

JANUARY 2019

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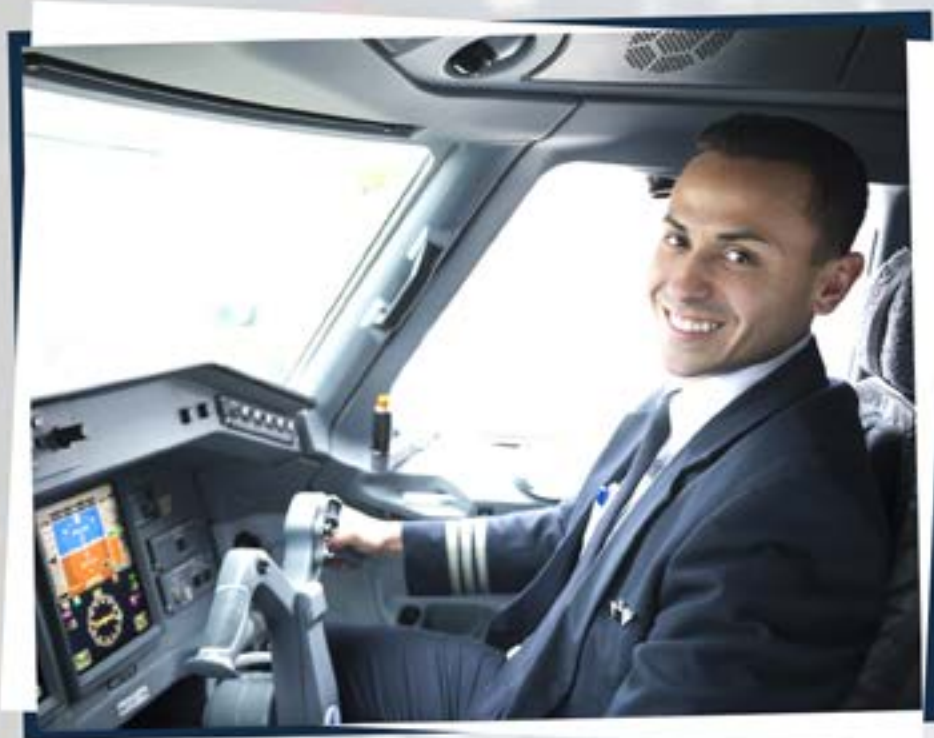


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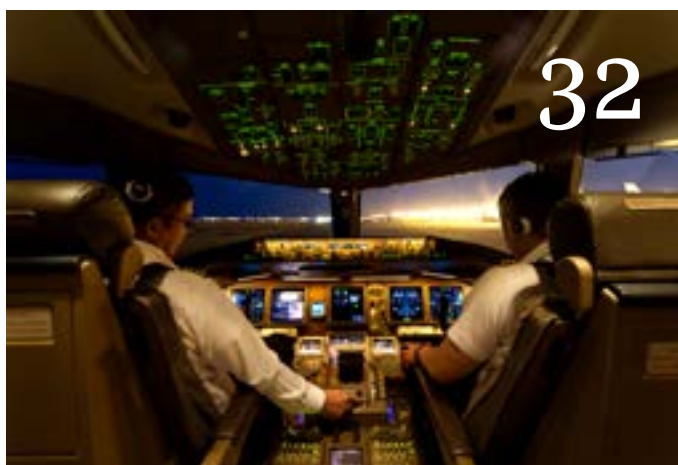
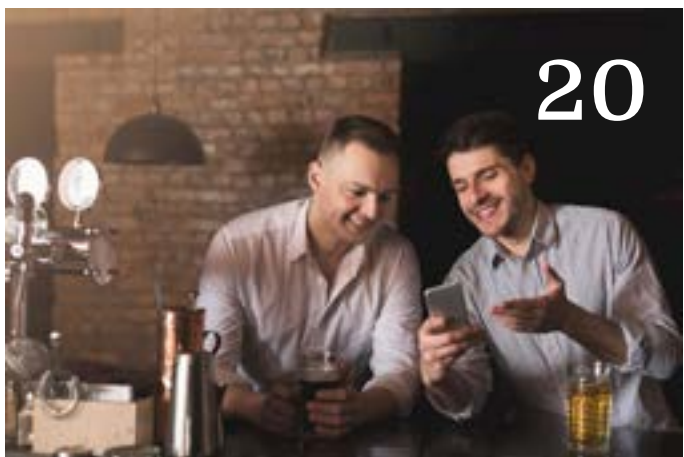
**Better work rules**

**A broader path  
to United**

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# Dear readers,

I want to wish everyone a very happy New Year! With every passing ball-drop, we are reminded of what we faced over the last year, what resolutions were accomplished and which ones we failed. I was never big on New Year's resolutions, but this year, I'm making a few. But, I'm going to keep them to myself out fear of not following through. Eating crow is not a preferred dish. I am happy to report that I have received some much-awaited good news that puts one of my resolutions well into motion. I promise more to come on that story.

I am very pleased to announce one resolution (that truly became a goal) that has been accomplished – the launch of Aero Crew Marketing, another wing of the Aero Crew brand. Unique positioning within our niche has provided the opportunity to reach hundreds of thousands of flight crew personnel – a valuable service we can provide to those seeking marketing and recruitment solutions. If you click on this brief [video](#), you'll understand better than I can explain it here. For details and inquiries, we invite you to email Nate Racine: [Nate.Racine@aerocrewsolutions.com](mailto:Nate.Racine@aerocrewsolutions.com).

The celebration of the New Year is a time to reflect on our good fortune, professionally and personally. I'm always grateful pleased to be a part of the growth of this publication. Month after month we strive to provide valuable information and to continue to improve. I wish to thank all those who contribute to our growth and success, and I look forward to another terrific year of Aero Crew News.

I am supremely excited to begin 2019 and I hope you are too! As always, I'd love to hear from you.

Fly Safe,

*Craig D. Pieper*

Craig Pieper

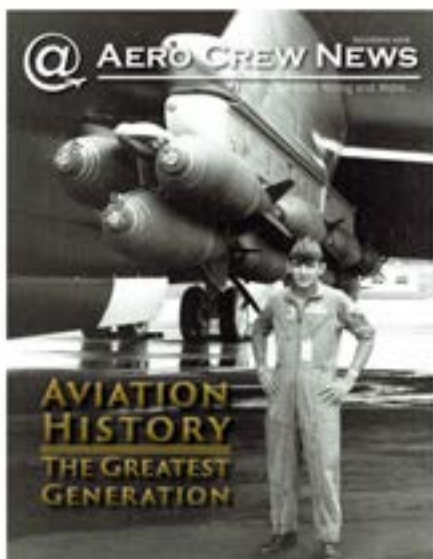
## About the Publisher

**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 7,000 hours of flying time since his introductory flight on November 14th, 1992.



# December 2018

In keeping with our mission to inform and entertain, we're published some valuable and interesting articles for you in December. Be sure to read the touching feature story about a brave WWII pilot, Lt. Dan Healey. Author Mike Davis provides insight into the life and times of his neighbor and fellow pilot. And while you're digesting history, learn how deep and wide the roots of the university of aviation go into the history of aviation itself. The piece was first published for Embry-Riddle Aeronautical University's 90<sup>th</sup> anniversary and as a feature story for Legends of Aviation. Joshua Dils' fitness column this month offers some excellent suggestions for keeping on track and keeping your "head on straight" during the challenges presented by the holidays. Valerie Walker's *Self-Defense for Crews* wraps up this month with the third installment in which tools and targets are covered. Jose Vega's piece reminds us of the importance of exercising flexibility (of the personality variety) with our colleagues. Mortgages and home selling are complementary pieces offered by Jonathan Kulak and Tracy DuCharme, respectively, each with some good things to keep in mind if you find yourself in the hunt to buy or sell, or both. Another entry for advice and explanation comes from Glenn Nevola in his piece titled, *Volatility in the Markets*. We will all be better conversationalists at the holiday cocktail parties or while waiting for a flight with the information and factual history in the pages of this month's Aero Crew News. Please enjoy and have a memorable season filled with peace.



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## Dallas CEO Magazine Honors Fábregas For Fourth Consecutive Year



Image Courtesy of Envoy

**E**nvoy Air Inc., a wholly owned subsidiary of American Airlines Group, is proud to announce that President and CEO Pedro Fábregas was chosen for the fourth consecutive year as one of Dallas-Fort Worth's top leaders in D CEO Magazine's 2019 Dallas 500 special edition, honoring the most powerful business leaders in the DFW metroplex.

To select the honorees, magazine editors embark on months of research and countless interviews with leaders from different industries. Each year, they repeat the process to confirm if candidates deserve a repeat inclusion. In the special edition, honorees share business and life advice, toughest challenges they had to overcome in their careers, hobbies, thoughts for the future and other facts.

Fábregas' leadership philosophy at Envoy is founded on providing safe, high-quality service at a competitive cost, while his work ethic follows strict standards of respect and dignity for all employees and colleagues.

"I represent a team of employees who are motivated, engaged, inspired and energetic and who give it their all to maintain safe and reliable operation for the customers of American and American Eagle," said

Fábregas. "This award is a testament to what they do every day. I'm incredibly proud of our team."

### About Envoy

Envoy Air Inc., a wholly owned subsidiary of American Airlines Group, operates more than 170 aircraft on nearly a 1,000 daily flights to more than 150 destinations throughout the United States, Canada, Mexico, the Bahamas and Caribbean. The company's more than 16,000 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, New York and Miami, 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



Image Courtesy of CommutAir

## CommutAir, a United Express Carrier, Increases Pilot Sign-On Bonus to \$45,000 and Offers Immediate Captain Upgrades

**C**ommutAir, a [United Express](#) regional carrier, announced it is increasing its [pilot](#) sign-on bonus to up to \$45,000 for [captain-qualified candidates](#). In addition, to support its massive growth, the company has immediate captain upgrade opportunities for qualified new hires.

Pilots with 1,000 Part 121/135 applicable hours can take advantage of CommutAir's increased \$45,000 sign-on bonus. The [Cleveland-based carrier](#) is growing at a record pace and expects to hire or promote 200 captains over the next two years as it continues to grow its all-jet fleet.

Qualified candidates entering captain training will see total first-year benefits and compensation package of up to \$117,000. In addition to top-tier compensation and benefits, CommutAir pilots enjoy a fast and direct path to a United Airlines flight deck via the [United Career Path Program \(CPP\)](#).

"Pilots wishing to fly for United Airlines need to look no further," said Joel Raymond, Chief Operating Officer. "Our ability to provide immediate upgrades allows us to fuel our growth while providing incoming pilots with an incredible opportunity to join United Airlines."

To learn more about this program, please visit [www.flycommutair.com/captain-eligible-pilots/](http://www.flycommutair.com/captain-eligible-pilots/)

### [Careers](#)

CommutAir will continue its growth plan toward an all-jet fleet of 61 [Embraer](#) aircraft and is actively hiring 400 pilots over the next two years. Its industry-leading benefits include:

- Immediate upgrades
- Top-Tier pay and benefits – the industry's first and best Commuter policy
- [Electronic Flight Bags \(EFB\)](#) for cockpit crew members

### **About CommutAir**

Founded in 1989, CommutAir operates as United Express and is majority-owned by Champlain Enterprises, Inc. and 40% owned by United Airlines, Inc. CommutAir operates ~1,000 weekly flights to 40+ destinations, using the Embraer ERJ145 aircraft, from bases in Newark, NJ, and Washington-Dulles. CommutAir's 900+ employees are well-known in the industry for fostering a family culture and a friendly work environment. [www.flycommutair.com](http://www.flycommutair.com). [ACN](#)



Flying Colours outfits final medevac interior of *Bombardier Challenger 650* aircraft trio.

## Flying Colours Corp. Completes Trio of Bombardier Challenger 650 Jets in Medevac Format

**F**lying Colours Corp. the maintenance, refurbishment and completion specialist, has completed the industry's first trio of *Bombardier Challenger 650* medevac interiors. Number three, under contract from Bombardier Specialized Aircraft, was completed in December and has already arrived at Swiss Air-Rescue Rega's base in Switzerland alongside the first two aircraft which were completed earlier this year. The third jet replicates the format of the first two cabins and is kitted out to meet the needs of demanding medevac operations.

Working in conjunction with Aerolite, the medical equipment specialists, and the Bombardier Specialized Aircraft team, Flying Colours designed, manufactured and installed the majority of the non-medical monuments, furnishings and interior components. When in full operation the cabin functions as a fully operative Intensive Care Unit for up to two patients with attending medical experts or can be easily configured to support transport of up to four patients. The spacious cabin can also accommodate specialized medical equipment as needed.

To improve the passenger, patient and clinician experience, the cabin design emulates a multi-purpose clinical environment. The calming grey and white interior is accented with red handles and fixings, and significant consideration was given to soundproofing. In the aft section a duo of galleys incorporates Enflite ovens, coffee makers and customized double-width fridges that provide extra space to store medical supplies. A lavatory is also located next to the baggage area with

the overall layout ensuring easy egress and access for the patients and medical teams. With reduced noise levels and a practical layout, as well as the Challenger 650 aircraft's widest-in-class cabin and smooth ride, this air ambulance offers passengers, clinicians and patients a superior flight experience during what can be a stressful time.

The aircraft are instantly recognizable by those needing to identify them at airports around the globe. The Flying Colours dedicated paintwork team completed a striking exterior look featuring a solid red flash across the front portion of the fuselage and a red and white design element on the tail.

"We are extremely pleased with the successful completion of these three incredible aircraft. The intelligently designed interiors ensure crew and clinicians can effectively operate no matter how challenging the environment. Patients and passengers benefit from an extremely comfortable medical environment, which we recognize in some cases will be life-saving. We understand that the first two aircraft are already working hard and that this third and final *Challenger 650* aircraft will be a welcome addition to the fleet," said Sean Gillespie, Executive VP Flying Colours. "It was an exciting project to work on as we completed each aircraft to the highest quality on time and on budget. The complexity and very specific requirements of these aircraft demonstrate the expertise within our special missions team and we look forward to working on similar projects in the near future." [ACN](#)



Image Courtesy of ExpressJet

## ExpressJet Awarded New E175-SC Aircraft, Announces Change in Ownership

**E**xpressJet made two significant announcements on Tuesday that will set the airline on course for a stronger future – the award of new Embraer E175-SC aircraft and a change in ownership.

United Airlines awarded ExpressJet flying for 25 new E175-SC aircraft flying under the United Express banner. The E175-SC (special configuration) will have 70 seats versus the standard 76-seat configuration E175. ExpressJet plans to begin operating the E175-SCs in the second quarter of 2019.

According to United, the 25 E175-SC aircraft awarded to ExpressJet will replace other, older regional jets flying in the United Express system.

Also on Tuesday, ExpressJet parent company SkyWest, Inc., announced the sale of ExpressJet to ManaAir, LLC, a company in which United Airlines will take a minority interest. The transaction is expected to be complete in early 2019.

The E175-SC award, change in ownership and recent ratification of a top-tier pilot contract once again make ExpressJet a highly attractive option for pilots. Plus, the airline reports that it has immediate openings for pilot training classes and encourages interested pilots to apply on its website or to reach out directly. ExpressJet pilots are also eligible for the United Career Path Program. [ACN](#)



## Sharing the Aloha vibes: Alaska Airlines begins nonstop service between Sacramento, California and Kona, Hawaii

Carrier continues #MostWestCoast offering of most nonstops between the West Coast and the Hawaiian Islands

Just in time for the holidays, Alaska Airlines begins nonstop service today between Sacramento International Airport and Ellison Onizuka Kona International Airport at Keāhole on the Island of Hawaii.

Alaska Airlines is expanding access to the Hawaiian Islands for Northern California residents looking to head to the beach. The new, three-times weekly flight is the only nonstop and fastest way for Sacramentans to get to visit the largest of the Hawaiian Islands. Alaska also offers nonstop service from Sacramento to Maui, Hawaii.

“Our Sacramento guests can start their vacation the minute they step onto the plane, with our assigned seating, plentiful in-flight entertainment, and delicious food and beverage menu – including Hawaiian-favorite POG juice,” said Annabel Chang, Alaska Airlines’ vice president of Bay Area. “We are excited to share the Aloha vibes with our Norcal flyers by offering the most nonstop flights from the West Coast to Hawaii, what we call #MostWestCoast.”

Effective Dates	City pair	Departs	Arrives	Frequency	Aircraft
Dec. 20 – Jan. 5	Sacramento - Kona	12:15 p.m.	4:11 p.m.	Tue, Thur, Sat	737
Dec. 20 – Jan. 5	Kona – Sacramento	3:25 p.m.	10:52 p.m.	Mon, Wed, Fri	737
Jan. 6	Sacramento - Kona	11:45 a.m.	3:50 p.m.	Tue, Thur, Sat	737
Jan. 6	Kona – Sacramento	12:00 p.m.	7:25 p.m.	Tue, Thur, Sat	737

As Alaska continues to improve nonstop travel from key focus cities around California, the airline remains committed to low fares and excellent service for guests. With the lowest average fares and the most flights from the West Coast to Hawaii\*, Alaska averages 29 daily departures to the Hawaiian Islands from 10 West Coast cities, which includes six California destinations: Los Angeles, Sacramento, San Diego, San Francisco, San Jose and Oakland.

“Alaska Airlines has been a wonderful partner of ours for over a decade, and we are grateful for this new service to support guests wishing to have an easier connection point to the Hawaiian Islands from Northern California,” said Island of Hawaii Visitors Bureau Executive Director Ross Birch. “With the direct route from Sacramento to Kona, visitors can easily experience our destination’s beautiful scenery, exciting activities, and delicious local cuisine.”

Alaska Airlines’ guests can enjoy assigned seating; award-winning service in a three-class cabin that includes First Class and Premium Class; and nearly 500 free movies and TV shows. Flyers can earn and redeem miles with Alaska’s highly-acclaimed [Mileage Plan](#) program, with award travel that starts at only 5,000 miles. With Alaska and its [Global Partners](#), members can travel to more than 900 destinations around the world.

Alaska understands onboard products and amenities matter to guests. Upgrades are well underway to provide high-speed satellite Wi-Fi connectivity, and a new food and beverage program has been introduced that embodies Alaska’s West Coast vibe by featuring fresh, local ingredients along with new selections of craft beers and local wines. [ACN](#)



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## It's a Small World After All!

WRITTEN BY: ROBBIE GOMEZ

**W**e all know (or at least have heard) that memorable song in the title of this piece, but aside from driving parents at a certain theme park crazy, it does present an amazing message; it is a small, small world. And the saying is true, "It's not what you know, it's who you know." Networking is the key to opening new doors and moving forward in one's career.

Despite the 800,000 licensed pilots in the U.S., the aviation community (especially the corporate side) is smaller than you might think. Walk into any crew lounge at an FBO and there is a good chance that someone lounging around knows someone you know, or may even have even heard of you. I know it seems like a stretch but it happens all the time. Just, the other night while on a layover, I was speaking to a gentleman at the hotel bar and turns out that he is a pilot for a Part 91 operation out of Orlando. Through our conversation, I learned that he knew my former employer and had heard about me. This example brings up a good point; always leave the best impression, because word and reputation travel fast. Toward the end of our conversation, he handed me his business card and said if I ever wanted to go to the Part 91-side of flying, he could set up an interview with the owner of the plane.

Networking can come in handy when you least expect it. After I finished my multiengine rating, I stayed in touch with the DPE who conducted my checkride. After a month or so of job searching, I received a call from her asking if I would be interested in an SIC job on a CE-550 for a startup Part 135 company that a colleague of hers was starting. Needless to say, that one phone call opened up a world of opportunity for me.

Organizations like Professional Pilots of Tomorrow, Latino Pilots Association, Organization of Black Aerospace Professionals, and Women in Aviation International offer some amazing networking opportunities that can seriously come in handy (especially when you are trying to get an interview, or have an upcoming interview with your dream carrier). So strike up a conversation with others in the FBO, join pilot organizations, and stay in touch with those you meet at conventions and job fairs. You never know who will be the ticket to the next step in your career. Your dream job may be closer than you think. [ACN](#)



### About the Author

**Robbie Gomez** is an MCO-based pilot for PlaneSense flying the PC-12NG. [Read more](#)



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# Home Renovations to Tackle Before you List for Sale

## Which Renovations to Do, and How to Get Them Done Properly

WRITTEN BY: TRACY DUCHARME

**Y**ou've just decided to sell your home — and now you're thinking of what you can do to increase your home's value before putting it on the market. To avoid making costly mistakes, it's important to know which home improvement projects can actually add value to your home and raise your asking price. Whether you'll be focusing on attracting first-time homebuyers or luxury homebuyers, consider the following five key renovations to increase your home's value.

## 1. Spice Up the Kitchen

Is your kitchen completely functional and ready to use right away? Homebuyers will be drawn to your property if the kitchen is up-to-date and in good condition, allowing the next homeowners to prepare meals worry-free immediately after moving in.

You don't necessarily have to splurge on your kitchen upgrade. Focus on doing critical minor repairs, such as upgrading your kitchen faucets or updating a stained countertop. Change cabinet hardware and paint, and breathe life to the room by replacing the curtains. If your kitchen appliances are seriously outdated and your budget allows, you may want to invest in stainless steel-finished appliances for a modern, high-end vibe.

## 2. Renew the Bath

A clean, tidy and refreshing bathroom increases the appeal of your home. Give it a makeover by mounting a new mirror, enhancing the lighting, changing the shower curtain and adding decorative accents — and choose matching designs and finishes for a well-coordinated look. Additionally, consider installing a water-efficient toilet, corrosion-resistant faucet and granite vanity top. If you want durable but affordable flooring, vinyl floors are a smart choice.

### 3. Paint the Walls with Neutral Colors

A new coat of paint can do wonders in reviving walls and livening up your home overall. Repaint only where necessary rather than repaint the entire house — and be sure to choose a paint that effectively hides the old one. The bath, kitchen and boldly colored walls are key areas that usually need repainting.

Select neutral palettes instead of bold colors, as homebuyers have varying tastes and preferences. Neutral colors are easier to work with when personalizing the home interior. Allow homebuyers to envision themselves living in your home, and don't put them off with brightly painted walls.

## 4. Improve Curb Appeal

Your chances of making a great first impression are much higher when your home's exterior looks inviting. Transform the look of your house from the outside by repainting the front door, trimming overgrown bushes and displaying beautiful potted plants. Architectural roofing shingles deliver superior weather protection while boosting your home's curb appeal.

## 5. Make Your Home Energy-Efficient

Your home's energy efficiency can be a major factor affecting the purchase decision of potential homebuyers. To cut your utility bills, ensure your home is well-insulated and the water heater is operating efficiently. For your home lighting, LED lights are an excellent option as they are power-efficient and long-lasting. Adding in some smart home technology can really help boost your home's appeal to potential homebuyers as well.

## 6. Remove Overly Personal Elements

Is one of the bedrooms embellished with a lot of posters or bold wallpaper? Or perhaps a large photo gallery of your family still hangs along the staircase. Whatever it is, make sure to get rid of personal decor elements that catch attention for the wrong reasons. It's best to strike a balance between making your home look move-in ready and enough of a blank slate to make customizing it easy.

After sprucing up your home, you'll want to set the best price possible to entice homebuyers and recuperate your investment. Online real estate marketplaces like Zillow can be helpful when initially getting home value estimates and gaining some insight on trending prices. Nonetheless, hiring a professional realtor is still crucial to have your home appraised properly, determine its exact worth and price it wisely. When you take time to improve your home and get help from a trusted realtor, you'll be able to speed up the sale of your property and come out ahead.

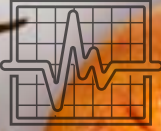
Aviation Relocation is trusted source to find the realtor who will work for your best interests. Contact us today and we will put you in touch with one of our experienced agents. We have connections throughout the country.

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### About the Author

**Tracy DuCharme** is the wife of a pilot and owner and designer of Aviation Relocation International. [Read More...](#)



# 5 Daily Fixes for the New Year

WRITTEN BY: JOSHUA DILS

Professional crew members are lucky enough to enjoy one of the most rewarding careers available. We work in a challenging environment that constantly engages us and demands that we continue to improve; there is always something to learn. As Merrill Wien, Alaska bush flying pioneer, makes the comparison, "Flying is like playing golf, no game (or flight) is ever the same." This can be exciting and a welcome challenge for work, but it poses a major obstacle in our personal lives for just maintaining or even improving our health. A lifestyle lacking routine makes any behavioral change incredibly difficult and inconsistent at best.

while we work in a constant state of flux, in our work environment, we have a well-defined road map to help us reach the same goal every day, a safe flight. We do this through many small steps that keep us coloring inside the lines to reach that objective. This process is all predicated upon a successful manipulation of habits. Unfortunately, it is very difficult to mirror this structure outside the flight deck. Location and time zones change daily and our schedules vary with the seasons. What follows are simple lifestyle modifications that build on our existing routines that start small to provide the necessary momentum for sustainable, positive, permanent change.



**ONE:** A simple start is to increase our hydration. Hydration is linked to improved cognitive abilities, digestion and mood. Spending all day working in the dry environment of an aircraft, on top of commuting in one and coupled with copious coffee consumption, can increase the likelihood that the majority of us are not drinking enough water. Try starting your day off right and drink a glass of water when you wake up. This can be carried out anywhere and on any schedule. Once you have reliably built this into your routine, try adding this practice into other routines; before a meal or when you reach your top of climb, and then every hour at cruise. For the athletes, performance will benefit as well.

**TWO:** The next thing we can do is to add dark leafy greens to at least one meal per day. This is a simple solution to increasing veggies without changing or sacrificing what we currently eat. Dark greens like spinach have very little flavor or texture effect on your meal, take almost no effort to prep, all while having a positive impact on your health. Dark leafy greens are rich in vitamins, antioxidants, fiber, and iron. They also contain B vitamins that promote heart health and folate which protects against DNA damage and the development of cancer. Try adding greens to your sandwiches or soups, steamed into a dish, or blended into a smoothie. The daily habit of eating greens reinforces the effort of eating unprocessed foods while slowly changing the intestinal microbiome to crave more healthy foods, all while avoiding any digestive discomfort. This will set the stage for eating more veggies and less processed foods down the road.

**THREE:** Because it is something we do several times a day, snacking is another area where we can focus with small changes for big wins. Snacks are where we can eliminate the greatest number of empty calories. Most snacks in the standard American diet are processed foods that are high in calories but lacking in nutrition. For example, try fruit and then build up to veggie sticks. Fruits, like apples, oranges and bananas, are great starters because they are pre-packaged by nature and go anywhere, while being naturally high in water to improve hydration. They give us something sweet while not spiking our insulin levels due to the fiber naturally found within them. Fruits and vegetables are also a high source of antioxidants to help us combat cellular damage due to high exposure to radiation while flying.

**FOUR:** Now, let's move on to moving! We have to move as much as we can. Crew members, especially pilots, are sedentary which is now being compared to the negative health effects of smoking. Research shows that the negative effects of sitting for eight

hours cannot be undone by exercising afterwards. It is important to break up periods of sitting as much as possible, even if the periods are short. Try setting an alarm to cue you to stand in the flight deck, if possible, or take our seated exercise course at [www.pilotfitness.com](http://www.pilotfitness.com) for some great ideas to get the blood circulating while stuck in your seat in the flight deck or on your commute. By drinking more water, you will also be getting up more frequently for bathroom breaks which is a win-win. At the airport, avoid the crew lounges and walk airport laps in the terminal while making a phone call to family. Fitness trackers can be great to monitor your progress and provide the motivation you need.

**FIVE:** One last thing to focus on is improving flexibility. Stretching is important to mitigate the consequences of sitting all day, staring at our flight displays. Upper crossed and lower crossed syndromes are prevalent in sedentary individuals, creating muscle imbalances resulting from poor posture. Our bedtime routine is a great place to incorporate stretching because of the constancy of the routine. Start small with one brief stretch and build up to a routine that incorporates multiple muscle groups around the hips (hip flexors, glutes), legs (quads and hamstrings), and upper back (upper traps, scapulae). Self-myofascial release with a Thera Cane®, foam roller, or even a high-density ball, such as a lacrosse ball, can help. This naturally flows into a yoga routine which is a well-rounded approach to warming the body, improving flexibility and prepping the mind for meditation. This is an added bonus to quiet our minds naturally which helps us fall asleep faster and sleep more deeply which mitigates fatigue, a common problem among flight crews.

For more information on how to implement behavior modifications and make permanent lifestyle changes, visit our Pilot Fitness Fundamentals eCourse. Produced by pilots for pilots, we walk you through the process of creating a roadmap to the life you want to live and the small steps necessary to get you there. It is possible to find routine and habits in a lifestyle that seems to be the furthest from that. Happy New Year and fly safe! [ACN](#)

## About the Author



**Joshua & Lauren Dils** Together, they bring over 20 years of travel and fitness experience to provide you professional guidance to stay fit to fly. [Read More...](#)



**PAY OFF DEBT**

## Accelerating Your Mortgage Paydown

WRITTEN BY: GLENN NEVOLA

**H**ave you ever wondered how much you're paying back to the bank over a 30-year mortgage if you make the minimum monthly principle and interest payments? It's not as much interest as it was decades ago when mortgage interest rates were higher, but it is still substantial. As an example, let's say you have a \$300,000 mortgage at a fixed rate of 5%, making your payments at about \$1,610 per month for principle and interest. If you were to make the minimum payments for all 30 years, you'd pay the bank back about \$280,000 in interest – almost double what you originally borrowed. If you were to use various strategies to accelerate the principle paydown of the debt, it wouldn't be that high.



Using the above example of the \$300k mortgage, look at a sample amortization table online for this hypothetical loan. Your monthly payments on this loan will be \$1,610. For payment #1, the \$1,610 is broken down as \$1,250 interest and \$360 principle, for payment #2, \$1,248 interest, \$362 principle, payment #3, \$1,247/\$363 is the split, payment #4, \$1,245/\$365 and payment #5, \$1,244/\$367. These are the details of the first five payments of the loan. The amortization is designed so that the interest the bank is owed is built into the front end of the loan period. On a 30-year mortgage, it takes about 16 to 17 years for the interest and principle part of each payment to equalize (the breakeven point).

Here is one strategy: When your first payment is due, you can remit just the minimum amount of \$1,610 (and do that 359 more times). Or, you can send in the \$1,610 for the first payment and add to it the exact amount of the next principle payment. (The principal amount for payment #2's is \$362.) In this case, your total payment would be \$1,972 (\$1,610+\$362). If you wanted to be more aggressive and had the extra cash, you could add more principle payments to your base payment. (The next 4 principle payments would total \$1,457.) What you are doing when using this strategy is moving further down the amortization table more quickly so you can reach that breakeven point faster, thereby applying more toward the principle with every payment. You are also saving the applicable interest amount for each line of principle paid. For example, if you add the one extra principle amount of \$362, you can cross that line off your amortization table and you will have saved the \$1,248 interest associated with that line. So, your return

on a \$362 payment is \$1,248. Not a bad return! If you added the next four principal payments of \$1,457, you'd save \$4,984 of interest!

There are other strategies, such as bi-weekly mortgage payments and extra payments once per year, among others. Of course, you need to have the extra post-tax disposable income to apply to the mortgage, but it is a good investment that will pay dividends sooner in the form of increased equity. In other words, Before the breakeven point, more of each payment is applied towards interest and after the breakeven point, more of each payment is applied towards principle.

For your mortgage, you might want to examine the entire 360 payment amortization table which was likely provided to you at closing. As our example here illustrates, if you have the disposable cash, taking a large bite out of the interest-apple at the beginning of a mortgage makes good financial sense for the long term.

For more information, write Glenn Nevola.

[www.flightlinefinancial.com](http://www.flightlinefinancial.com) ACN



## About the Author

**Glenn Nevola** is an airline captain and financial advisor specializing in providing financial assistance to fellow airline pilots in their pre and post retirement planning. [Read More...](#)



# Buying a home, but thin on cash after the holidays

WRITTEN BY: JONATHAN KULAK

I hope the holidays were as good for you as they were for my family and me. As fun as the holidays are, there is no doubt they can be expensive and make your wallet a little thinner than you'd like. This could be a problem if you're looking to purchase a new home. Holiday debt aside, this is a very common problem new-hire pilots bring up when I first talk to them. Having cash in your bank account is a great security blanket but, unfortunately, not everyone has it or is willing to spend it. It doesn't matter if you're starting at your first or fifth airline, separating from the military, or leaving a left seat regional job for a right seat major airline position, transitions are stressful and can be expensive. Fortunately, a good loan officer can help you navigate through what seems like an overwhelming number of mortgage products to find one that can help you buy your new home without eating up too much of your cash security blanket. We're going to briefly look at some of the programs most of the transitioning pilots I work with commonly use.



- 1) VA Loan - If you or your spouse have served in the military, a Veterans Affairs (VA) loan is a no-brainer. VA loans are government backed which means you'll get the lowest interest rate available with no down payment requirement and no monthly mortgage insurance. You will have to pay an upfront Funding Fee but you have the option of rolling that fee into your loan. This lowers the amount of cash you need to bring to the table at closing. Also, if you have a 10% or greater disability rating then you are exempt from the Funding Fee. The VA loan program is administered/regulated by the VA, but the actual loans are done by private lenders/banks. Most lenders can do a VA loan, but make sure you find a lender who is familiar with them. VA loans have a lot of requirements that some lenders may not be aware of.
- 2) USDA Loans - Very similar to a VA loan, but without the military service requirement, is a US Department of Agriculture (USDA) loan. Despite what you may be thinking, USDA loans are not just for purchasing farms like the name implies. With a USDA loan you get the same type of low interest rate government backed loan with no down payment requirement. Similar to a VA loan you'll pay an upfront Mortgage Insurance Premium that can be rolled into the loan. Unlike a VA, you'll have to pay monthly mortgage insurance for the life of the loan. The big win with a USDA is a low interest rate and no down payment. You'll need to check with your loan officer to see if you qualify because there are income, location, and loan amount restrictions. If you are a high income earner trying to buy a big home in a big city, then most likely a USDA won't be an option for you. Most loan officers can do USDA loans, but as with a VA loan, you'll want to find someone who has experience with them because they can be tricky.
- 3) Conventional Loans - Don't give up if a VA or USDA loan is not an option for you. Most people assume you need a 20% down payment for a conventional loan but now they can be done with as little as 3% down. Combine that with some seller- or

lender-paid closing costs and you could still get into your dream house without breaking the bank. These special 3% down loan programs are backed by Fannie Mae and Freddie Mac and are available with surprisingly fair interest rates and mortgage insurance.

Obviously, this is a very short and brief list of loan programs available to you. These are simply the three most commonly used programs for new hire/transitioning pilots with little discretionary cash for a down payment. That said, there are many more programs, options, and ways to customize a loan product to fit your unique situation. You can spend a lot of time researching loan programs yourself, but there are different variables/underwriting rules that could derail your well thought-out plan. A brief conversation with a loan officer can save you a lot of time and pain by quickly recommending a good loan program for you. I highly recommend you start the process about six months before you want to purchase so you can formulate a solid financing plan to reduce your stress.

The economy is good and lenders want to lend. Don't disqualify yourself from that new home just because you don't think the numbers will work. A quick call to a lender you trust who understands your situation can open up doors you thought were closed and can save you thousands of dollars.

I wish each of you a great 2019 and I look forward to helping you in any way I can. Until next month, please feel free to contact me with any questions at [jk@mythl.com](mailto:jk@mythl.com) or on my cell phone at 850-377-1114. I'm always happy to help a fellow pilot navigate the mortgage process. Also please check out my previous articles that are available in the Oct-Dec '18 Aero Crew News issues. [ACN](#)



## About the Author



**Jonathan Kulak** is a licensed mortgage loan originator at Trident Home Loans and an Air Force AC-130 pilot turned airline pilot. [Read More...](#)



# Flying Intentionally Into Adversity

## Cold Season Squalls Versus Warm Season

WRITTEN BY: ANTHONY LORENTI

### SCENARIO BASED TRAINING

Imagine this: You're pushing back from the gate. ATIS reports calm wind, 20 miles visibility and a scattered mid-level deck. After the push, ground crew disconnects and salutes, you commence your journey by heading out to the active. You might even be airborne in less than ten minutes. Then it hits. Tower comes out with a special: *Winds NW 25, gusting 42. Visibility one SM SN BR. Ceiling 500 indefinite. LLWS alerts. The last arrival just reported +/- 20 knots. Great!*

Why is it ok to take off or land in the face of this weather during a cold time of year? A squall is a squall, any time of year. By its nature, a snow squall is convective and presents many of the same hazards as a warm season convective squall. The only differentiation is if it is or is not producing snow. Also, the vertical extent of a snow squall is not what a thunderstorm can muster, but it still can be hazardous for takeoffs and landings. Wind shear is wind shear. Another way to look at it — a snow squall would be a thunderstorm any other time of year.



My reason for describing this scenario and squalls is not to suggest you shouldn't takeoff (or land) but rather to lend a new perspective on what we've all been doing for a long time. I'm asking you to consider if 15-20 minutes is worth your consideration. The real point to my diatribe is this: Regardless of technical differences between squalls, our ability to operate in seriously and rapidly deteriorating weather is significantly hindered. We'd be wise to know what we're doing.

### THE NTSB MIGHT HAVE A SAY

What if you did decide to launch and something unpleasant were to happen? What would your rationale for departing be when asked by the safety board? Maybe if you had waited 15 minutes, you wouldn't be before this NTSB board explaining your decisions. Do you really think they won't ask this?

To be clear, I am not suggesting that you do not takeoff or land in these kinds of scenarios. I am just asking that you consider the perspective that I am sharing with you. What if? Waiting 15 minutes is nothing compared to the time a safety review will take. Does your FOM offer guidance on departing or landing in wind shear? Does it differentiate between wind shear in the summer versus winter? These are the questions to ask and seek answers.

### SNOW SQUALL

We certainly avoid summer squalls, so why not winter? All squalls are convective in nature. By definition, a squall is a sudden worsening of the weather, often in terms of visibility, precipitation, wind speed and direction. This is true regardless of the season. A sudden uptick in weather

hazards can spur the granddaddy hazard of all – wind shear. Throw in all the hazards accentuated by the cold season and there you have it – a dangerous situation!

The definition of a squall has nothing to do with thunderstorms. Thunderstorms are simply implied producers of squalls. Squalls can happen any time of year. For some reason, it's customary to go in the absence of thunderstorms. Maybe this shouldn't be customary.

### WAIT A MINUTE ... OR 15!

Generally, squalls move quickly, so why operate close to the ground in the face of one during the winter when all you have to do is wait 15 minutes? All these years we've been de-icing, taking off and landing in very challenging conditions when, at the end of the day, waiting 15 minutes or so, would usually negate the whole experience.

Last month, I championed the merits of checking the weather. Again, I'll do the same. By taking one look at the weather, and specifically the radar, you could avoid a very challenging aircraft operation by letting the snow squall (i.e. convective band) pass through. What's the difference between +/- 25 knots of wind shear in November than in August? If you ask me, not much. Maybe I'd let it blow through. Would you? [ACN](#)



### About the Author



**Anthony Lorenti** is an ATP, CFI, Fire Fighter and EMT with a Bachelors degree in Business Management. [Read More...](#)



SAFETY MATTERS



# FAR 117 – Revitalized Rest or Needless Rulemaking?

WRITTEN BY: SCOTT STAHL



In 2010, as a direct result of the Colgan crash the year prior, Congress passed the Airline Safety and FAA Extension Act of 2010, resulting in sweeping legislative changes for the FAA and the airline industry as a whole. There are several different components to the law, most of which are fairly well known by now, but a few are not. It is also well known that opinions on the effectiveness of the legislation vary between two main camps; those who support it, and those who don't.

Previously, we examined the 1500-hour ATP requirement, so now we'll focus on the second biggest component of the rule making, which are the revised rest rules under FAR Part 117.

The purpose of Part 117 was to address some of the fundamental crew rest issues that predated the Colgan accident. It was fairly well established during the investigation that the crew of the flight was almost certainly operating at a fatigued state, which was likely a major factor contributing to their low performance. The Colgan crew would have been operating under the same rest rules as every other airline pilot in the industry, so Congress tackled the rest rules.

FAR 117 essentially addressed several basic areas of existing rules. The first of these was the "legal to start, legal to finish" rule previous to 117. The "legal to start, legal to finish" system was replaced with a strict set of duty limits and flight time limits, which when met, mean the crew is finished flying for the day, regardless of the circumstances. Essentially, there are potentially three rolling clocks that run concurrently when the pilot goes on duty (either for a trip, or reserve, depending on the circumstance).

The first clock to expire determines the end of the pilot's ability to operate an airplane, regardless of whether or not the other clocks have expired. This clock starts at the moment the pilot is scheduled to begin duty. The other component of 117 related to this, is that the duty limits are roughly based on proven sleep science, i.e. normal human circadian rhythms and sleep cycles. If the crew is operating a flight on the back side of the clock, or is starting outside normal waking hours, the time limits are subsequently reduced in accordance with normal sleep cycles. While a pilot who begins his duty day at 8am might have up to 13 hours of available duty time, another pilot starting at midnight may only have nine hours. The rules also clearly define that ANY duty prior to having the intent to operate a flight (deadhead, repo, test flight, ground transportation, etc.) counts toward the cumulative duty limit for the day, while any of those occurring after operating the schedule do not (with the

exception of interfering with the required rest period). In other words, a deadhead at the beginning of a day counts, while a deadhead at the end of the day does not.

The FAA put protections in place to ensure that there are no terminal delays in scheduling designed to keep the pilot "on the clock" without using the duty time. This applies mainly to reserve pilots who wouldn't necessarily be covered by the normal "duty" limits applied by FAR 117. In this case, there is a specific Reserve Availability Period or RAP which starts the minute the pilot goes on-call. This clock can be circumstantially up to 16 hours, to allow protection from being on call for a long period of time and then assigned a long flying day at the end of a long call period. If the RAP expires before the duty time (as used in the example where the pilot gets a trip at the end of the reserve call period) then the pilot is done flying in the same way that they are if they exceed a duty period. These are two of the clocks that can be running concurrently to expire the duty period and when the first clock is exceeded, the pilot is no longer legal to fly.

The third clock that runs with the first two is the flight duty limit, which is the maximum amount of time the pilot can actually fly an airplane within a duty period. This clock starts when the first leg blocks out and stops when the leg blocks in. This continues for each leg. If cumulative flight time for the day exceeds the respective eight- or nine-hour limit, then the pilot is no longer legal to fly, even if they have RAP or duty time remaining. Again, the limit here is based on the pilot's scheduled show-time, with consideration for circadian rhythms.

For example, if a reserve pilot has a scheduled call period from 6am to 8pm, and then gets a call at noon to fly one four-hour leg then overnight, then the maximum time on duty is until 10pm, because the reserve period plus the flight duty period can't exceed 16 hours, or the Table B duty limit plus four hours, whichever is less. Table B in FAR 117 says that a single leg with a noon show is good for 13 hours of duty and the Flight Time Limit table says that a noon show time is good for nine hours.



## About the Author

**Scott Stahl** is a contributor to Aero Crew news, with articles focusing on technical aviation subjects. [Read More...](#)

The most effective way to calculate the times, is to apply all three clocks individually, and figure out which stops first. We know that the RAP can't be longer than 16 hours, which makes 10pm the latest possible limit for RAP in our example. The duty clock starts at noon and is legal for 13 hours, which means it doesn't expire until 1am. Finally, since the actual flight leg is only scheduled for four hours, this means the pilot is unlikely to exceed the nine-hour flight time limit. Looking at this scenario, we quickly see that the first clock to expire would be the RAP limit, so if there is a delay or change of schedule and it takes the pilot's schedule beyond 10pm, they would be illegal for the trip. This is a very straightforward example but can quickly become a more complex and critical calculation if there are multiple legs, scheduled downtime during a duty period, a lot of scheduled flight

be extended to ensure the eight hours is not violated. This is vastly different to previous rules that allowed the eight hours to be consumed by transport and check in, often leaving as little as a few hours for sleeping. The rest rules part of 117 also sets forth minimum rest periods within time frames that roughly correspond to one week, one month, etc. These must not be violated, or the pilot is not legal to fly. One of the factors that makes 117 calculations more difficult is that all limits are based on "rolling clocks" so they change in real time. For instance, under the old rules, a pilot was unable to fly more than 1000 hours within the calendar year. With 117, this changed to a rolling 12-month period, meaning that all calculations for duty legality must both look forward to the scheduled duty, as well as backward to previously scheduled duty to ensure no conflict with the

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.

time, or significant delays to the pilot's schedule.

FAR 117 also changes the calculation to a "leg-by-leg" requirement, which means that the pilot must sign each leg that they are fit to fly and legal to fly. If they can't legally complete the leg within limits, then they are forbidden from starting that leg and are "timed out." Of course, there are limited exceptions to this where the pilot can voluntarily extend for either 30 minutes (unlimited) or up to 2 hours (only once before receiving 30 hours of uninterrupted rest), but the system is designed to not be reliant on extensions and the company can't force or coerce the pilot into extending.

Mandatory rest rules comprise the second major component of FAR 117. These new rules changed the requirement from eight hours of rest to ten hours of minimum scheduled rest with an opportunity for eight hours of uninterrupted sleep which essentially allows for a minimum of eight hours behind the door. That generally means two hours for transport both ways, as well as checking into the hotel, etc. before starting the eight-hour sleep opportunity. If the company is unable to protect the eight hours of sleep opportunity with a ten-hour rest period, then the rest period must

duty limits. If there is a conflict in either direction, then the duty is illegal. The new rules also set forth a joint responsibility between the pilot and the company, and both are responsible for ensuring that all requirements are met. Final responsibility is placed on the pilot to not fly fatigued no matter the circumstances.

A third component of the rest rule requirements of 2010 (that most airline pilots have seen but may not understand as part of the same requirements as 117) is the requirement for 121 carriers to develop and implement an FRMP or Fatigue Risk Management Plan. Essentially, this puts a requirement on every Part 121 airline to track fatigue events, classify them, determine the root cause and then just adjust the operation as required to mitigate them. It also prevents punitive actions for calling in fatigued, engaging FAA oversight and participation in the process, as well as a formally approved process by which such situations will be handled (similar to ASAP or FOQA programs). This helps ensure that the focus remains to mitigate fatigue rather than trying to push crews to not call in fatigued.

Overall, the application of 117 is a little bit cumbersome, but is effective, in most cases, at reducing pilot



fatigue. There is often a lot of misunderstanding among pilots about limits, but that is often the result of not understanding that there are three separate clocks running concurrently and each has a limiting timeframe. For this reason, the most reliable method seems to be making the three calculations and determining which is limiting. There are commercial software and phone apps available, but it should be noted that they are not “official” and won’t protect the pilot from possible violation if they are in error. If there is a doubt about legal limit times, scheduling must be consulted, and both the pilot and company must verify the duty periods using company software. If there is uncertainty, then it must be double checked until a determination is made, or the duty cancelled. The main reason there is a no consensus as to the effectiveness of 117 is attributed to the fact that the Colgan crew members were fatigued from events that occurred off-duty, which FAR 117 doesn’t directly address. It is likely that the captain tried to sleep in the crew room the night before to avoid having to get a hotel room (an unfortunate reality on regional airline pay rates) and we know from the CVR transcripts that the first officer was fatigued from a combination of commuting all the

way across the country prior to starting her duty, as well as having cold-like symptoms, both of which she discussed during flight. The argument can be made that 117 doesn’t address off duty actions, which cannot be fairly regulated without violating civil liberties, but 117 did create two indirect avenues to protect against this occurrence. First, it places a responsibility on the pilot NOT to fly if they are fatigued, regardless of cause. Second, it has built a program (FRMP) to help protect the pilot from disciplinary and duty pay reduction if they are forced to call in fatigued due to circumstances that fall within the protections of the program.

Now that 117 has been in place for a number of years, it does seem to be quite effective at improving the average rest for crews as well as mitigating fatigue while on duty. Even though it cannot legally address personal time, it has provided some indirect protections for fatigue-related events that fall into this category. It is much more comprehensive, much more clearly designated and much more closely monitored. The addition of fatigue reporting systems increases the chances that it will continue to be effective into the future. [ACN](#)



# The NGPA: Plotting the Course for LGBT Inclusion in Aviation

WRITTEN BY: STEVEN TUSTIN



As with most organizations, you won't find any single foundational story about how the National Gay Pilots Association (NGPA) was founded and came to be a force for diversity and inclusion in aviation. In fact, outside of aviation, if you were to mention that there is an organization that seeks to unite and advocate for lesbian, gay, bisexual, and transgender (LGBT) people in the aviation industry, you would probably be met with puzzled looks. It is a niche within a niche of society and industry all at the same time. Despite relative obscurity, the NGPA has an important role to play in an industry that lags behind national averages in participation by minorities, women, and the LGBT community.



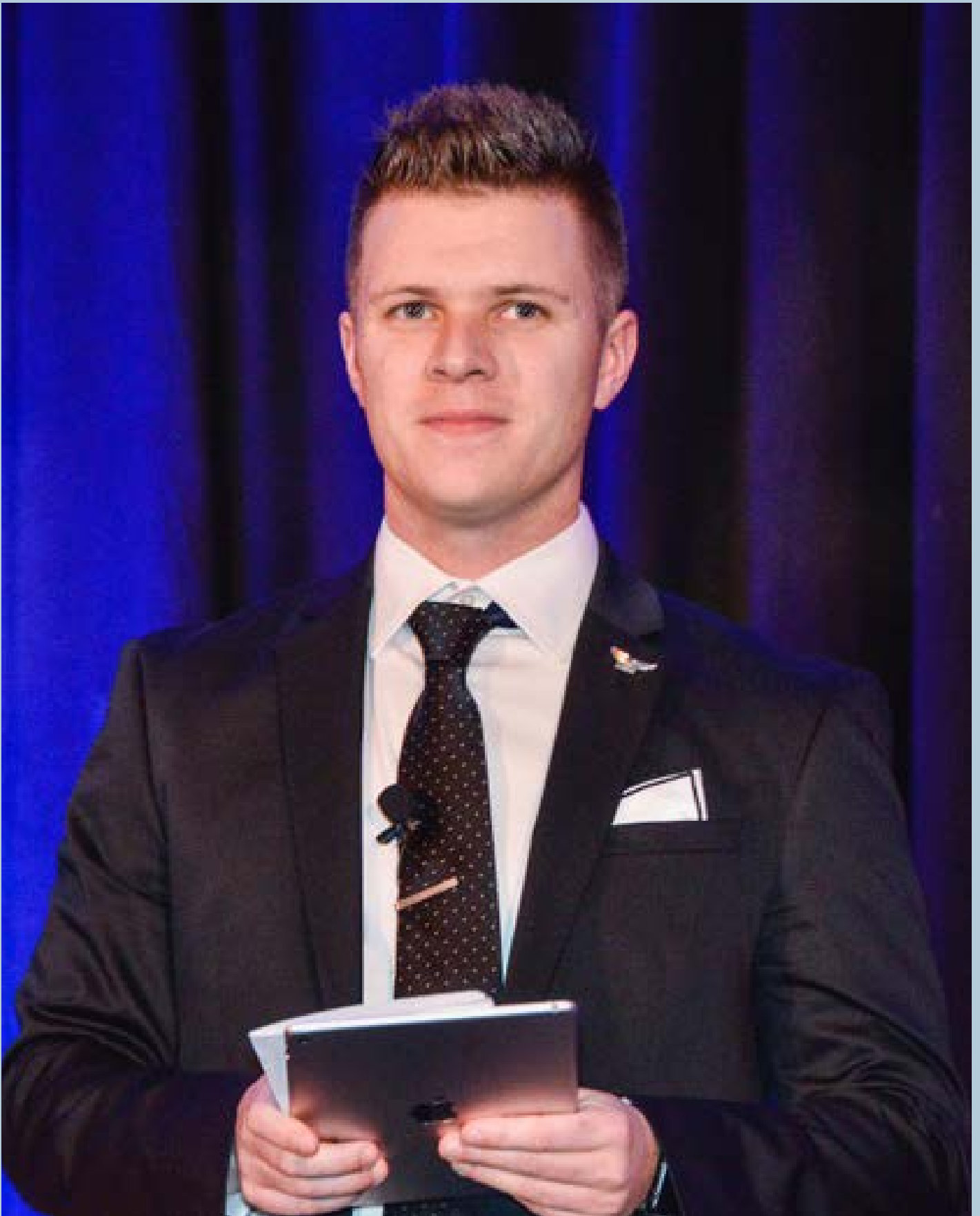
NGPA volunteers represent the LGBT aviation community at a job fair

NGPA traces its origins back to the late eighties and early nineties in the early days of the HIV/AIDS crisis. As the story goes, a handful of gay pilots responded to an ad in a flying magazine to meet at a bar in Provincetown, Mass. For identification, they were to wear an aviation-themed shirt. Most thought it was a shot in the dark that anyone else would show up. Though they were coming to discover new friends in the gay aviation community, only first names were used to protect those at risk of losing their jobs or being dishonorably discharged from the military. Today, many original members with those new to the group share a common bond in the isolationist belief they might be on their own as LGBT aviators. The evolution of the internet as a tool for uniting people of

similar backgrounds and interests into a community has played a fundamental role in NGPA's growth.

While other LGBT aviation groups exist, it is NGPA's mission that sets it apart. The organization has developed a successful and robust scholarship program founded to help aspiring LGBT aviators and allies. What differentiates NGPA from other LGBT-oriented flying clubs is its core mission – the advancement of LGBT people in the field of aviation. This has become the purpose of its existence.

Taking cues from groups such as Women in Aviation International, the NGPA opened its scholarships to all who apply regardless of their sexual orientation or



NGPA President David Pettet prepares to speak at one of the flagship events.



NGPA chapter Citrus Flyers march in the Orlando Pride parade

gender identity, provided they demonstrate advocacy for the LGBT community. At its inception, this was seen as an important way to gain allies and would become a common theme as the organization evolved into one that sought to more effectively execute its mission of advocacy.

During the Great Recession it seemed natural that the NGPA would capitalize on an opportunity to develop a job fair to help members aspiring to aviation careers. NGPA President David Pettet and Industry Expo Director Brian Gambino knew they wanted the experience to be different, however.

“As a previously laid-off pilot who had experienced the poor quality of overpriced job fairs, I knew we could offer something more affordable and worthwhile for our members and attendees, and we did just that,” said Director Gambino. “NGPA events aren’t like other trade shows or conferences; our combined professionalism and humor synergize to create an industry-leading experience that our corporate partners want to attend every year. As a result, the NGPA Industry Expo has gained exposure as the go-to advocate for LGBT inclusion and equality in aviation.”





# NGPA

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**“The NGPA has answered the calling to lead a global industry-wide effort to end homophobia and transphobia in aviation,” said NGPA President David Pettet addressing how the mission of NGPA has evolved to include many other initiatives. “Our educational resources and programs are proving to move the needle toward a fully-inclusive aviation industry. Our partnerships with organizations and businesses, and most importantly our allies, are proof of the need to help fulfill our message of equality for all minorities in aviation.”**

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Despite the NGPA’s vision for inclusion in the aviation industry, it has not forgotten its roots. During the past few years, it has re-invested an organizational focus on supporting its members locally in the form of community and regionally-based chapters, as well as chapters at colleges and universities that specialize in aviation. These chapters are a vital component to how NGPA synergizes local aviation and LGBT communities.

“The energy of our flagship events is breathtaking and provides a foundation for the work we do throughout the year,” explains President Pettet. “However, the relationships and camaraderie at our chapters across the globe is where the real work is being done. Participation and involvement – locally – is what will continue to strengthen the LGBT aviation community worldwide.”

In 2018, NGPA is spreading its message globally at events like the famous EAA AirVenture in Oshkosh, Wis., the National Business Aviation Association EBACE event in Geneva, and London Pride, marching with its local NGPA UK chapter, just to name a few.

The organization’s scholarship has grown to offer opportunities that range from entry-level Private Pilot certificates to more advanced ratings needed to launch a candidate’s airline career. And its predominantly-volunteer staffing ensures an extremely low-cost structure while providing opportunities for enthusiastic members to serve as ambassadors of the LGBT community in aviation.

Time will tell the effectiveness of NGPA’s efforts to change a global industry, but if the past is any indicator, NGPA has matured allowing it to grow and adjust with the ever-changing tides in an already volatile industry. Worldwide, NGPA is making large strides to reach a destination where its members can be equal, authentic, and respected everywhere. [ACN](#)



## About the Author

**Steven Tustin** Captain Tustin works for a major airline and is based on the west coast of the U.S. [Read More](#)

# 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	\$160.25	\$132,754	1-5 = 21 Days		
	Group II	\$160.28		\$138,481.92	\$234.67	\$202,755	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			
Alaska Airlines (Alaska)		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B	
	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	> 5 Yr 5-10 Yr 10-15 Yr + 15 Yr
Delta Air Lines (Delta)		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B	28
	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			
	767-3,2, B757	\$154.50		\$133,488	\$226.21	\$195,445		1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170	
	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.

# General Information

THE GRID

	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
<b>Legacy Airlines</b>												
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
<b>Major Airlines</b>												
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

	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 until 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				

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 amended
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 reimbursement 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 amended
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 amended
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****	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 discretion 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		Contract 2012 as amended

# Contractual Work Rules

THE GRID

	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	87	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 negotiations
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	*Depending 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 amended
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 thereafter	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 amended
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
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 amended
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

	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	Legacy Airlines 1.5 = 21 Days 6-15 = 1 additional day per year	5 HM** 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 accrual either goes to long term or gets paid out to the pilot. See section 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												
Alaska Airlines (Alaska)		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B				Contract 2015, as amended						
	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.						
Delta Air Lines (Delta)		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28.D		Contract 2013, as amended						
	747, 777	\$219.07		\$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												
	Hawaiian Airlines (Hawaiian)		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
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	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*																		
United Airlines (United)		3.D	3.F	HRxMMGx12	3.C	HRxMMGx12	6.B.1	12.A.1, 2 & 3				Contract 2010, as amended						
	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

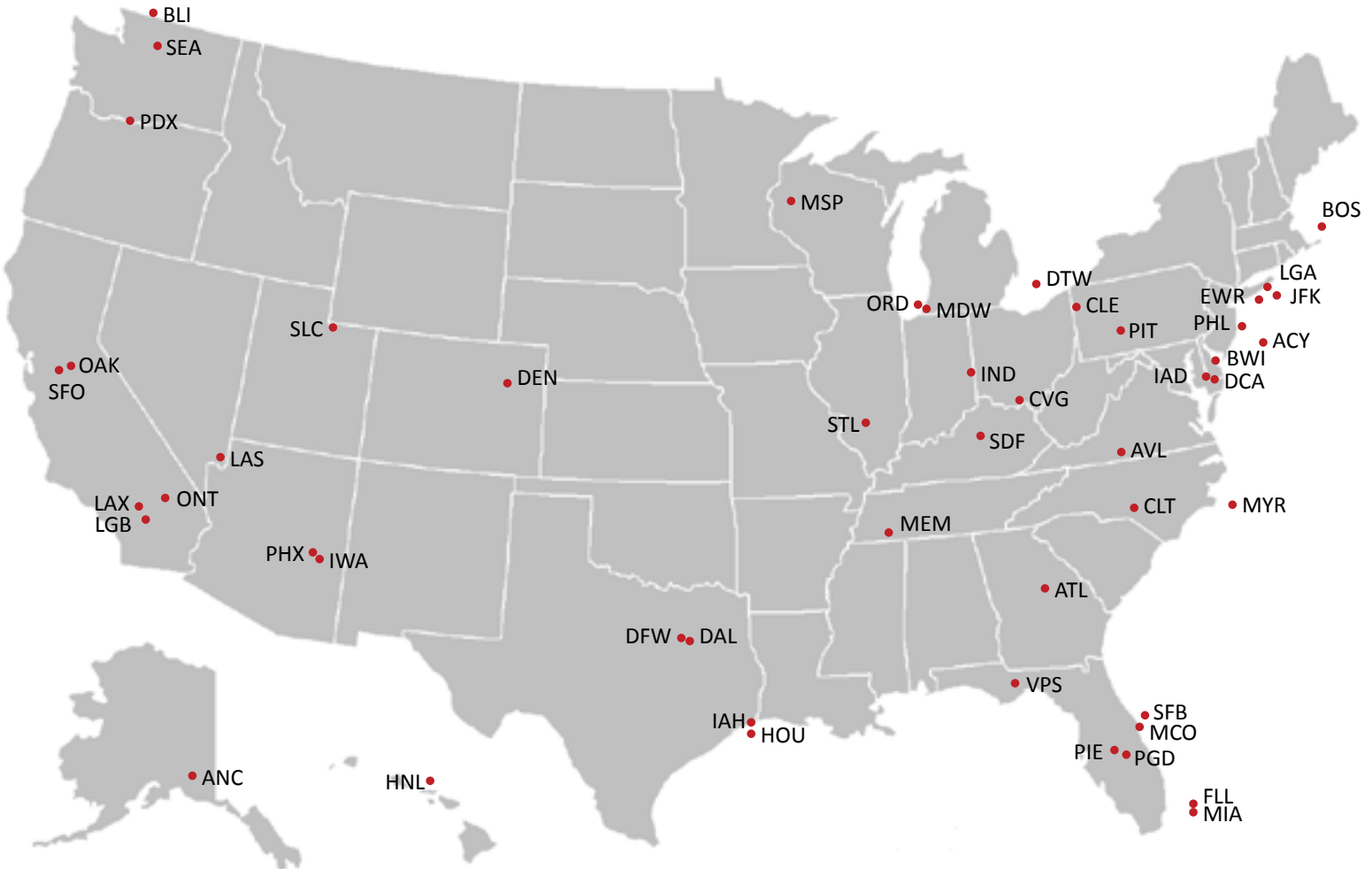


Disclaimer: Gray blocks contain contract sections or date acquired. Data with contract sections may be abbreviated and/ or inaccurate, please consult the most current contract section for specific contractual language. Data that do not have a contract section reference number, were obtained online in 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](mailto:Craig.Pieper@AeroCrewSolutions.com).

# 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												
Alleghiant Air (Alleghiant)	B757, MD-80, A319, A320	\$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%.
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
JetBlue Airways (JetBlue)	A320 family E190	\$148.71 \$133.82	70	\$124,916 \$112,409	\$218.66 \$196.83	\$183,674 \$165,337	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
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.
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 until 12 months of service, **1% annual increases up to 15%
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	Contract 2018, as amended
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
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 accrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank, ****Company will match 50%
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				Appendix 27-A
FedEx Express (FedEx)	A380 Wide Body Narrow Body	\$186.33 \$174.15 \$153.22	85	\$190,057 \$177,633 \$156,284	\$262.84 \$245.65 \$211.75	\$268,097 \$250,563 \$215,985	>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**	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.
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 month)
UPS (JPS)	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.
												Contract 2016 as amended

# THE GRID





<b>ACY</b>	<b>Atlantic City, NJ</b> Spirit Airlines	<b>DTW</b>	<b>Detroit, MI</b> Delta Air Lines	<b>LAS</b>	<b>Las Vegas, NV</b> Allegiant Air	<b>ONT</b>	<b>Ontario, CA</b> UPS
<b>ANC</b>	<b>Anchorage, AK</b> Alaska Airlines FedEx Express UPS	<b>DOH</b>	<b>Doha, Qatar</b> Qatar Airways		Southwest Airlines Spirit Airlines	<b>ORD</b>	<b>Chicago, IL</b> American Airlines United Airlines Frontier Airlines Spirit Airlines
<b>ATL</b>	<b>Atlanta, GA</b> Delta Air Lines Southwest Airlines	<b>DXB</b>	<b>Dubai, United Emirates</b> Emirates	<b>LAX</b>	<b>Los Angeles, CA</b> American Airlines Alaska Airlines Allegiant Air Delta Air Lines United Airlines	<b>PDX</b>	<b>Portland, OR</b> Alaska Airlines
<b>AVL</b>	<b>Asheville, NC</b> Allegiant Air	<b>EWR</b>	<b>Newark, NJ</b> Delta Air Lines United Airlines		Virgin America FedEx Express	<b>PGD</b>	<b>Punta Gorda, FL</b> Allegiant Air
<b>BLI</b>	<b>Bellingham, WA</b> Allegiant Air	<b>FLL</b>	<b>Fort Lauderdale, FL</b> Allegiant Air JetBlue Airways	<b>LGA</b>	<b>New York City, NY</b> Delta Air Lines United Airlines	<b>PHL</b>	<b>Philadelphia, PA</b> American Airlines
<b>BOS</b>	<b>Boston, MA</b> American Airlines JetBlue Airways	<b>GUM</b>	<b>Guam</b> United Airlines	<b>LGB</b>	<b>Long Beach, CA</b> JetBlue Airways	<b>PHX</b>	<b>Phoenix, AZ</b> American Airlines Southwest Airlines
<b>BWI</b>	<b>Baltimore, MD</b> Southwest Airlines	<b>HKG</b>	<b>Hong Kong</b> FedEx Express	<b>MCO</b>	<b>Orlando, FL</b> JetBlue Airways Southwest Airlines Frontier Airlines	<b>PIE</b>	<b>St. Petersburg, FL</b> Allegiant Air
<b>CGN</b>	<b>Cologne, Germany</b> FedEx Express	<b>HNL</b>	<b>Honolulu, HI</b> Hawaiian Airlines Allegiant Air			<b>PIT</b>	<b>Pittsburgh, PA</b> Allegiant Air
<b>CLE</b>	<b>Cleveland, OH</b> United Airlines	<b>HOU</b>	<b>Houston, TX</b> Southwest Airlines	<b>MDW</b>	<b>Chicago, IL</b> Southwest Airlines	<b>SDF</b>	<b>Louisville, KY</b> UPS
<b>CLT</b>	<b>Charlotte, NC</b> American Airlines	<b>IAD</b>	<b>Washington, DC</b> United Airlines	<b>MEM</b>	<b>Memphis, TN</b> FedEx Express	<b>SEA</b>	<b>Seattle, WA</b> Alaska Airlines Delta Air Lines
<b>CVG</b>	<b>Cincinnati, OH</b> Allegiant Air Delta Air Lines	<b>IAH</b>	<b>Houston, TX</b> United Airlines	<b>MIA</b>	<b>Miami, FL</b> American Airlines UPS	<b>SFB</b>	<b>Orlando, FL</b> Allegiant Air
<b>DAL</b>	<b>Dallas, TX</b> Southwest Airlines Virgin America	<b>IND</b>	<b>Indianapolis, IN</b> FedEx Express	<b>MSP</b>	<b>Minneapolis, MN</b> Delta Air Lines Sun Country	<b>SFO</b>	<b>San Francisco, CA</b> United Airlines Virgin America
<b>DCA</b>	<b>Washington, DC</b> American Airlines	<b>IWA</b>	<b>Phoenix, AZ</b> Allegiant Air	<b>MYR</b>	<b>Myrtle Beach, SC</b> Allegiant Air	<b>SLC</b>	<b>Salt Lake City, UT</b> Delta Air Lines
<b>DEN</b>	<b>Denver, CO</b> United Airlines Frontier Airlines Southwest Airlines	<b>JFK</b>	<b>New York City, NY</b> American Airlines Delta Air Lines JetBlue Airways Virgin America	<b>OAK</b>	<b>Oakland, CA</b> Allegiant Air Southwest Airlines	<b>STL</b>	<b>St. Louis, MO</b> American Airlines
<b>DFW</b>	<b>Dallas, TX</b> American Airlines Spirit Airlines					<b>VPS</b>	<b>Fort Walton, FL</b> 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 (%)	
Over 2,000 Pilots									
ExpressJet (LXJT) (Accey)	EMB-145XR	\$45.26		\$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*
	EMB-135		75						
	60-76 Seat 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		\$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% of 6% 7=75% of 6% 10=75% of 8%
	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		\$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.

# General Information

THE GRID

	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
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135 CRJ-200	EV	\$40,000*, \$1,000 Referral, EQO**	\$300 / week & \$1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	\$1.95/hr	Sept 2011	2,530	United	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE	*Up to \$40,000 company discretion; **EQO = Earned Quarterly Override, \$10,000 for FO's \$8,000 for CA per year paid out each quarter, restrictions apply.
			Online		Feb/15	4.C.2	Dec/2017						
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**	2,530	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				
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175	OO	\$7,500*	65 Hours	Paid for by company; single occupancy**	\$1.95	October 2016	4,550	United, American, Alaska, Delta	None	iPad	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; **Depends on location, some may be double occupancy ***SGU is not a base, only HQ.
			Online	3008.19.A	3015.6.A.1	3009.1.A	Nov/2018	Nov/2018					Pilot Agreement signed August 2015
Republic Airway (Republic)	EMB-170 EMB-175	YX	\$17,500*	\$1,600 first mo. then MMG	Paid for by company; single occupancy	\$2.05/hr Dom \$2.60/hr Int.***	November 2016	2,221	United, American, Delta	IBT	iPad Air	CMH, DCA, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR, IAH	*\$1,500 paid on first check, \$8,500 after the completion of training, \$2,500 after first year, \$2,500 after 18 months, and \$2,500 after 2 years. ***International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Jan/2019	Aug/2018					Contract 2015
Envoy formerly 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
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; single occupancy**	\$1.80/hr	Sept 2018	860	Alaska	IBT	iPad 2	BOI, GEG, MFR, PDX, SEA	*By the end of 2018, the projected fleet will be 26 E175s and 37 Q400s. **Upgrades available to new hires that meet Part 121.436(a) minimums.
				5.I.4	6.C	5.G.1	Jan/2019	Jan/2019					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	CP	\$17,500 Signing \$1,500 Referral 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													
Piedmont Airlines (Piedmont)	DH8-100 DH8-300 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, SBV	*1,000 Hours of Part 121 flight time. **\$5,000 pilot referral 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, restrictions apply. <b>Attendance Bonus</b> 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, IMVY, 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 Malinckodt	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)	DH8-100 DH8-200 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, BTW**	**With ATP/CTP: \$7,000; Without ATP/CTP: \$2,000 free ATP/CTP course; \$5/121 PIC qualifying hour up to \$8,000 **BTW is only HQ
			Online	3.G	5.A.8	5.B.3	Dec/2017	Dec/2017					Contract 2015 as amended
Peninsula Airways (Peninsula)	Saab 340A, Saab 340B*	KS				\$50/day	2012	120		None		ANC, BOS	**\$1,100/Mo. Base Salary
							Oct/2014						Need contract
Seaborne Airlines (Seaborne)	DH8-300 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
Total Pilots	20,809												

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**	276	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 2018 as amended
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	198	4:12	None	1.2**	1:4	100%	150%****	\$200 / year***	None	*Must remain on reserve for that period; **1:1 after 12 hrs; ***130% pay on awarded flying credit over 87 hours. Six holidays full pay for all pilots (working that day or not); ****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 Agreement signed August 2015
Republic Airways (Republic or Shuttle)	12*	Yes**	14	438*****	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 *****Includes 2018 LOA
	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

# Contractual Work Rules

THE GRID

	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 amended
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 amended
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 discretion
	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 amended
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 discretion,
	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 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
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 referenced 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	*Additionally 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 (Peninsula)	5 on 2 off												
Seaborne Airlines (Seaborne)	13												
Ravn Alaska (Corvus Airlines & Hageband 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	
	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	
ExpressJet (LXJT) (Accey)	EMB-145, CRJ-200	\$47.87	75	\$43,083	\$105.06	\$94,554	< 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% 20+ = 8% Vesting*	<5 = 2.5% 5-10 = 4% 10-15 = 5% 15-20 = 5.5% 20+ = 6% (New hires not eligible)	30%	*Based on YOS; **Prorated 7/12ths of a day per month. ***110 Additional hours may be accrued for any illness longer than 30 days, if more than 255 hours worked at once accrual is 7 H/M. ****New contract scope includes 20 E175s to be flown for UAL.	
	70-76 Seat A/C****	\$47.87		\$43,083	\$110.48	\$99,432	8.A.1	7.A	25.A.2	25.B.2	LOA 9	Contract 2018 as amended	
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%	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	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	\$60.50	75	\$54,450	\$116.00	\$104,400	<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% 10-14 yrs, 8% 15-19 yrs, 10% 20+ yrs, 12%	None	30%	*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.	
	CRJ-700			\$122.83	\$110,547	3011.1**	3012.1	-	-	-	-	-	Pilot Agreeemnt signed August 2015
	EMB-175			\$123.29	\$110,961	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	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.		
	CRJ-900			\$125.10	\$112,590	8.A.1***	8.A.1	14.K	14.E	Contract 2015			
Republic Airways (Republic or Shuttle)	EMB-170 EMB-175	\$57.43	75	\$51,687	\$129.39	\$116,451	<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.	
	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8	9.A	28.B**	28.B	28.A.3.b	Contract 2003 as amended	
Envoy formerly 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	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	1-4 = 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	8	9.A	28.B**	28.B	28.A.3.b	Contract 2003 as amended		
Endeavor Air (Endeavor)	CRJ-200	\$65.74	75	\$59,166	\$117.70	\$105,930	<1yrs=<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	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	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	7.A	8.A	24.B	-	24.A	Contract 2017 as amended		
	C900/E175			\$105.08	\$95,833	< 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)		
	C900-C			\$108.00	\$98,496	7.B.2	14.A.1	28.B**	28.A	27.D.2.a	Contract 2003 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 H/M	6%	None	Company Discretion	*MMG based on 35 day bid period. Approximately 10.4 bid periods per year	
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	13.B	14.A.1	27.C	27.C	27.A	Contract 2012 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 accrual, 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 2-5 = 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	

# Additional Compensation Details

THE GRID

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.
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.
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
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
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
Peninsula Airways (Peninsula)	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						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.	
												Need contract



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](mailto:Craig.Pieper@AeroCrewSolutions.com).

# THE GRID



<b>ABQ</b>	<b>Albuquerque, NM</b> Ameriflight, LLC	<b>ATL</b>	<b>Atlanta, GA</b> ExpressJet Airlines	<b>BOI</b>	<b>Boise, ID</b> Horizon Air	<b>BUR</b>	<b>Burbank, CA</b> Ameriflight, LLC
<b>ACK</b>	<b>Nantucket, MA</b> Cape Air	<b>AUG</b>	<b>Augusta, ME</b> Cape Air	<b>BOS</b>	<b>Boston, MA</b> Peninsula Airways	<b>CGI</b>	<b>Cape Girardeau, MO</b> Cape Air
<b>ALB</b>	<b>Albany, NY</b> Cape Air	<b>BFI</b>	<b>Seattle, WA</b> Ameriflight, LLC	<b>BQN</b>	<b>Aguadilla, PR</b> Ameriflight, LLC	<b>CLE</b>	<b>Cleveland, OH</b> ExpressJet Airlines
<b>ANC</b>	<b>Anchorage, AK</b> Horizon Air Peninsula Airways Corvus Airlines	<b>BIL</b>	<b>Billings, MT</b> Cape Air	<b>BUF</b>	<b>Buffalo, NY</b> Ameriflight, LLC	<b>CLT</b>	<b>Charlotte, NC</b> PSA Airlines
						<b>CMH</b>	<b>Columbus, OH</b> Republic Airways



<b>CVG</b>	<b>Cincinnati, OH</b> Ameriflight, LLC PSA Airlines	<b>IAD</b>	<b>Washington, DC</b> Mesa Airlines Trans States Airlines	<b>MVY</b>	<b>Martha's Vineyard, MA</b> Cape Air	<b>ROA</b>	<b>Roanoke, VA</b> Piedmont Airlines
<b>DAY</b>	<b>Dayton, OH</b> PSA Airlines		Silver Airways CommutAir	<b>MWA</b>	<b>Marion, IL</b> Cape Air	<b>RUT</b>	<b>Rutland, VT</b> Cape Air
<b>DCA</b>	<b>Washington, DC</b> Republic Airways PSA Airlines	<b>IAH</b>	<b>Houston, TX</b> ExpressJet Airlines Skywest Airlines	<b>OGS</b>	<b>Ogdebsburg, NY</b> Cape Air	<b>SAT</b>	<b>San Antonio, TX</b> Ameriflight, LLC
<b>DEN</b>	<b>Denver, CO</b> Skywest Airlines GoJet Airlines Great Lakes Airlines	<b>IND</b>	<b>Indianapolis, IN</b> Republic Airways	<b>OLF</b>	<b>Wolf Point, MT</b> Cape Air	<b>SBY</b>	<b>Salisbury, MD</b> Piedmont Airlines
<b>DFW</b>	<b>Dallas, TX</b> ExpressJet Airlines Envoy Ameriflight, LLC Mesa Airlines	<b>IRK</b>	<b>Kirksville, MO</b> Cape Air	<b>OMA</b>	<b>Omaha, NE</b> Ameriflight, LLC	<b>SDF</b>	<b>Louisville, KY</b> Ameriflight, LLC
<b>DTW</b>	<b>Detroit, MI</b> ExpressJet Airlines Endeavor Air Compass Airlines	<b>JFK</b>	<b>New York City, NY</b> Endeavor Air	<b>ONT</b>	<b>Ontario, CA</b> Ameriflight, LLC	<b>SDY</b>	<b>Sidney, MT</b> Cape Air
<b>EIS</b>	<b>Tortola, BVI</b> Cape Air	<b>LAN</b>	<b>Lansing, MI</b> Ameriflight, LLC	<b>ORD</b>	<b>Chicago, IL</b> ExpressJet Airlines Skywest Airlines Republic Airways Envoy GoJet Airlines	<b>SEA</b>	<b>Seattle, WA</b> Skywest Airlines Horizon Air Compass Airlines
<b>EWB</b>	<b>New Bedford, MA</b> Cape Air	<b>LAX</b>	<b>Los Angeles, CA</b> Skywest Airlines Compass Airlines	<b>ORF</b>	<b>Norfolk, VA</b> PSA Airlines	<b>SFO</b>	<b>San Francisco, CA</b> Skywest Airlines Ameriflight, LLC
<b>EWR</b>	<b>Newark, NJ</b> ExpressJet Airlines Republic Airways Ameriflight, LLC CommutAir	<b>LEB</b>	<b>Lebanon, NH</b> Cape Air	<b>OWB</b>	<b>Owensboro, KY</b> Cape Air	<b>SJU</b>	<b>San Juan, PR</b> Ameriflight, LLC Seaborne Airways Cape Air
<b>FAT</b>	<b>Fresno, CA</b> Skywest Airlines	<b>LGA</b>	<b>New York City, NY</b> ExpressJet Airlines Republic Airways Endeavor Air	<b>PDX</b>	<b>Portland, OR</b> Skywest Airlines Horizon Air Ameriflight, LLC	<b>SLC</b>	<b>Salt Lake City, UT</b> Skywest Airlines Ameriflight, LLC
<b>FLL</b>	<b>Fort Lauderdale, FL</b> Silver Airways	<b>MAZ</b>	<b>Mayaguez, PR</b> Cape Air	<b>PHL</b>	<b>Philadelphia, PA</b> Republic Airways PSA Airlines Piedmont Airlines	<b>SLK</b>	<b>Saranac Lake, NY</b> Cape Air
<b>GDV</b>	<b>Glendive, MT</b> Cape Air	<b>MCI</b>	<b>Kansas City, MO</b> Republic Airways	<b>PHX</b>	<b>Phoenix, AZ</b> Skywest Airlines Mesa Airlines Ameriflight, LLC Great Lakes Airlines	<b>STL</b>	<b>St. Louis, MO</b> GoJet Airlines Trans States Airlines
<b>GEG</b>	<b>Spokane, WA</b> Horizon Air	<b>MCO</b>	<b>Orlando, FL</b> Silver Airways	<b>PIT</b>	<b>Pittsburgh, PA</b> Republic Airways	<b>STT</b>	<b>St. Thomas, USVI</b> Cape Air
<b>GGW</b>	<b>Glasgow, MT</b> Cape Air	<b>MDT</b>	<b>Harrisburg, PA</b> Piedmont Airlines	<b>PSP</b>	<b>Palm Springs, CA</b> Skywest Airlines	<b>STX</b>	<b>St. Croix, USVI</b> Seaborne Airways Cape Air
<b>GUM</b>	<b>Guam</b> Cape Air	<b>MFR</b>	<b>Medford, OR</b> Horizon Air	<b>PVC</b>	<b>Provincetown, MA</b> Cape Air	<b>TBN</b>	<b>Fort Leonard Wood, MO</b> Cape Air
<b>HNL</b>	<b>Honolulu, HI</b> Island Air	<b>MHT</b>	<b>Manchester, NH</b> Ameriflight, LLC	<b>PVD</b>	<b>Providence, RI</b> Cape Air	<b>TPA</b>	<b>Tampa, FL</b> Silver Airways
<b>HPN</b>	<b>White Plains, NY</b> Cape Air	<b>MIA</b>	<b>Miami, FL</b> Republic Airways Ameriflight, LLC	<b>RDU</b>	<b>Raleigh-Durham, NC</b> GoJet Airlines	<b>TUS</b>	<b>Tucson, AZ</b> Skywest Airlines
<b>HVR</b>	<b>Havre, MT</b> Cape Air	<b>MKE</b>	<b>Milwaukee, WI</b> Air Wisconsin Compass Airlines	<b>RKD</b>	<b>Rockland, ME</b> Cape Air	<b>TYS</b>	<b>Knoxville, TN</b> PSA Airlines
<b>HYA</b>	<b>Hyannis, MA</b> Cape Air	<b>MSP</b>	<b>Minneapolis, MN</b> Skywest Airlines Endeavor Air			<b>UIN</b>	<b>Quincy, IL</b> Cape Air
		<b>MSS</b>	<b>Massena, NY</b> 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 per diem	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 our best to accommodate those requests, but cannot always place candidates at their first preference.
Total Flight Attendants						1,000						

## 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).

## 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)												

# 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 training 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 guarantee	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