the dream, the young, happy Navy couple bought a house. All their stars had aligned. Until ...

On March 11, 2013, USN Lt. Valerie Cappelaere Delaney, USN Lt. Cmdr. Alan Patterson and Lt. J.G. William McIlvaine III perished, when the Navy jet Val was piloting crashed in eastern Washington State during a low-level flight mission. Their families, their friends and the country lost so much that day. But, the tragedy of Val's death has created a memorial that inspires and benefits many who aspire to "touch the face of God."

High Flight, by John Gillespie Magee, Jr.

Oh! I have slipped the surly bonds of Earth
And danced the skies on laughter-silvered wings;
Sunward I've climbed, and joined the tumbling mirth
of sun-split clouds,–and done a hundred things
You have not dreamed of–wheeled and soared and swung
High in the sunlit silence. Hov'ring there,
I've chased the shouting wind along, and flung
My eager craft through footless halls of air. . . .
Up, up the long, delirious, burning blue
I've topped the wind-swept heights with easy grace
Where never lark nor ever eagle flew–
And, while with silent lifting mind I've trod
The high untrespassed sanctity of space,
Put out my hand, and touched the face of God.

Pilots' wings are treasured emblems – symbols of their profession, their accomplishments and their passion.

When anyone dies, regardless of the circumstances, those left behind look for meaning – the legacy of that life. When a young person dies without a succeeding generation in whom to place the hopes of the future, it is often difficult to make sense of the tragedy. Finding meaning consoles those left behind.

Albeit brief, Val's life touched so many in countless positive ways. That fact became evident when something remarkable happened at her funeral held at Arlington National Cemetery. Val's heartbroken Navy aviator "sisters" who could not attend paid tribute by sending their pilot's wings to the family. Word of this seemingly small gesture inspired other women aviators to follow and wings arrived from nearly 200 from around the globe, even those who had not known Val but who were touched by the story of her life and tragic death. Val's family was both moved and comforted by the wings. These meaningful acts of homage inspired Val's family to donate the collection to the Women's Memorial at Arlington National Cemetery. Other memorabilia were gathered to create a Wings for Val exhibit that honors Val's life and the solidarity of female military aviators.

Assembling that exhibit further encouraged the family to establish the Wings for Val Foundation (W4V) dedicated to providing flight scholarships for women who are pursuing careers in aviation. The legacy of Val lives on through the good works of the foundation.

W4V is a burgeoning organization that has to date awarded $33,000 in scholarships to ten worthy recipients. Women In Aviation, International (WAI), an organization to which Val belonged, works with W4V to select the scholarship recipients. Members of WAI may apply for the $5,000 scholarship toward a fixed wing private rating or the $5,000 scholarship toward a rotary wing private rating. You'll find the scholarship application directly linked from the homepage of wingsforval.org or from the scholarship information page.

As with any foundation, fundraising is the fuel it must source. To that end, W4V has partenered with the Travis Manion Foundation and their 9/11 Heroes Runs with Team Wings for Val. All funds raised above the individual registration fees are donated directly to W4V. In 2015, Team Wings for Val was inaugurated at the Annapolis 9/11 Heroes Run with 65 runners, increasing to over 180 runners in three different cities in 2016. In 2017, the number of runners grew to 209 in even more cities. W4V is also registered with the Amazon Smile Foundation. Simply select Wings for Val Foundation as your designated charity and shop Amazon through smile.amazon.com. (Learning this, I have just changed my designated charity. I invite you to join me there.) To make a contribution directly, go to wingsforval.org and look for the DONATE link.

Participating in a run, attending the W4V annual event at Arlington or donating in any way to the Foundation will help this worthy institution continue to support women with their futures aimed toward the skies. You are encouraged to honor the memory of Val, to honor women aviators, and to honor aviation with your support.

Recent research has proved that having is not the key to happiness — giving is[1]. ACN

1. Research reported here:

Mainline Airlines

The following pages contain over 30 different contractual comparisons for ten separate mainline airlines. Almost all the data was collected from each individual airline's contract. Our goal is to provide you with the most current, up-to-date data so that, as a pilot, you can choose the right airline for you. Every pilot looks for something different from the airline they work for. Whether it's living in base, maximizing your pay, or chasing that quick upgrade, we will have the most latest information. To do this, we are working with the airlines to ensure this data is current and correct. Good luck and fly safe!

Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

Gray blocks indicate source of data or date data was obtained 3.C.1 indicates contract section see contract for more information

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K
							Legacy Airlines			
American Airlines (American)	Group I	$104.93		$90,659.52	[illegible]	$132,754				
	Group II	$160.28		$138,481.92	$234.67	$202,755	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M* Max 60**		
	Group II	$170.27	72	$147,113.28	$249.30	$215,395				
	Group IV	$200.20		$172,972.80	$293.11	$253,247				
	Group V	$210.20		$181,612.80	$307.76	$265,905				
		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B		
Alaska Airlines (Alaska)	B737	$143.32	75	$128,988	$213.26	$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	> 5 Yr 5-10 Yr 10-15 Yr + 15 Yr
		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28
[illegible] (Delta)	747, 777	$184.59		$159,486	$270.25	$233,496				
	787	$176.83		$152,781	$258.90	$223,690				
	767-4, A330	$174.35		$150,638	$255.28	$220,562		1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170		
	767-3,2, B757	$154.50		$133,488	$226.21	$195,445				
	B737-9	$148.93		$128,676	$218.05	$188,395	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days			
	B737-8 & 7	$148.93	72	$128,676	$216.92	$187,419			0%	15

Sample only; refer to adjacent pages for actual information

Abbreviation and definitions:

401(K) Matching: Retirement plan, the company will match the employees contribution up to the listed percentage. Unless noted the company will match 100% of what the employee contributes.

ALPA: Air Line Pilots Association

Cancellation pay: When a leg or legs are canceled, the employee will still be credited for that leg. Some companies will not cover all reasons for cancellations. Refer to the contract for more information.

Deadhead: Positive space travel as a passenger for company business; paid as shown in above referenced column.

FAPA: Frontier Airline Pilots Association

IBT: International Brotherhood of Teamsters

ISP: International Savings Plan

IOE: Initial Operating Experience, refers the flight training a new hire receives from a check airman after completing all ground and simulator training.

DC: Direct Contribution, the company will contribute the listed additional amount directly to the employees 401(K), either quarterly or yearly, refer to the contract for more information

MMG: Minimum Monthly Guarantee, the minimum amount of credit the employee will receive per month. The ability to work more or less is possible, depends on the needs of the company, line holder or reserve and open trips for that month.

Per Diem: The amount of money the company pays the employee for food expenses while gone from base, typically from show time to end of debrief time of that trip. Day trip per diem is taxable while overnight is not.

TFP: Trip for Pay

UTU: United Transportation Union

YOS: Years of Service with the company.

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes
Legacy Airlines												
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	MALV 72-84 or 88*	Single Occupancy, Paid for by company	$2.30 Dom** $2.80 Int.**	AA - May/1999 US East Aug/2014 US West Sep/1998	14,738	10,538	APA	iPad	BOS, CLT, DCA, **DFW**, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL	*Monthly Average Line Value depends on pay group, **$0.05 increase 1/1/16
			6.D.1.d	7.A.5		Oct/2015	Dec/2017					Contract 2015, as amended
Alaska Airlines (Alaska)	B737	AS	85 Hours plus per diem	No Hotel During Initial Training	$2.15	2012	1,897	921	ALPA	iPad Air	**SEA**, ANC, LAX, PDX	Alaska bought Virgin America
			11.D.5.b	5.A.1	5.A.1	Dec/2017	Dec/2017					Contract 2013, as amended
Delta Air Lines (Delta)	B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90	DL	$3,888.29 / Month	Single Occupancy, Paid for by company for the first 8 days in class only.	$2.20 Dom., $2.70 Int.	February 2014	13,003	9,436	ALPA	Surface	**ATL**, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B	Feb/2016	Apr/2016					Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	A330, A350 B717, B767	HA	3 Hours per day, plus per diem		$2.00* $2.50 Int.		600		ALPA		**HNL**	*Interisland
			9.G.1									Contract 2010, as amended
United Airlines (United)	A350, B777, B787, B767, B757, B737, A320, A319	UA	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	$2.35 Dom* $2.70 Int.*	2006	11,240	8,786	ALPA	iPad	IAH, EWR, CLE, DEN, **ORD**, SFO, IAD, GUM, LAX	*$0.05 increase on Jan 1st.
			3-E	4-G-1, 9-E	4-A	Oct/2015	Dec/2017					Contract 2012 as amended

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	MMG	Single Occupancy, Paid for by company	$2.00	November 2017	873	73	IBT	iPad	AVL, BLI, CVG, FLL, IWA, **LAS,** LAX, MYR, OAK, PGD, PIE, PIT, SFB, VPS	*2018 to 2028
			3.P	6.A	3.Z	Dec/2017	Dec/2017	See Note*				Contract 2016, as amended
Frontier Airlines (Frontier)	A319, A320, A321	F9	MMG	No	$1.90	November 2014	1180	180	FAPA		DEN, ORD, MCO	*2018 to 2028
						Dec/2017	Dec/2017	See Note*				
JetBlue Airways (JetBlue)	A321, A320, A319, E190	B6	$2,500 per month	Single Occupancy, Paid for by company	$2.00	E:11/2013 A:12/2013	3,582	840	ALPA	Yes	**JFK**, BOS, FLL, MCO, LGB	
			Add A, Pg24	Add A, Pg24	11	Dec/2017	Dec/2017	Feb/2015				Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	WN	89, 87 or 85 TFP*	Single Occupancy, Paid for by company	$2.30 Dom. $2.80 Int.	August 2006	9,074	3,374	SWAPA	iPad	ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX, BWI	*Trip for Pay (TFP) is based upon number of days in the month
			4.K.6	4.T.1	4.T.3	Dec/2017	Dec/2017					Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	NK	$1,750*/mo	Single Occupancy, Paid for by company	$2.25	March 2015	1,821		ALPA		ACY, DFW, DTW, FLL, LAS, ORD	*Monthly payment is prorated and includes salary and per diem
			3.D.1	5.A.1	5.B.1	Dec/2017	Dec/2017					Contract 2018, as amended
Sun Country Airlines (Sun Country)	B737NG	SY	MMG	None	1/24th the IRS CONUS M&IE airline daily rate		289		ALPA	iPad	MSP	
			3.B	5.B.1	5.3		Aug/2016					
Virgin America (Redwood)	A319, A320	VX	$2,500 per month	None	$2.00	2012	820	157	ALPA	Nexis EFB	SFO, LAX, JFK EWR, LGA	Merging with Alaska Airlines
			10.J.1	3.B.e	10.I.1	Dec/2017	Dec/2017					Rule book 2014

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes

General Information

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes
					Cargo Airlines							
Atlas Air (Giant)	B747 B767	5Y	$1,600 per month	Single Occupancy, Paid for by company	$2.40	Dec/2011	1,486		IBT	iPad	JFK, MIA, ORD, CVG, HSV, LAX, PAE, ANC	
			3.A.1.f	11.A.7	5.A.3	June/2017						
ABX Air (ABEX)	B-767	GB			$52 Dom. $89.75 PR* $79.75 NPR**				IBT			*PR = Pacific Rim, **NPR = Non Pacific Rim
					20.E.1							
FedEx Express (FedEx)	B777, B767, B757, MD11, DC10, A300	FX	$4,000 / mo until activation date*	No Hotel	$2.25 Dom. $3.25 Int.	May 2015	4,763	2,251	ALPA	Fixed in plane or iPad	MEM, IND, LAX, ANC, HKG, CGN	*Prorated if hire date is not the first of the month.
			3.A	5.B.1.d	5.A.1 & 2	May/2016	Aug/2017					Contract 2006 as amended
Kalitta Air (Connie)	B747	K4	$600 / week unitl OE	Week 1 paid by crewmember, then, Single Occupancy	$1.90 Dom. $2.80 Int.	Sept 2015	281		ALPA	iPad fixed in plane	Home Based	
			5.A		6.A	Dec/2017	Dec/2017					Contract 2016 as amended
UPS (UPS)	B757, B767, A300, B747, MD-11	5X	MMG	Single Occupancy, Paid for by company	$2.00 Dom $2.50 Int $3.00*		1,580	2,298	IPA		SDF, ANC, MIA, ONT	*Pacific rim and Europe flights
			10.D.1	5.H.1.a.1	12.G.2							Contract 2016 as amended
Total Pilots							65,741	38,854				

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2012-2029	Union	EFBs	Bases	Notes

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						Legacy Airlines							
American Airlines (American)	10/12 or 13*	Yes	FAA 117 w/ exceptions	488	5:10	5:10 x days	2:1		100%*	100% or 150%**	Initial paid for by company	None	*12 in 30 days; 13 in 31 days, **Based on scheduled flight time, ***150% when premium pay offered
	15.D.3.q	4.C	15.C		15.G	15.G	15.E.1		2.QQ	17.I.1	24.O.2		Contract 2015, as ammended
Alaska Airlines (Alaska)	??/12	Yes	12:30* 10:00**	430	5	5 x number of days	1:2 or 1:1.75***	1:3.5	50% air & ground	150%	None, Dry cleaning reimburesment available on a trip 4 days or more	None	*Between 05:00-01:59, not to exceed 14 hours. **Between 02:00-04:59, not to exceed 11 hours. ***1:1.75 duty rig applies to duty between 22:00 - 06:00
	2	12.A	12.B		12.A.1.a	12.A.1.b	12.A.2.a	12.A.3	8.C.2	25.P.2	5.E		Contract 2013, as ammended
Delta Air Lines (Delta)	12,13,14 Reserve*		FAA 117 minus 30 minutes	559	2	ADG** = 5:15	1:2 or 1:1.75***	1:3.5	100% air, Chart 8.B.3 Ground	200%*****	None	None	*Days off depends on number of days in bid period and ALV. **Average Daily Guarantee, ***1:1.75 between 2200 - 0559, ****Green slip as approved by company
	12.N.2		12.D.1		4.H.1	12.J	12.K.1	12.L	8.B	23.U			Contract 2014, as ammended
Hawaiian Airlines (Hawaiian)	12 or 13 / 12	Yes	14, max 16 For int pilots. 12, max 14* 10, max 12*	361	2** or 4.17 GOP****		60% GOP****	1:4*** GOP****	100% air, 50% ground		Initial paid for by company and every 12 months		*Based on local start time for interisland pilots. **For reserve to report but no flying assigned, ***International pilots only, ****Greater of Provisions; scheduled, flown, duty rig or trip rig.
	10.G.1	4.B.3	10.D.1.a		4.C.1.a		4.C.2	4.C.3.a.2	7.B.1		5.E.1		Contract 2010, as amended
United Airlines (United)	12 / 12 or 13*	Yes	FAA 117	508	5		1:2 or 1:1.75**	1:3.5	100% Blended pay rate	50%, 75% or 100% add pay***	Initial paid for by company along with certain dry cleaning	None	*Reserve pilots have 13 days off min on 31 day month bid periods; **1:1.75 between 2200 - 0559, ***At the discreation of the company
	5-E-4, 5-E-5		5-F-1-a		5-G-2		5-G-1	5-G-3	3-A-3	20-H-4-a	4-G-2		Contrat 2012 as amended

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

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	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						Major Airlines							
Allegiant Air (Allegiant)	12 or 11* 12 or 10*	Yes	FAA 117	195	4 for a RON		1:2		50%	130%, 150% or 200%**	Company Provided***	Supplied in AC	*In a 30 day month. **130% open time over 81 PCH, 150% junior man, 200% VFN, ***4 shirts, 2 pants, 2 ties, 1 jacket and 1 over raincoat. Yearly replace 2 shirts, 1 pant and ties as needed.
	14.C	3.F			3.D		3.D		3.H	3.E, 3.L, 3.W	6.4		Contract 2016, as amended
Frontier Airlines (Frontier)	12	Yes	14 hours or FAA 117	177	6 for CDO			1:3.75	50%*		$20/ month	None	*Unschedule DH pay s 100%
	5.J.7	4.I, 5.P.2	5.J.4					4.G.2.a	4.F.6		2.A.1, 2		
JetBlue Airways (JetBlue)	12	Yes	FAA 117	36	Avg of 5 per day		1:2 or 1:1:45*	1:3.5	Schedule Block	150% over 78 Hrs	$200 / year		*1 for 1:45 between 0100 and 0500
					Add. B.D.5		Add. B.D.4	Add. B.D.3	Add. B.D.1	Add A & A-2			Agreement 2013, Currently in negotionations
Southwest Airlines (Southwest)	Max 15 Days on Per Month*	Yes	FAA 117	235	5**		.74:1	1:3	100%	100%	$30 / pay period max $500	None	*Depedning on how many days in the bid period determines min days off, 28, 29, 30 or 31; **5 hours min average per day over trip
	5.E.2	4.H	5.M		4.I.2		4.I.1	4.I.3	4.L	4.S.5	2.A.4		Contract 2016, as ammended
Spirit Airlines (Spirit Wings)	13/12/15*	Yes	14 hours or 11.5 hours	241	4 or 4.5**			1:4.2	100% or 50%***	100% or 200%****	Pilot pays for initial uniform, replacements per schedule therafter	None	*Mixed Relief and Reserve, **4 for day trips and 4.5 for multi day trips, ***50% when deadheading to training, ****200% when designated by the company
	12.E.1	4.D.2	12.C		4.C.1.b			4.C.1.c	8.A.1 & 2	3.C.3	5.F.3		Contract 2018, as ammended
Sun Country Airlines	12 / 10 or 11*	Yes**	FAA 117	196	4		1:2	1:4.2	75%	150%	100%	Supplied in AC	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F	12.C				4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)	11/13	Yes*	60 Mins < FAA FDP	159	3.5	-	-	-	50% or 3.5 min	100%*	Initial paid for by company, then $230** per year	None	*Unless picked up at premium pay it is 150% add pay. **$30 per year for shipping costs. Merging with Alaska Airlines
	5.D.4	7.C.3.d.i	7.B.3.a.iii		App. G				8.F.3	3.b	2.D.1		Rule book 2014

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						Cargo Airlines							
Atlas Air	13 in 30 14 in 31	None above minimum guarantee	14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more	332	None	None	None	1/4.95	1/2.85 Biz Class or better* or $300 comp	100%	Provided by the company	None	*Biz class only on international DH or when duty day exceeds 16 hours with DH.
			12.C						8.D, 8.A.3		30.A.2		
ABX Air	13 in 30 14 in 31		15 Hours May be extended to 16 hours	280	4.5				100% Air* 50% Air** 50% Ground	100%	Provided by the company	None	*100% pay credit on company aircraft; **50% pay credit on passenger carrier
	13.D.4		18.C		19.M.4				19.K	19.E	15.A		
FedEx Express (FedEx)	14.96 or 18.75*	Yes		466	6, 4.75**		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, $200 / year		*Days off based on TAFB, 4 wk or 5 wk bid period, **Reserve pilots
	25.D.1	4.F			4.F.2.b		4.F.2.d	4.F.2.a	8.A.1		26.B.3		Contract 2006 as ammended
Kalitta Air	13 or 14*	Yes	Dom 16, 18, 20** Int 18, 26, 30**	127	1 hr or 3.65 (on Day off)				50%	150% on days off	$200 after first year. Initial paid by crewmember.	None	*13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double.
	2, pg 13		18.B.5		5.E & G				19.H	5.G	6.D.1 & 2		
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2016 as amended

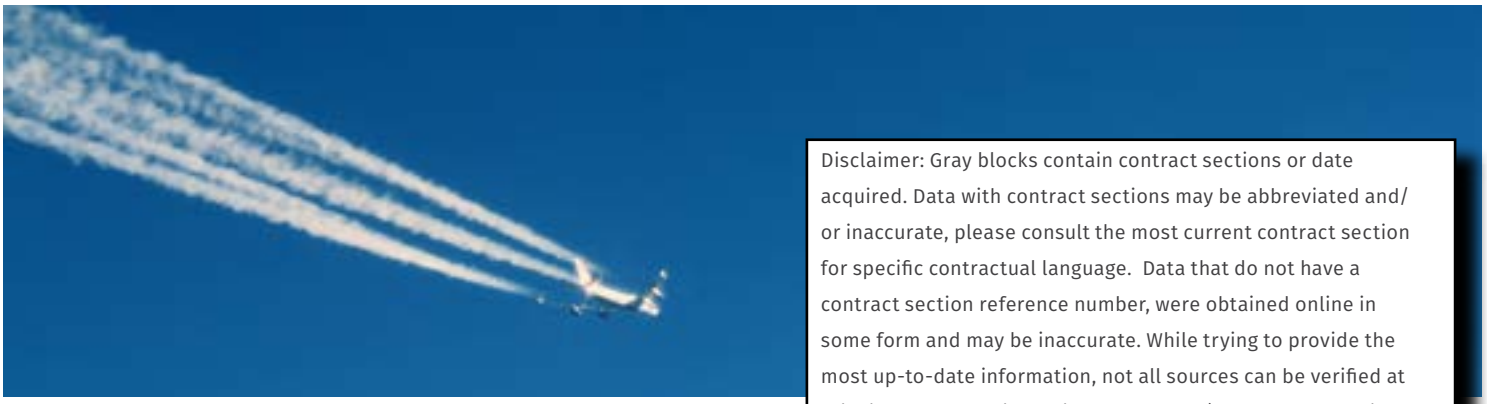
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

Additional Compensation Details

Legacy Airlines

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
American Airlines (American)	Group I*	$116.38	72	$100,552.32	$170.42	$147,243	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M** Max 60***		None		*Numbers based off of 12 years experience. **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 accural either goes to long term or gets paid out to the pilot. See sectoin 10.B for more information
	Group II*	$179.48		$155,070.72	$262.77	$227,033						
	Group III*	$188.85		$163,166.40	$276.50	$238,896						
	Group IV*	$220.65		$190,641.60	$323.04	$279,107						
		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B				Contract 2015, as amended
Alaska Airlines (Alaska)	B737, A319 A320	$168.68	75	$151,812	$251.00	$225,900	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	15%	20%	*New hire pilots receive 1 vacation day per every full month of employment.
		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28.D		Contract 2013, as amended
Delta Air Lines (Delta)	747, 777	$219.07	72	$189,276	$320.71	$277,093	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days 19+ = 35 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 7 Yrs = 195 8 Yrs = 220 9-19 Yrs = 240 20+ Yrs = 270	0%	15%	22%	International pay override is $6.50 for CA and $4.50 for FO. Section 3.C, *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80.
	787	$209.85		$181,310	$307.24	$265,455						
	767-4, A330	$206.91		$178,770	$302.94	$261,740						
	767-3,2, B757	$183.35		$158,414	$268.45	$231,941						
	B737-9	$176.74		$152,703	$258.76	$223,569						
	B737-8 & 7	$175.82		$151,908	$257.42	$222,411						
	A320/319	$169.66		$146,586	$248.39	$214,609						
	MD-88/90	$166.62		$143,960	$243.94	$210,764						
	B717, DC9	$158.19		$136,676	$231.63	$200,128						
	EMB-195	$132.84		$114,774	$194.48	$168,031						
	EMB-190, CRJ-900	$112.99		$97,623	$165.46	$142,957						
		3.B.2.d	4.B.1.b*	HRxMMGx12	3.B.2.d	HRxMMGx12	7.B.1.a	14.D.1		26.C.2	25.B.2	Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	B717	$121.53	75	$109,376	$174.11	$156,699	1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33 Days +25 = 38 Days	7.5 H/M without a sick call. 5.65 H/M with a sick call Max 1080**	0%	15%	20%	*Coming in 2017, **No max after pilots 59th birthday.
	B767 A330	$144.58		$130,119	$207.13	$186,417						
	A350*											
		3.D	3.F	HRxMMGx12	3.C	HRxMMGx12	6.B.1	12.A.1, 2 & 3				Contract 2010, as amended
United Airlines (United)	B747, B777 B787 B767-400	$208.59	70	$175,216	$305.39	$256,528	1-4 = 14 Days 5-10 = 21 Days 11-24 = 35 Days +25 = 42 Days	5 H/M Max 1300 Hrs New hires receive 60 hours after completing training.	0%	16"%	20%	
	B767-200 B757-300	$173.96		$146,126	$254.70	$213,948						
	B737-8/9, A320	$167.89		$141,028	$245.80	$206,472						
	A319, B737-700	$161.02		$135,257	$235.76	$198,038						
		3-A-1	3-C-1-a	HRxMMGx12	3-A-1	HRxMMGx12	11.A.3	13.A.1		22-A	24-B-5	Contract 2012 as amended

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes



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Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
						Major Airlines						
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	$145.17	70	$121,943	$216.42	$181,793	1 = 7 Days 2-4 = 14 Days 5-8 = 21 Days 9+ = 28 Days	4 H/M Max 600	5% at 200%*	None	EE - $134 EE+Child - $177 EE+Spouse - $281 EE+Family - $394	*The company will match 200% of what the pilot contributes up to 5%.
		3.CC	3.C	HRxMMGx12	3.CC	HRxMMGx12	9.A.1	10.A	4.C	4.C	5.A	Contract 2016, as amended
Frontier Airlines (Frontier)	A319, A320, A321*	$100.01	75	$90,009	$166.68	$150,012	1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days	1 Day / Month Max 120 Days	5% 1:2	After 3 years 2.2% up to 6% at 9 years		*A321 coming end of 2015
		4.3		HRxMMGx12	4.3	HRxMMGx12	8.B	15.B.2 & 3	16.B.2	16.4		
JetBlue Airways (JetBlue)	A320 family	$148.71	70	$124,916	$218.66	$183,674	0-5 = 108 Hrs 6-10 = 126 Hrs 11-15 = 144 Hrs 16-20 = 162 Hrs 21+ = 180 Hrs	Based on PTO accrual	5% 1:1	5% + 3%	None Specified	*70 line holder, 75 reserve; **Hours is based on PTO per year. Reference contract for more information
	E190	$133.82		$112,409	$196.83	$165,337						
			3.C*	HRxMMGx12		HRxMMGx12	3.J**	3.J	3.E	3.E	3.F.i	Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	$157.36	85	$160,507	$224.80	$229,296	1-5 = 14 Days 5-10 = 21 Days 10-18 = 28 Days +18 = 35 Days	1 TFP / 10 TFP** Max 1600 TFP	9.7% 1:1	-		*85/87/89 TFP based on days in bid period, **Trip for Pay (TFP) is the unit of compensation received.
		4.C.1	4.H, 4.M*	HRxTFPx12	4.C.1	HRxTFPx12	11.B.2	12.B.1	19.B.2			Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319 A320 A321	$157.54	72	$136,115	$237.50	$205,200	> 1 = 7 Days 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	5 H/M* 700 Hrs Max	0%	11%**	$34 to $754 depending on plan single, single +1, or family plan	*New hires start with 33 hours of sick time and accrue 3 H/M unitl 12 months of service, **1% annual increases up to 15%
		3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1		28.C	27.B	Contract 2018, as amended
Sun Country Airlines	B737NG	$112.93	70	$94,861	$168.55	$141,582	0-8 = 15 days 9-13 = 22 days +14 = 30 days	4 H/M	4%	2%	$0 to $300 depending on plan single, single +1 or family plan	
		Appendix A	4.A.1	HRxMMGx12	Appendix A	HRxMMGx12	7.A.1	14.A		28.B.2	27.A.2	
Virgin America (Red Wood)	A320	$107.00	70	$89,880	$172.00	$144,480	0-1 = 5 Days 1-5 = 15 Days +5 = 20 Days	5 H/M 80 and 480 Max**	125% of 6% contributed	-	-	*Reserves have a MMG of 75, 10.D.1, **Two sick banks, normal and catastrophic. Merging with Alaska Airlines
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				Rule book 2014

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
						Cargo Airlines						
Atlas Air	B747 B767*	$149.33	62	$111,102	$213.32	$158,710	>5 = 14 days <6 = 21 days	1 Day / Month Max 24 Catastrophic 2 Days / Month*** No Max	10%****		Health 14-25% Dental 20-30%	*B767 pay is 91.97% of B747 pay, **First year is 50 hours MMG, Out-Base is 105 hours MMG, ***Catastrophic sick days acrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank, ****Company will match 50%
		3.A.1	3.B.1**	HRxMMGx12	3.A.1	HRxMMGx12	7.A.1	14.A	28.A.1		Appendx 27-A	
ABX Air	B-767	$153.03	68	$124,872.48	$218.61	$178,385.76	>1 = 1 Day/Mo 1-5 = 14 Days 5-15 = 21 Days 15+ = 28 Days	1 Day / Month No Max				
		19	19.D.1	HRxMMGx12	19	HRxMMGx12	10.A	9.A				
FedEx Express (FedEx)	A380	$186.33	85	$190,057	$262.84	$268,097	>1 = >15 days* 1-4 = 15 days 4-5 = 15 days** 5-9 = 22 days 9-10 = 22days** 10-19 = 29 days 19-20=29 days** +20 = 36 days	6 H/M		None, Pension plan(s) available	Pilot: $61 / mo. Pilot + Family: $230 / mo	*Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years, ***65 CH in 4 wks, 85 CH in 5 wks, 102 CH in 6 wks.
	Wide Body	$174.15		$177,633	$245.65	$250,563						
	Narrow Body	$153.22		$156,284	$211.75	$215,985						
		3.C.1.a	4.A.1***	HRxMMGx12	3.C.1.a	HRxMMGx12	7.B	14.B.7.C		28	27.G.4.a	Contract 2006 as amended
Kalitta Air	B747	$168.70	64	$129,562	$249.67	$191,747	1-4 = 14 Days 5+ = 21 Days	7 Days on first day; After 1st year .58 Days / Month Max 42	>10 2.5%* <10 5%*	None	>5 Yrs $20/$40** <6 Yrs No Cost	*The company will match 100% of the amount contributed. **$20 for individual, $40 for family (per mo nth)
		5.B.2	5.K	HRxMMGx12	5.B.1	HRxMMGx12	8.A	7.A	10.A		9.C.3	
UPS (UPS)	B757, B767, A300, B747, MD-11	$212.69	75	$207,373	$300.00	$292,500	1-4 = 14 Days 5-10 = 21 Days 11-19 = 28 Days 20+ = 35 Days	5.5 Hours Per Pay Period No Max		12%	$50 to $410* Per Month	*Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.
		12.B.2.g	12.D.1	HRxMMGx13*	12.B.2.g	HRxMMGx13*	11.A.1.b	9.A.1		15.A.1	6.G	Contract 2016 as amended

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

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FedEx Express
UPS

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Southwest Airlines

AVL **Asheville, NC**
Allegiant Air

BLI **Bellingham, WA**
Allegiant Air

BOS **Boston, MA**
American Airlines
JetBlue Airways

BWI **Baltimore, MD**
Southwest Airlines

CGN **Cologne, Germany**
FedEx Express

CLE **Cleveland, OH**
United Airlines

CLT **Charlotte, NC**
American Airlines

CVG **Cincinnati, OH**
Allegiant Air
Delta Air Lines

DAL **Dallas, TX**
Southwest Airlines
Virgin America

DCA **Washington, DC**
American Airlines

DEN **Denver, CO**
United Airlines
Frontier Airlines
Southwest Airlines

DFW **Dallas, TX**
American Airlines
Spirit Airlines

DTW **Detroit, MI**
Delta Air Lines
Spirit Airlines

DOH **Doha, Qatar**
Qatar Airways

DXB **Dubai, United Emirates**
Emirates

EWR **Newark, NJ**
Delta Air Lines
United Airlines

FLL **Fort Lauderdale, FL**
Allegiant Air
JetBlue Airways
Spirit Airlines

GUM **Guam**
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HKG **Hong Kong**
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HNL **Honolulu, HI**
Hawaiian Airlines
Allegiant Air

HOU **Houston, TX**
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IAD **Washington, DC**
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IAH **Houston, TX**
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IND **Indianapolis, IN**
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IWA **Phoenix, AZ**
Allegiant Air

JFK **New York City, NY**
American Airlines
Delta Air Lines
JetBlue Airways
Virgin America

LAS **Las Vegas, NV**
Allegiant Air
Southwest Airlines
Spirit Airlines

LAX **Los Angeles, CA**
American Airlines
Alaska Airlines
Allegiant Air
Delta Air Lines
United Airlines
Virgin America
FedEx Express

LGA **New York City, NY**
Delta Air Lines
United Airlines

LGB **Long Beach, CA**
JetBlue Airways

MCO **Orlando, FL**
JetBlue Airways
Southwest Airlines
Frontier Airlines

MDW **Chicago, IL**
Southwest Airlines

MEM **Memphis, TN**
FedEx Express

MIA **Miami, FL**
American Airlines
UPS

MSP **Minneapolis, MN**
Delta Air Lines
Sun Country

MYR **Myrtle Beach, SC**
Allegiant Air

OAK **Oakland, CA**
Allegiant Air
Southwest Airlines

ONT **Ontario, CA**
UPS

ORD **Chicago, IL**
American Airlines
United Airlines
Frontier Airlines
Spirit Airlines

PDX **Portland, OR**
Alaska Airlines

PGD **Punta Gorda, FL**
Allegiant Air

PHL **Philadelphia, PA**
American Airlines

PHX **Phoenix, AZ**
American Airlines
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PIE **St. Petersburg, FL**
Allegiant Air

PIT **Pittsburgh, PA**
Allegiant Air

SDF **Louisville, KY**
UPS

SEA **Seattle, WA**
Alaska Airlines
Delta Air Lines

SFB **Orlando, FL**
Allegiant Air

SFO **San Francisco, CA**
United Airlines
Virgin America

SLC **Salt Lake City, UT**
Delta Air Lines

STL **St. Louis, MO**
American Airlines

VPS **Fort Walton, FL**
Allegiant Air

Regional Airlines

The following pages contain over 30 different contractual comparisons for 22 separate regional airlines. Almost all the data was collected from each individual airline's contract. Our goal is to provide you with the most current, up-to-date data so that, as a pilot, you can choose the right airline for you. Every pilot looks for something different from the airline they work for. Whether it's living in base, maximizing your pay, or chasing that quick upgrade, we will have the most latest information. To do this, we are working with the airlines to ensure this data is current and correct. Good luck and fly safe!

Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

Gray blocks indicate source of data or date data was obtained 3.C.1 indicates contract section see contract for more information

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	4
							Over 2,000 Pilots			
ExpressJet (LXJT (Accey)	EMB-145XR, EMB-145, EMB-135	$45.26	75	$40,734	$98.18	$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	
	60-76 Seat A/C****	$49.98		$44,982	$107.83	$97,047				
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	
ExpressJet (LASA) (Accey)	CRJ-200	$46.44	75	$41,796	$101.80	$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50%of6% 7=75% of 6% 10=75%of8%	
	CRJ-700, CRJ-900	$48.48		$43,632	$109.33	$98,397				
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	
SkyWest Airlines (Skywest)	EMB-120	$37.15	80	$35,664	$76.21	$73,162	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1.2-6%****	
	CRJ-200	$45.77	75	$41,193	$106.67	$96,003				
	CRJ-700	$48.52		$43,668	$113.07	$101,763				
	EMB-175	$48.70		$43,830	$113.20	$101,880				
	CRJ-900	$50.00		$45,000	$117.00	$105,300				

Sample only; refer to adjacent pages for actual information

Abbreviations and Definitions:

401(K) Matching: Retirement plan, the company will match the employees contribution up to the listed percentage. Unless noted the company will match 100% of what the employee contributes.

ALPA: Air Line Pilots Association

Cancellation pay: When a leg or legs are canceled, the employee will still be credited for that leg. Some companies will not cover all reasons for cancellations. Refer to the contract for more information.

Deadhead: Positive space travel as a passenger for company business; paid as shown in above referenced column.

DC: Direct Contribution, the company will contribute the listed additional amount directly to the employees 401(K), either quarterly or yearly, refer to the contract for more information

IBT: International Brotherhood of Teamsters

IOE: Initial Operating Experience, refers the flight training a new hire receives from a check airman after completing all ground and simulator training.

MMG: Minimum Monthly Guarantee, the minimum amount of credit the employee will receive per month. The ability to work more or less is possible, depends on the needs of the company, line holder or reserve and open trips for that month.

Per Diem: The amount of money the company pays the employee for food expenses while gone from base, typically from show time to end of debrief time of that trip. Day trip per diem is taxable while overnight is not.

UTU: United Transportation Union

YOS: Years of Service with the company.

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
						Over 2,000 Pilots							
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	EV	$7,500 w/ ERJ type*, $1,000 Referral, $10,000 Ret.**	$300 / week & $1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	$1.85/hr	Sept 2011	2,530	United	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE	*Additional bonus if typed in CRJ or ERJ, $3,500 at end of training, remaining after first year; **$10,000 retention bonus at the end of 2018
			Online		Feb/15	4.C.2	Dec/2017						Contract 2004 as amended, Currently in negotiations,
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	EV	$7,500 w/ CRJ type*, $1,000 Referral, $10,000 Ret.****	$300 / week	Paid for by company; single occupancy	$1.85/hr	June 2007**		Delta***, American	ALPA	Surface 3 LTE	**ATL**, DFW, DTW, LGA***	*Additional bonus if typed in CRJ or ERJ, $3,500 at end of training, remain after first year, **Will reduce from 5/2008 to 9/2010, ***Delta Connection in ATL, DTW & LGA closing by Nov. 2018; ****Bonus if on property until the end of contract with DAL
			Online	3.C.1		5.A.1	Sep/2017	Dec/2017					Contract 2007 as amended, Currently in negotiations;
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175	OO	$7,500* Referral up to $4,000	65 Hours	Paid for by company; dual occupancy, Company will pay 50% for single room	$1.95 Eff. 7/1/2017	February 2017	4,550	United, American, Alaska, Delta	None	Surface 3 LTE	COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SEA, SFO, SLC, TUS **SGU****	*$7,500 w/ Part 121, 135 or type rating for any turbo jet over 12,500 lbs. **SGU is not a base, only HQ.
				3008.19.A	3015.6.A.1	3009.1.A	Dec/2017	Dec/2017					Pilot Agreement signed August 2015
Republic Airway (Republic)	EMB-170 EMB-175	RW	$10,000* $12,500**	$1,600 first mo. then MMG	Paid for by company; single occupancy	$2.05/hr Dom $2.60/hr Int.***	April 2014	2,061	United, American, Delta	IBT	iPad Air	CMH, DCA, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR	*No Part 121 Experience, **Part 121 Experience; ***International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Dec/2017	Dec/2017					Contract 2015
Envoy formally American Eagle (Envoy)	CRJ-700, EMB-145, EMB-175	MQ	Up to $22,100* plus $20,000 retention bonus**	64 hr MMG + 16 hrs per diem per day	Paid for by company; single occupancy	$1.85/hr + $0.05 increase in 2018, 2021 & 2024	Sept 2017	2,173	American	ALPA	iPad Air 2	DFW, ORD, LGA	*Dependent on aircraft assignment once hired; **Paid over two years in quarterly installments and after one year of service; ***Company projects less than 3 years for new hires to upgrade and 6 years to flow to American Airlines.
			Online	4.A	4.B	5.B.1	Dec/2017	Dec/2017					Contract 2003 as amended

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
						500 - 2,000 Pilots							
Endeavor Air (Endeavor)	CRJ-200 CRJ900	9E	$10,000*	MMG, but no per diem	Single Occupancy paid by company	$1.80/hr	October 2017	1,905	Delta	ALPA	iPad 2**	JFK, DTW, MSP, LGA, ATL	Pay based on DOS+2 years, 1% increases every year, *$10,000 training completion bonus, Starts Jan 1, 2018, **Company supplied
			Online	3.D.1, 5.D.4		5.D.1	Dec/2017	Dec/2017					Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	OH	$16,520, $5,000*, $1000**, $20,000***	$38.50 / HR MMG & Per Diem	Paid for by company; single occupancy	$1.75/hr	November 2016	1,582	American	ALPA	iPad	CLT, DCA, CVG **DAY**, TYS, PHL ORF	*Additional with CRJ type, **Referral bonus, **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time. ***20,000 retention bonus starting year 2, ($2,500 per quarter for 2 years)
				3.F.1		5.A.1	Dec/2017	Dec/2017					Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200 CRJ-700 CRJ-900 EMB-175	YV	$22,100* $20,000**	76 Hours during training	Paid for by company; single occupancy	$1.60/hr	March 2017	1,220	United, American	ALPA	iPad***	PHX, DFW, IAD, IAH	*Paid after completion of training **Paid after completion of year 3 ***Pilot must have an iPad, but company pays $40 a month
			LOA 37	5.A.1	5.B.1	5.A.2	Dec/2017	Dec/2017					Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200	ZW	Yes $33,000 $4,000 or $4,500*	2.5 hours per day	Paid for by company; single occupancy	$1.75/hr dom $1.80/hr int	Jan, 2014	534	American United	ALPA	iPad	ORD, IAD, MKE	*$33,000 min bonus for all new hires. $4,000 or $4,500 referral bonus, later for Airmen Training Program
			Website	4.C	5.A.1	LOA 37	Dec/2017	Dec/2017					Contract 2003, Pilot data from 10/6/2014 seniority list.
Horizon Air (Horizon Air)	DH-8-Q400 ERJ-175	QX	None	16 credit hours per week & per diem	Paid for by company; double occupancy	$1.80/hr	July 2014*	635	Alaska	IBT		ANC, BOI, GEG, MFR, **PDX**, SEA	*Upgrade time should be reduced as they explore more growth with the approval of the Alaska Air Group purchase of Virgin America.
				5.I.4	6.C	5.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	CP	$17,500 Signing $1,500 Referal Bonus	MMG & Per Diem*	Paid for by company; double occupancy	$1.65/hr**	October 2015	659	Delta, American	ALPA	iPad	PHX, LAX, SEA	*Per diem only when not in base for sims; **DOS + 24 Mos. $1.70,
				3.H, 5.B	5.B.3	5.B.1	Dec/2017	Dec/2017					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	G7	$12,000** $5,000***	$23/hr @ 60 hr	Paid for by company; single occupancy	$1.60/hr	December 2017	600	United, Delta	IBT		ORD, RDU, STL, DEN	*7 CRJ-900s being delivered by the end of 2015. **New hire bonus, ***With CL-65 type.
			Jan/2017	5.B.3	6.C	5.O	Dec/2017	Dec/2017					Contract 2016 as amended

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
						Under 500 Pilots							

General Information

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
Under 500 Pilots													
Piedmont Airlines (Piedmont)	DH-8-100 DH-8-300 ERJ-145	PI	$15,000	MMG + 1/2 per diem per day	Paid for by company; single occupancy	$1.70/hr	January 2017	350	American	ALPA		PHL, MDT, ROA, **SBY**	*1,000 Hours of Part 121 flight time. **$5,000 pilot referal bonus for employees.
			LOA 16	5.D.4	5.A.3	5.D.1	Dec/2017	Dec/2017					Contract 2013 as amended
Trans States Airlines (Waterski)	ERJ-145	AX	$30,000*	$35.81 @ 75 hrs or 4 hours per day	Paid for by company; Single occupancy	$1.90/hr	June 2016	600	United, American	ALPA	iPad	IAD, STL, ORD DEN, RDU	*Paid out over 3 years, restricitions apply. **Attendance Bonus** 0 Sick Days Used $1000, 1 Sick Day Used $700, 2 Sick Days Used $500, 3 Sick Days Used $300
				3.C.1	5.A.1	5.C.1	Dec/2017	Jun/2016					Contract 2015 as amended
Cape Air (Kap)	ATR-42 C402 BN2	9K	None	40 Hours per week	Paid for by company; Single occupancy	$37/overnight	Upon Reaching ATP Mins	100	Hyannis Air Service DBA Cape Air	IBT	No	New England, New York, Montana, Midwest, Caribbean & Micronesia (See Notes)	HYA, EWB, BOS, PVC, ACK, MVY, RUT, LEB, RKD, AUG, PVD, ALB, OGS, MSS, SLK, HPN, BIL, SDY, GDV, OLF, GGW, HVR, UIN, MWA, CGI, IRK, TBN, OWB, SJU, MAZ, STX, STT, EIS, GUM
				3.K.A	6.E.5.A	6.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Silver Airways (Silverwings)	Saab 340b	3M	$12,000*	MMG & Per Diem	Paid for by company; single occupancy	$1.85/hr	18 months	160	Self**	IBT		FLL, TPA, MCO, IAD	*$3,000 after IOE, $3,000 after 1 year, $6,000 after 2 years; **11 Codeshares
						5.C	Jul/2015	Jul/2016					Contract 2011 as amended
Ameriflight, LLC (AMFlight)	EMB-120 EMB-110 BE1900 & 99 SA227 C208 PA31	AM	None	$9 - $12.50 per hour* $35 / Day Per Diem	Paid for by company; Single occupancy	$1.45/hr	Immediate	185	UPS FedEx DHL Lantheus ACS Mallinckodt	None	iPad	**DFW**, BFI, PDX, SFO, BUR, ONT, PHX, ABQ, SLC, SAT, OMA, LAN, CVG, SDF, BUF, MHT, EWR, MIA, BQN, SJU	*Hourly rate in training depends on PIC, SIC and aircraft type.
							Oct/2015	Oct/2015					
CommutAir (CommutAir)	DH-8-100 DH-8-200 ERJ-145	C5	Up to $15,000*	MMG	Paid for by company; single occupancy	$1.80/hr	Apr/2017	291	United	ALPA	None	EWR, IAD, **BTV****	*With ATP/CTP: $7,000; Without ATP/CTP: $2,000 free ATP/CTP course; $5/121 PIC qualifying hour up to $8,000 **BTV is only HQ
			Online	3.G	5.A.8	5.B.3	Dec/2017	Dec/2017					Contract 2015 as amended
Peninsula Airways (Penisula)	Saab 340A, Saab 340B*	KS				$50/day	2012	120		None		ANC, BOS	*$1,100/Mo. Base Salary
							Oct/2014						Need contract
Seaborne Airlines (Seaborne)	DH-8-300 S340	BB				$30/dom, $50/int	January 2013	90				SJU, STX	
							Oct/2014						Need contract
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	C208, C207, PA31, B1900 DH-8	7H	$15,000 for all pilots in 2017, $5,000 referral	MMG	None, except during SIMs in SEA, Single	$40.00 per over night	March 2015**	215	Ravn Alaska	None	iPad	ANC	*After 6 months pay goes to $40 on B1900, first year pay adjusted for this. **Hageland pilots can transfer at any time once they hit ATP mins, so much uncertainty abounds
							Jun/2017	Jun/2017					Need contract
Island Air (Moku)	Q-400	WP	$12,000	MMG*	Paid for by company if not in HNL; Single occupancy	None, On a RON, company will reimburse w/ receipt	July 2017	70	Codeshare with UAL	ALPA		HNL	Codeshare for United, Hawaiian and Go; *Reserve MMG at FO year one rate, if OE completed as a CA, CA year 1 rate paid retro
				3.C.1	11.P.3	4.J.1	Nov/2017	Nov/2017					Contract 2016 as amended
Total Pilots								20,604					

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Over 2,000 Pilots													
ExpressJet (LXJT) (Accey)	12/12 or 11 for reserve in 30 day month	Yes*	11 or 13; 15**	539	2 hr DPM***; 3.75 on day off	15 hours min per 4 day trip	None	None	100%	100% or 150/200% when red flag is up	$150 / yr****	Company provided	*Reserves past show time only; **11 or 13 based on start time of duty, 15 hours max for reserve phone availability + duty time ***Duty Period Min; ****After completing first year
	21.D.1.b, 21.D.3.a	3.D.4	5.A & 21.I.4.b	-	8	3.D.5	-	-	6.A.2	21.H.9.d	24.H.3	-	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	12*/11	Yes	12.5, 14, 13.5, 11**	571	3:45	None	1:2**	None	100% Air / 50% ground	150%	$17 / month after 90 Days	None	*Bid period with 30 days line holder is only 11 days off; **Based on start time ***1:1 after 12 hours of duty;
	12.D.2	3.G.4	12.B.1	-	3.F.1 & 2	-	3.F.1 & 2	3.F.1 & 2	8.A.1 & 2	13.G	5.D.4	-	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	12	Yes*	FAA Part 117	188	4:12	None	1:2**	None	100%	150%	$100/6 mo***	None	*Must remain on reserve for that period; **1:1 after 12 hrs; ***After completing first year and $400 max
	3017.7.C.1.g	3008.12.A	3016.1	-	3017.3.A	-	-	-	3008.14.A	-	3009.3.A	-	Pilot Agreeemnt signed August 2015
Republic Airways (Republic or Shuttle)	12*	Yes**	14	217	4:12	See Trip Rig	1:2	1:4	75%	100%, 150%, and 200%***	Provided by company****	Company provided	*2 Golden Day Off (GDO) Periods per year, 1 GDO Period has 3 days off. **Only line holders and available for reassignment. ***Company Discretion, 130% or 150%, ****Includes luggage
	23.E.1	3.E & F	23.C.1	-	3.B.2	-	3.B.3	3.B.4	3.G.1	3.C	4.B, C, F	-	Contract 2015
Envoy formally American Eagle (Envoy)	11	Yes	FAA Part 117	616	3.9 Res 3.7 Line	None	None	None	75%	150% or 200%*	Pilots pay 50% except leather jacket 100%	Company provided	*200% only when critical coverage declared by company
	10.B.1	3.F.2	10.A.2	-	3.E.1 & 2	-	-	-	3.K	LOA	6.A	-	Contract 2003 as amended

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	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						500 - 2,000 Pilots							
Endeavor Air (Endeavor)	12	Yes	14	501	4	25 Hours 5 Day Trip	None	None	100%	150% 200%**	New hires pay 50%, all others get $240 per year*	None	*Starts 1/1/2015, **200% at company discretion.
	3.R.4	3.N.1	12.H.1	-	3.H.1	-	-	-	8.A	3.M.3	18.C, 18.H	26.A.1	Contract 2013 as amended
PSA Airlines (Bluestreak)	11	Yes*	13 , 14.5 on CDO	195	3.5**	None	None	None	50%**	125% or 150%***	$400****	None	*For line holders only with exceptions to open time pick ups; **with exceptions see contract section; ***Critical Coverage Pay per company; ****After 1 YOS
	12.D.1	3.i.1	12,A1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	11	Yes*	FAA Part 117	187	None	None	None	None	62.5%	100% or 200%**	Company pays half of hat, topcoat, jacket, two pairs of pants.	None	*To line guarantee, **200% for junior manning and improper reassignments.
	12.B	3.G	12	-		-	-	-	6.A	3.H.9	5.E.2	-	Contract 2017 as ammended
Air Wisconsin (Wisconsin)	12/12	Yes*	12, 14 or 13**	294	3 hours or Duty Rig	See Trip Rig	1:2	1:4	100%	150% or 200%***	$260 / yr****	$50*	*Once trip is awarded or assigned for all pilots **Based on start time. ***200% for critical trips. ****After completing first year
	25.E.8.a	3.D	12.B.1	-	3.C.1.c	-	3.C.1.a	3.C.1.b	3.E	3.B.1/LOA 37	18.C.2	18.E	Contract 2003 as ammended
Horizon Air (Horizon Air)	13*	Yes	FAA Part 117	239	4**	See Trip Rig	50%***	25****	100%	150% or 200*****	$200	None	*Bid period is 35 Days **4 hours for any trip that has one duty period, ***50% of the duty time, ****25% of trip time away from base. *****200% at company discreation
	7.A.4.a	5.B.3	7.A.2.a	-	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.4.2.d	26.M.5.A	-	Contract 2012 as ammended
Compass Airlines (Compass)	11 or 12*	Yes**	FAA Part 117	392	4	None	None	None	80% air*** 75% ground	100%****	Company pays 1/2 of initial uniform, $20/mo allowance	None	*12 days off during 31 day bid periods, **May be reassigned,***85% after 5/1/17 ****150% premium pay per company
	12.E	4.D	12.C.3	-	4.B.1	-	-	-	8.A	3.G	26.3	26.C.1	Contract 2014 as amended
GoJet Airlines (Lindbergh)	11/12	Yes	FAA Part 117	165	4*	4*	None	None	75% 100% 2 DOS	150% 200%**	$25 / Month	None	*With restrictions, report before Noon, finish after 5pm, **At company discreation,
	7.A.2.a	5.B.1	7.B	-	5.B.1	5.B.1	-	-	5.E	5.D	26.L.5	-	Contract 2016 as ammended

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						Under 500 Pilots							
Piedmont Airlines (Piedmont)	11	Yes	14	185	4	4 per day*	None	None	75% air; 50% ground	100%**	$25 / month	None	*See examples in refenced contract section, **Unless available for premium pay
	25.C.2,3 & 4	3.G.4.a	LOA 12	-	3.G.3.a	3.G.3.a	-	-	8.B.5, 8,C,3	25.G	26.Y.4	-	Contract 2013 as amended
Trans States Airlines (Waterski)	12 line holders 11 reserves	Yes*	14	246	4**	None	None	None	100%	150% 200%***	$25 / month	None	*Line Holders have Cancellation Pay - 100% line by line, block or better, **For reserves only, ***At discretion of company
	25.B.3.a.2 & d.2	3.F	12.E.1	-	LOA 2011-07	-	-	-	3.H.1	3.E.2	5.F.3	-	Contract 2011 as amended
Cape Air (Kap)	10	Yes	14	170	5	None*	None*	None*	100% for 135 50% for 121	100% or 150%**	Paid in full by company, no set amount per year. Reasonable amount.	Yes as needed	*Pilots are paid per duty hour not flight hour. **Paid above minimum, if it is over 40 hours per week, then it will be paid at 150%
	14.E.2	3.I	14.B	-	3.B.V.I.	-	-	-	3C1B	-	-	25.A.5	Contract 2012 as amended
Silver Airways (Silverwings)	11	Yes*	14	161	3, 4 on lost day	Greater of min day, credit, duty rig	1:2	None	50% for first 5 hours, then 100%	100%	$150 / yr**	None	*Greater of line value or actual flown except for named storms, than 50%; **For replacement only.
	6.D.3 & 4	6.H.8.a	8.A.1	-	3.H	3.B.1	3.B.1.c	-	7.D.1	3.D	5.J	-	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	Fly 4-5 days per week	Yes	FAA 135	NA	NA	NA	NA	NA	100%	100%	None	None	
CommutAir (CommutAir)	12/11	Yes	14	131	3.75	None	None	None	75%	100%*	$17.50 per month ($210 / yr)	None	*Additionaly incentive offered at company discretion,
	25.C.1-25.C.2	3.E.1	12.B.1	-	3.D.2.a	-	-	-	8.A.2	3.F.1	5.D.3	-	Contract 2015 as amended
Peninsula Airways (Penisula)	5 on 2 off												
Seaborne Airlines (Seaborne)	13												
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	10	No	FAA Part 117	NA	2.4	0	0	0	30%	100%	New Hire Paid by Company then $80 per year	No	
Island Air (Moku)	11/12* Line Holder, 11/10** Reserve	Yes***	FAA Part 117	123	3.8	None	None	None	100%	150%	Company issues 3 shirts, pants, replaces as worn	None	*12 days off during 31 day months, **Reserves have 3 options, Standard (20 days on), Min (17) & Max (23); ***Average pay, can be
	10.C.1.d; 10.C.1.e.(4)	4.E.1	10.B		4.B	-	-	-	4.F.1	4.A.4	15.AA	-	Contract 2016 as amended

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
						Over 2,000 Pilots						
ExpressJet (LXJT (Accey)	EMB-145XR, EMB-145, EMB-135	$45.26	75	$40,734	$98.18	$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	<5 = 2.5% 5<10 = 4% 10<15 = 5% 15<20 = 5.5% 20+ = 6%	25%	*Based on YOS; **Prorated 7/12ths of a day per month. ***110 Additoinal hours may be accured for any illness longer than 30 days, if more than 255 hours used at once acrual is 7 H/M. ****60-76 seat aircraft pay rates added with new contract extension, currenlty there are none on property.
	60-76 Seat A/C****	$49.98		$44,982	$107.83	$97,047						
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	CRJ-200	$46.44	75	$41,796	$101.80	$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50%of6% 7=75% of 6%	None	30%	*Vesting based on YOS, **1.2 Days per month of employment.
	CRJ-700, CRJ-900	$48.48		$43,632	$109.33	$98,397						
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	CRJ-200	$48.10	75	$43,290	$112.09	$100,881	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1-4 yrs, 4% 5-9 yrs, 6% 10 yrs, 10%	None	38%	*MMG for reserve pilots is 76. **Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards. ***H/M based on MMG of 75 hours. ****Based on YOS.
	CRJ-700	$50.99		$45,891	$118.82	$106,938						
	EMB-175	$51.17		$46,053	$119.27	$107,343						
	CRJ-900	$51.94		$46,746	$121.05	$108,945						
	-	3027.2	3008.5.A.3*	HRxMMGx12	3027.1	HRxMMGx12	3011.1**	3012.1		-		Pilot Agreeemnt signed August 2015
Republic Airways (Republic or Shuttle)	EMB-170 EMB-175	$57.43	75	$51,687	$129.39	$116,451	1 = 12.6 days 2 = 13.65 days 3 = 14.7 days 4 = 15.75 days 5 = 16.8 days 6 = 17.85 days 7 = 18.9 days 8 = 22.05 days 9 = 23.1 days 10 = 24.15	PDO* 1 Yr = 4.25 H/M 2 Yr = 4.94 H/M 3 Yr = 5.55 H/M 4-6 Yr = 6.00 H/M 7-9 Yr = 8.00 H/M 10-12 Yr = 12.00 H/M 13-15 Yr = 9.30 H/M 16+ Yr = 10.00 H/M No Max	1-5 = 3% 6-12 = 5% 13-15 =7% 16+ = 8%	None	35% for Legacy PPO Medical Plan 25% for PHP Pilot Health Plan 35% for TPO Traditional PPO Plan	*Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day.
	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8.A.1***	8.A.1	14.K		14.E	Contract 2015
Envoy formally American Eagle (Envoy)	EMB-145	$39.78	75	$35,802	$89.12	$80,208	<1yr = <7 dys*** 1-2yrs = 7 dys >2yrs = 14 dys >7yrs = 21 dys >16yrs = 28 dys	90dys-5yrs = 3.5hrs/month; >5 yrs = 4hrs/month	1-4 = 3.5% 5-9 = 5.25% 10-14 = 6.4% 15-19 = 7% 20+ = 8%	None	31% to 35% 1% increases per year	*New-hires are capped at 12th year pay for CA and 4 years for FO. **<1 is prorated.
	EMB-175				$93.90	$84,510						
	-	LOA**	LOA	HRxMMGx12	LOA*	HRxMMGx12	8	9.A	28.B**	28.B	28.A.3.b	Contract 2003 as amended

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
						500-2,000 Pilots						
Endeavor Air (Endeavor)	CRJ-200	$65.74	75	$59,166	$117.70	$105,930	<1yr=<7 dys*** 1-2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	3.5 H/M	100% Match: 1-5 = 3% 5-10 = 5% 10-20 = 8% 20+ = 12.5% Vesting**	None	32% for medical (35% 1/1/15), 25% dental	*Pay based on DOS+2 years, 1% increases every year; **Based on YOS, ***>1 year prorated
	CRJ-900	$67.09		$60,381	$122.20	$109,980						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A.3.b	14.A	28.B	28.B	27.A.2	Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200	$41.78	75	$37,602	$98.37	$88,533	< 1 = 7 days > 2 = 14 days > 7 = 21 days >14 = 28 days	0-5 = 3.5 H/M 5+ = 4 H/M 485 Max	50% Match: .5-5 = 2% 5-7 = 4% 7-10 = 8% 10+ = 8%*	.5-5 = 1.5% 5-7 = 2% 7-10 = 2.5% 10+ = 3.5%	27%	*75% after 10 YOS, **Vesting after 3 YOS.
	CRJ-700 CRJ-900	$43.29		$38,961	$106.67	$96,003						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A	14.A	28.C**	28.C	27.B.4	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	C200/E145	$52.00	76	$47,424	$92.58	$84,433	< 1 = 7 days > 2 = 14 days > 5 = 21 days >15 = 28 days > 20 = 35 days	0-1 = 1.52 H/M 2-4 = 2.17 H/M +5 = 3.0 H/M	50% Match: 0-9 = 6% 10+ = 10%	None	Based on rates set by company and insurance provider	
	C700/E170				$99.65	$90,881						
	C900/E175				$105.08	$95,833						
	C900-C				$108.00	$98,496						
	-	3.A	4.A.1*	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A	Contract 2017 as amended
Air Wisconsin (Wisconsin)	CRJ-200*	$49.98	75	$44,982	$109.29	$98,361	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days	3.75 H/M Max 375	3-4% = 1% 5-6% = 2% 7% = 3% 8% = 4% 9% = 5%	3%	25%	*1.5% Pay Raise every year on October 1st., 3.A.2, **Pilot must contribute first percentages to get company matching (second percentage)
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.B.2	14.A.1	28.B**	28.A	27.D.2.a	Contract 2003 as amended
Horizon Air (Horizon Air)	Q-400 ERJ-175	$49.43	80.5	$41,383	$119.19	$99,786	< 5 = 14 days > 5 = 28 days	3 H/M	6%	None	Company Discretion	*MMG based on 35 day bid period. Approximately 10.4 bid periods per year
	-	App. A.D	5.B.1	HRxMMGx10.4	App. A.B	HRxMMGx10.4	13.B	14.A.1	27.C	27.C	27.A	Contract 2012 as amended
Compass Airlines (Compass)	E-170, E-175	$45.80	75	$41,220	$111.24	$100,116	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	0-2 = 3 H/M 2-5 = 3.25 H/M 5+ = 3.5 H/M Max 450	50% Match: 9m-4 = 4% 3-5 = 6% 6+ = 8%	None	29% Employee, 34% Family	*Contract is based on months of service for vacation accural, converted to years for comparison, first year is prorated;
	-	3.D	4.A.1	HRxMMGx12	3.D	HRxMMGx12	7.A.2**	14.A	28.B.2	-	27.B.2	Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700	$44.33	75	$39,897	$111.24	$98,781	> 1= 7 days 2-5 = 14 days 6-13 = 21 days +14 = 28 days	0-2 = 2 H/M 2-6 = 3 H/M +6 = 4 H/M Max 300	9mo-2yr 4% 3-6 = 6% +7 = 8%*	None	Emp: $147.78 Emp + 1: $363.85 Emp + 2 or more $554.44	Reserve MMG is 70, Line holder MMG is 74, *Company match 50%
	-	5.A.1.b	5.N.1	HRxMMGx12	5.A.1.a	HRxMMGx12	13.A.1	14.A	27.D.1	27.D	27.B.1	Contract 2016 as amended

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Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
							Under 500 Pilots					
Piedmont Airlines (Piedmont)	Q-100, Q-300	$40.33	75	$36,297	$89.98	$80,982	> 1 = 5 days*** < 1= 5 days 2-7 = 10 days 7-13 = 15 days +14 = 20 days	4 H/M	50% Match: <4 = 6% 4-9 = 9% 10-14 = 10% 15-19 = 11& 20+ = 12%	1%	Set amount** 2016 Max 17%	*50% match based on YOS, **See chart at referenced contract section; ***First year is prorated.
	-	3.B	3.C.1	HRxMMGx12	3.A	HRxMMGx12	7.A.4	14.A.1	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
Trans States Airlines (Waterski)	ERJ-145	$45.67	75	$41,103	$106.07	$95,463	< 1 = 7 days** 2 - 5 = 14 days 6 -13 = 21 days +14 = 28 days	0-2 = 3 H/M 3-5 = 3.5 H/M +6 = 4 H/M 450 Max	9+ mos = 4% 3-6 = 6% 7+ = 8% 50% Match	None	35% Employee, 35.9% Emp +2	*Line holder lines built to a minimum 80 hours, **First year is prorated.
	-	3	3.C.1*	HRxMMGx12	3	HRxMMGx12	7.A.1	14.A	28.D	-	27.C.2	Contract 2011 as amended
Cape Air (Kap)	ATR-42, C402, BN2	$12.72	40	$26,458	$30.02	$62,442	1 = 7 Days 2 = 14 Days 5 = 21 Days **+ 10 = 35 Days**		up to 4%**	None	50%	*Pay is per duty hour and minimum pay per week is 40 hours; **25% matching
	-		Per week*	HRxMMGx52		HRxMMGx52	8.A.1		5.G.1	-	5.A & B	Need contract
Silver Airways (Silverwings)	Saab 340b	$39.03	75	$35,127	$83.07	$74,763	< 1 = 7 days** 2-6 = 14 days 7-10 = 21 days +11 = 28 days	4 H/M 160 Max	4%*	None	40% for employee, 75% for family	*25% matching, **First year prorated
	-	3.L	3.G	HRxMMGx12	3.L	HRxMMGx12	11.A.1	13.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	All	Salary	160 Units of Pay	$31,000	Salary	$89,650	1.16 Days per month		5%	None	$198 per month	
CommutAir (CommutAir)	Q-200, Q-300, ERJ-145	$45.62	75	$41,058	$106.36	$95,724	1 = 7 days 1-5 =14 days 5-11 = 21 days 11+ = 28 days	2.5 H/M	up to 6%**	None	30.0%	*FO max out at 6 years, CA max out at 20 years ERJ. **50% based on YOS
	-	3.M	3.D.1*	HRxMMGx12	3.M	HRxMMGx12	7.A.1	14.A.2	28.D.1	28	27.C	Contract 2015 as amended
Peninsula Airways (Penisula)	Saab 340A, Saab 340B*											
	-											Need contract
Seaborne Airlines (Seaborne)	DHC-6-300	$44.00	75	$39,600	$93.00	$83,700			Yes*			*Based on profitability
	S340	$40.00		$36,000	$69.00	$62,100						
	-			HRxMMGx12		HRxMMGx12						Need contract
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	B1900, DH-8	$64.00	60	$37,440	$117.00	$84,240	2.9 Hours Per Week	2 Days Per Year	2%	None	$450-$500 / Mo. $750-$800 / Mo.	
	-			HRxMMGx12		HRxMMGx12						Need contract
Island Air (Moku)	Q-400	$61.88	80	$59,405	$123.60	$118,656	< 1 = 15 days +3 = 19 days +5 = 23 days	7.6 H/M 480 Max 720 Max*	1-3 = 1% 3-6 = 5% 6-8 = 3% 8-10 = 2% 10-12 = 1% 12+ = 0%	1-3 = 1% 3-4 = 3% 4-5 = 4% 5-6 = 5% 6-8 = 7% 8-10 = 8% 10-12 = 9% 12+ = 10%	0% for employee, full cost for family, after 3rd year then 0% for all	*After 5 YOS.
	-	3.A	4.A.2	HRxMMGx12	3.A	HRxMMGx12	5.A	12.A.1	LOA 2	LOA 2	14.A	Contract 2016 as amended
	Aircraft Types	**FO Top Out Pay (Hourly)**	**MMG**	**Base Pay**	**Top CA pay**	**Base Pay**	**No. of Vacation weeks & accrual**	**Sick Time Accrual**	**401(K) Matching (%)**	**401(K) DC**	**Percentage of health care employee pays**	**Notes**

Disclaimer: Gray blocks contain contract sections or date acquired. Data with contract sections may be abbreviated and/or inaccurate, please consult the most current contract section for specific contractual language. Data that does not have a contract section reference number, was obtained on-line in some form and may be inaccurate. While trying to provide the most up to date information not all sources can be verified at this time. If you notice a discrepancy and/or have a correction please email Craig.Pieper@AeroCrewSolutions.com.

ABQ **Albuquerque, NM**
Ameriflight, LLC

ACK **Nantucket, MA**
Cape Air

ALB **Albany, NY**
Cape Air

ANC **Anchorage, AK**
Horizon Air
Peninsula Airways
Corvus Airlines

ATL **Atlanta, GA**
ExpressJet Airlines
Endeavor Air

AUG **Augusta, ME**
Cape Air

BFI **Seattle, WA**
Ameriflight, LLC

BIL **Billings, MT**
Cape Air

BOI **Boise, ID**
Horizon Air

BOS **Boston, MA**
Peninsula Airways
Cape Air

BQN **Aguadilla, PR**
Ameriflight, LLC

BUF **Buffalo, NY**
Ameriflight, LLC

BUR **Burbank, CA**
Ameriflight, LLC

CGI **Cape Girardeau, MO**
Cape Air

CLE **Cleveland, OH**
ExpressJet Airlines

CLT **Charlotte, NC**
PSA Airlines

CMH **Columbus, OH**
Republic Airways

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CVG Cincinnati, OH
Ameriflight, LLC
PSA Airlines

DAY Dayton, OH
PSA Airlines

DCA Washington, DC
Republic Airways
PSA Airlines

DEN Denver, CO
Skywest Airlines
GoJet Airlines
Great Lakes Airlines

DFW Dallas, TX
ExpressJet Airlines
Envoy
Ameriflight, LLC
Mesa Airlines

DTW Detroit, MI
ExpressJet Airlines
Endeavor Air
Compass Airlines

EIS Tortola, BVI
Cape Air

EWB New Bedford, MA
Cape Air

EWR Newark, NJ
ExpressJet Airlines
Republic Airways
Ameriflight, LLC
CommutAir

FAT Fresno, CA
Skywest Airlines

FLL Fort Lauderdale, FL
Silver Airways

GDV Glendive, MT
Cape Air

GEG Spokane, WA
Horizon Air

GGW Glasgow, MT
Cape Air

GUM Guam
Cape Air

HNL Honolulu, HI
Island Air

HPN White Plains, NY
Cape Air

HVR Havre, MT
Cape Air

HYA Hyannis, MA
Cape Air

IAD Washington, DC
Mesa Airlines
Trans States Airlines
Silver Airways
CommutAir
Air Wisconsin

IAH Houston, TX
ExpressJet Airlines
Skywest Airlines
Mesa Airlines

IND Indianapolis, IN
Republic Airways

IRK Kirksville, MO
Cape Air

JFK New York City, NY
Endeavor Air

LAN Lansing, MI
Ameriflight, LLC

LAX Los Angeles, CA
Skywest Airlines
Compass Airlines

LEB Lebanon, NH
Cape Air

LGA New York City, NY
ExpressJet Airlines
Republic Airways
Endeavor Air

MAZ Mayaguez, PR
Cape Air

MCI Kansas City, MO
Republic Airways

MCO Orlando, FL
Silver Airways

MDT Harrisburg, PA
Piedmont Airlines

MFR Medford, OR
Horizon Air

MHT Manchester, NH
Ameriflight, LLC

MIA Miami, FL
Republic Airways
Ameriflight, LLC

MKE Milwaukee, WI
Air Wisconsin

MSP Minneapolis, MN
Skywest Airlines
Endeavor Air
Compass Airlines

MSS Massena, NY
Cape Air

MVY Martha's Vineyard, MA
Cape Air

MWA Marion, IL
Cape Air

OGS Ogdebsburg, NY
Cape Air

OLF Wolf Point, MT
Cape Air

OMA Omaha, NE
Ameriflight, LLC

ONT Ontario, CA
Ameriflight, LLC

ORD Chicago, IL
ExpressJet Airlines
Skywest Airlines
Republic Airways
Envoy
GoJet Airlines
Trans States Airlines
Air Wisconsin

ORF Norfolk, VA
PSA Airlines

OWB Owensboro, KY
Cape Air

PDX Portland, OR
Skywest Airlines
Horizon Air
Ameriflight, LLC

PHL Philadelphia, PA
Republic Airways
PSA Airlines
Piedmont Airlines

PHX Phoenix, AZ
Skywest Airlines
Mesa Airlines
Ameriflight, LLC
Great Lakes Airlines

PIT Pittsburgh, PA
Republic Airways

PSP Palm Springs, CA
Skywest Airlines

PVC Provincetown, MA
Cape Air

PVD Providence, RI
Cape Air

RDU Raleigh-Durham, NC
GoJet Airlines

RKD Rockland, ME
Cape Air

ROA Roanoke, VA
Piedmont Airlines

RUT Rutland, VT
Cape Air

SAT San Antonio, TX
Ameriflight, LLC

SBY Salisbury, MD
Piedmont Airlines

SDF Louisville, KY
Ameriflight, LLC

SDY Sidney, MT
Cape Air

SEA Seattle, WA
Skywest Airlines
Horizon Air
Compass Airlines

SFO San Francisco, CA
Skywest Airlines
Ameriflight, LLC

SJU San Juan, PR
Ameriflight, LLC
Seaborne Airways
Cape Air

SLC Salt Lake City, UT
Skywest Airlines
Ameriflight, LLC

SLK Saranac Lake, NY
Cape Air

STL St. Louis, MO
GoJet Airlines
Trans States Airlines

STT St. Thomas, USVI
Cape Air

STX St. Croix, USVI
Seaborne Airways
Cape Air

TBN Fort Leonard Wood, MO
Cape Air

TPA Tampa, FL
Silver Airways

TUS Tucson, AZ
Skywest Airlines

TYS Knoxville, TN
PSA Airlines

UIN Quincy, IL
Cape Air

Mainline Flight Attendants

General Information

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Number of FA's	Union	Average Reserve Time	Most Junior Base	Most Senior Base	Bases	Notes
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	None	Company Provided; Double Occupancy			APFA				BOS, CLT, DCA, DFW, LAX, LGA, MIA, ORD, PHL, PHX, RDU, SFO, STL	
												Contract 2014, As Amended
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	No hourly wage, $24/day perdiem	DoubleTree or Holiday Inn Express	$24/day ($1/hour)	1,000	TWU*		N/A**	N/A	BLI, FLL, HNL, IWA, **LAS,** OAK, PGD, PIE, SFB	*(currently in contract negotiations) **F/A candidates are allowed to give preference of base during interview process. We do out best to accommodate those requests, but cannot always place candidates at their first preference
						May/2016						
Total Flight Attendants						1,000						

| | Aircraft Types | 2 Digit Code | Pay During Training | Hotel during new hire training | Per Diem | Number of FA's | Union | Average Reserve Time | Most Junior Base | Most Senior Base | Bases | Notes |

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Min Day Credit	Min Trip Credit	Incentive Pay	Downtown Hotel	Deadhead Pay	Open time pay	Uniform Reimbursement	Job Shares Available	Jetway Trades	Notes
American Airlines (American)	10	Partial	15 Dom 18 Int	5	10-15			100%	100%	No			
Allegiant Air (Allegiant)	11*	Scheduled or better - greater of the two values.		0	0	Each FA crew will receive 8% commission based on gross sales. An augmented crew will receive 10%.		$20/hour for scheduled DH time	Value of Trip	Initially uniforms are provided by the Company. Upon completion of the first year, crews will receive an annual allowance			*Minimum of 11 days off per month, except in peak periods when they can "buy down" to 8 days off (3 peak months identified by the Company).

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Min Day Credit | Min Trip Credit | Incentive Pay | Downtown Hotel | Deadhead Pay | Open time pay | Uniform Reimbursement | Job Shares Available | Jetway Trades | Notes |

Additional Compensation Details

	Aircraft Types	FA Starting Pay	MMG	Base Pay	FA Top Out Pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
American Airlines (American)			70						None	Yes*	Varies	*Based on age
Allegiant Air (Allegiant)												

| | Aircraft Types | FA Starting Pay | MMG | Base Pay | FA Top Out Pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |

Regional Flight Attendants

General Information

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Do Business For	Number of Flight Attendants	Union	Average Reserve Time	Most Junior Base	Most Senior Base	Bases	Notes
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	EV	None	None	Dual Occupancy Paid for by company*	$1.70	United American		IAM				EWR, **IAH**, ORD, CLE, DFW**	*If FA lives 25 miles or more away from traning center, **AA flying out of DFW
						7.D								
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	EV	None	None	Dual Occupancy Paid for by company	$1.60	Delta American		AFA				**ATL**, DFW, DTW	
				5.E		6.C								
							Total							
PSA Airlines (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	OH	None	Yes	Yes	1.80 / hour effective 11-1-16	AA	900	AFA	8- 12 months	CVG	CLT-DAY	CLT, CVG, DAY, TYS	
Total Flight Attendants								900						

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Min Day Credit	Min Trip Credit	Incentive Pay	Downtown Hotel	Deadhead Pay	Open Time Pay	Uniform Reimbursement	Job Shares Available	Jetway Trades	Notes
ExpressJet (LXJT) (Accey)	12/10 or 11	Yes	13.5	1:04		Holiday Pay $5.00 per hour	Yes	50%	100% or 150%*	Initial paid by FA 75 Points Per Year**	Yes	Yes	*At the discretion of the company. **Dress 19 pts, Skirt 13 Pts, Blouse 8 Pts etc..,
	5.A.4	4.N	7.B.7	4.S		4.Q	7.A.2	LOA	4.V	14			
ExpressJet (LASA) (Accey)	10	Yes	14	3:45 or 1:2* 1:1**		Holiday Pay 150%	No	100%	100%	Initial paid by FA $200 Per Year			* 1:2 up to 12 hours of duty, **1:1 after 12 hours of duty
	7.D.2	7.R.2	9.B.3	5.C.1		5.O	6.A	5.D.1	5.L	18			
PSA Airlines (Bluestreak)	10	Yes for cancellations	$14	N/A	N/A	150% Thanksgiving and Christmas	Yes In some cities	yes	above guaranee	Initial new hire - NO / $250 annual uniform allowance	N/A		

Additional Compensation Details

	Aircraft Types	FA Starting Pay	MMG	Base Pay	FA Top Out Pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
ExpressJet (LXJT (Accey)	EMB-145XR, EMB-145, EMB-135	$19.00	80	$18,240	$38.00	$36,480	1-4 Yrs 7 Days 5-9 Yrs 14 Days 10-17 Yrs 21 Days 18-24 Yrs 28 Days 25-29 Yrs 35 Days 30+ Yrs 37 Days	5 Hours Per Month	>5 Yrs 4% 5-10 Yrs 5% 10+ Yrs 6%	>5 Yrs 1.5% 5-10 Yrs 1.75% 10-15 Yrs 2% 15-20 Yrs 2.5% 20-25 Yrs 3% 25+ Yrs 3.5%		
	-		4.A	HRxMMGx12	4.A	HRxMMGx12	8.B.2	9.A	22.E	22.E		
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	$18.38	75	$16,542	$37.31	$33,579	1-6 Yrs 14 Days 7-15 Yrs 21 Days 16-19 Yrs 28 Days 20+ Yrs 35 Days	3.75 Hours Per Month	1 Yr 20% of 6% 2 Yr 30% of 6% 3 Yr 40% of 6% 4 Yr 50% of 6% 7 Yr 75% of 6% 8 Yr 75% of 8%	None	0%	
	-	5.A	5.B	HRxMMGx12	5.A	HRxMMGx12	12.A.2	13.A.1	24.B	24	23	
PSA Airlines (Bluestreak)	CRJs	$17.89	72	$15,457	$31.03	$26,810	+1 yr - 1 wk +2 yrs - 2 wks +7 years - 3 wks +14 years - 4 wks	3.0 / Month	+6 Months - up to 2% +5 years - up to 3% +15 years- up to 3.5%	N/A		
	-			HRxMMGx12		HRxMMGx12						

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

Career Services

Application Review
Career Consulting
Resume Critique
Interview Prep

Upcoming Virtual Pilot Job Fairs

Friday, October 26th, 2018

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