

FEBRUARY 2023



AERO CREW NEWS

Your Source for Pilot Hiring and More..



JOIN US IN LONG BEACH, CALIFORNIA

PHOTOS MIKE ULLERY



**Long Beach
Convention
Center**
Long Beach, California

**34th Annual
Women in Aviation International
Conference**

February 23-25, 2023

WAI2023

WAI is headed to Long Beach, California, and we want you to join us for WAI2023!

The 34th Annual Women in Aviation International Conference will be held at the Long Beach Convention Center, February 23-25, 2023, in Long Beach, California. Come experience our trademark positive energy found at our annual conference. You will network with aviation industry professionals and continue your career development at education sessions, professional development seminars, and industry briefings. Plan to attend this unique three-day gathering for more mentoring and fun!

**To register to attend or exhibit visit
www.WAI.org/2023-conference.**



AERO CREW NEWS 2023 PHOTO CONTEST HAS ARRIVED



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

Submit entries here: <https://aerocrewnews.com/go/2023PC>



contents

FEBRUARY 2023

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



Also Featuring:

Letter from the Publisher	10
Aviator Bulletins	12
Food Bites - Berghoff Cafe at O'Hare	21
Mortgage - Know Your Worth-Pilot Mortgages Debunked	30
Flying - Love is in the Air	33
Follow Up - Stories Unfold in New Book about Flight Jacket Art of World War II	38
Contract Comparison	47

the grid



PlaneSense, Inc

Add to Compare



JetBlue Airways

Add to Compare



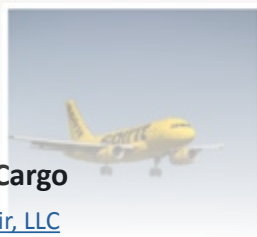
Breeze Airways

Add to Compare



iAero Airways

Add to Compare



US Cargo

[21 Air, LLC](#)

[ABX Air](#)

[ATI](#)

[Alaska Seaplanes](#)

[Aloha Air Cargo](#)

[Ameriflight](#)

[Atlas Air/Southern Air](#)

[FedEx Express](#)

[iAero Airways](#)

[Kalitta Air](#)

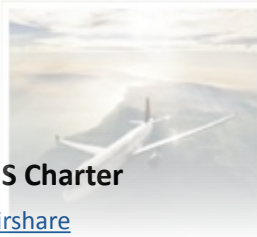
[Key Lime Air](#)

[UPS](#)

US Cargo Regional

[Alpine Air](#)

[Empire Airlines](#)



US Charter

[Airshare](#)

[Alaska Seaplanes](#)

[GMJ Air Shuttle](#)

[Key Lime Air](#)

[Omni Air International](#)

[Ravn Air Group](#)

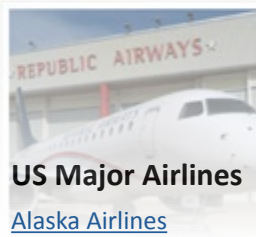
[XOJET Aviation](#)

US Fractional

[FlexJet](#)

[NetJets](#)

[PlaneSense](#)



US Major Airlines

[Alaska Airlines](#)

[Allegiant Air](#)

[American Airlines](#)

[Avelo Air](#)

[Breeze Airways](#)

[Delta Air Lines](#)

[Frontier Airlines](#)

[Hawaiian Airlines](#)

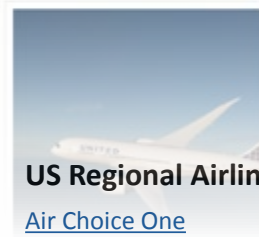
[JetBlue Airways](#)

[Southwest Airlines](#)

[Spirit Airlines](#)

[Sun Country Airlines](#)

[United Airlines](#)



US Regional Airlines

[Air Choice One](#)

[Air Wisconsin](#)

[Cape Air](#)

[CommutAir](#)

[Elite Airways](#)

[Endeavor Air](#)

[Envoy](#)

[GoJet Airlines](#)

[Grant Aviation](#)

[Horizon Air](#)

[Key Lime Air](#)

[Mesa Airlines](#)

[‘Ohana by Hawaiian](#)

[Piedmont Airlines](#)

[PSA Airlines](#)

[RavnAir Group](#)

[Republic Airways](#)

[Silver Airways](#)

[Skywest Airlines](#)

[Star Mania Air, Inc.](#)

The Grid (contract comparisons, pay charts, company details, etc.) has moved online. Click on the airlines above to go directly to that airline's information, or go to www.AeroCrewNews.com/go/thegrid. A sample comparison of three airlines begins on [page 47](#).

One of the **LARGEST** pilot hiring events in the aviation industry!



NGPA

Attendee registration
opens November 2022

ngpa.org

XPO PSP 23

PRESENTED BY

UNITED AIRLINES

FEB 9/10 2023

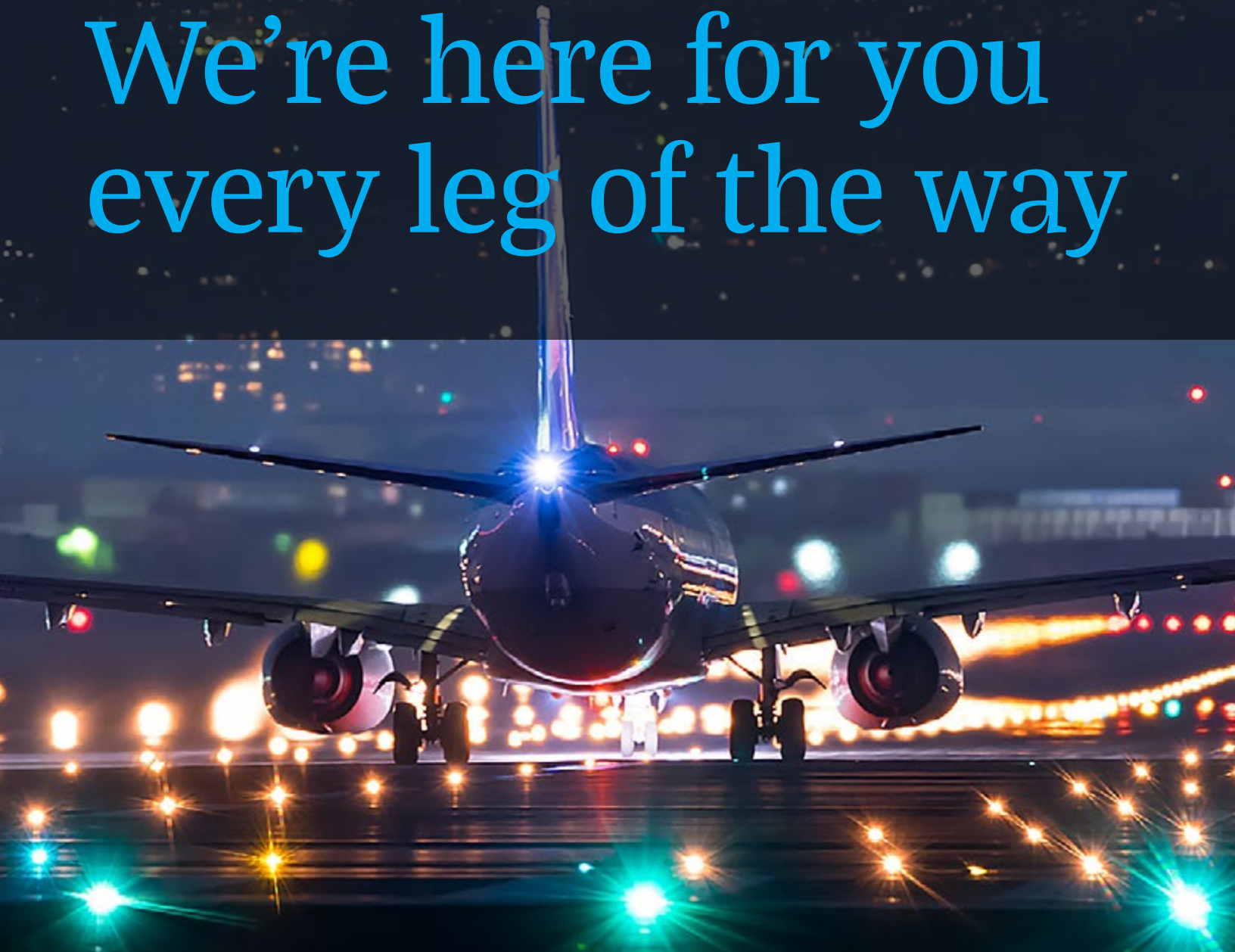
PALM SPRINGS, CALIFORNIA



AERO CREW NEWS

Your Source for Pilot Hiring and More..

We're here for you
every leg of the way



AEROCREWNEWS.COM

Pilot Highlight...

PILOTS LENDING TO PILOTS

We understand the unique circumstances that can come with Pilot pay.

We know the pilot contracts and can work with airline pilots of all tenures including new hires. Call us today to find out how we can help with your next purchase or refi.



VETERAN OWNED & OPERATED



Apply Today

JEFF WARE

Mortgage Loan Originator

678-687-5568

Jeff@myTHL.com

NMIS 2020197

TRIDENT HOME LOANS NMLS 65716 SEE LICENSING INFO AT WWW.TRIDENTHOMELANS.COM CORPORATE: 6723 PLANTATION RD, PENSACOLA, FL 32504. ALL APPLICATIONS ARE SUBJECT TO UNDERWRITING AND CREDIT GUIDELINES AND APPROVAL. NOT ALL APPLICANTS WILL QUALIFY FOR ALL LOAN PRODUCTS OFFERED. ALL LOAN PROGRAMS, TERMS, AND INTEREST RATES ARE SUBJECT TO CHANGE WITHOUT NOTICE. ALL FEES SUBJECT TO STATE AND FEDERAL HIGH COST THRESHOLDS. 2022 EQUAL HOUSING LENDER



TRIDENT HOME LOANS

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

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



THE AIRLINE TRANSITION MANUAL



Richard SWINDELL Jolanda WITVLIET Andrew ROSS



VATH PUBLISHING

AIRLINETRANSITION.ORG





PROFESSIONAL PILOTS OF TOMORROW

Free mentor program • Unbiased info • Connect to a growing network

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

Our aim is to provide confidential, insightful, and unbiased mentoring to pilots by more experience and seasoned professional pilots from the airlines throughout the aviation industry.

We've created an environment where aspiring pilots are well prepared to make the critical early career and lifestyle choices unique to the aviation industry.



JOIN US!

Visit our website, and fill out the "interested pilot" form

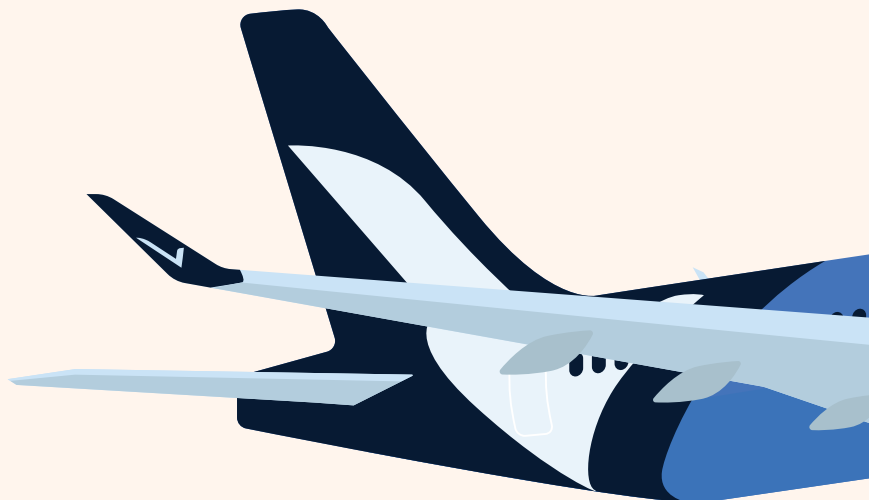
www.theppot.org info@theppot.org

JOIN OUR RAPIDLY GROWING AIRLINE!

Breeze Airways™ is hiring A220 Direct Entry Captains!

Fly brand new aircraft, with pay
starting at \$185 per hour.

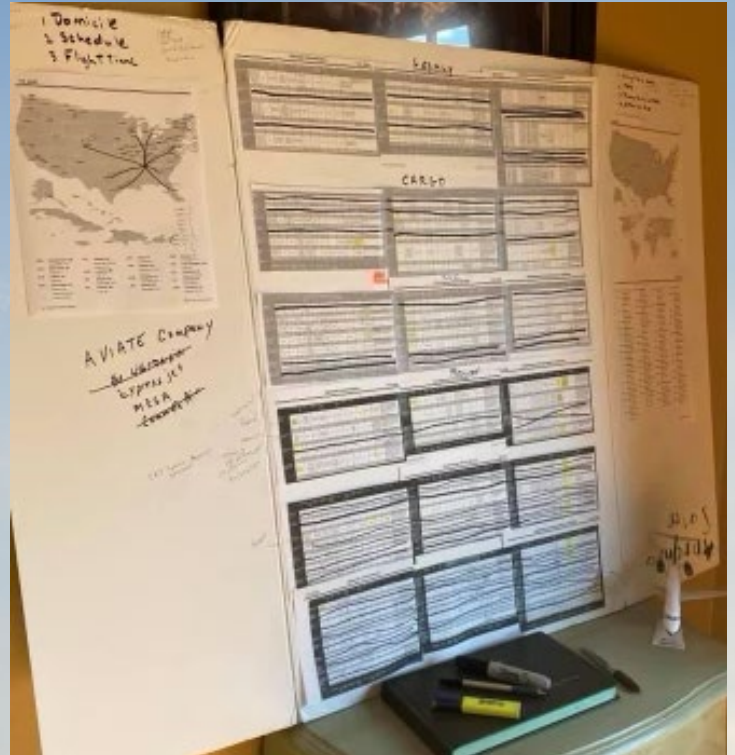
We have immediate openings in
upcoming classes, 80 A220s ordered,
and options for 40 more. Apply
today at **JOBS.FLYBREEZE.COM**
or by scanning the QR code below.





Dear readers,

'Tis the season for contract negotiations! It seems as though almost every airline and its union are developing a new agreement in principle (AIP) or temporary agreement (TA). Every other week we hear about another AIP or TA emerging. Of course, you hear about it from Aero Crew News first! All these updates have been keeping our team busy. If you haven't had a chance to look at the airline contract-comparisons section on our website, also known as [The Grid](https://aerocrewnews.com/acn-grid/), please visit aerocrewnews.com/acn-grid/.



About three months ago, at a bar in Atlanta, Ga., I meet Victor Soler, our new Food Bites author. By complete chance, we started talking only to discover that we are both pilots. He invited me to sit with him and his wife and we began talking shop. Aside from learning that he is an avid foodie, I also learned that at one time, he had dissected The Grid when it was printed in the back of Aero Crew News. He cut, arranged, moved, mapped, highlighted, crossed out, etc. Several years ago, Victor created a visual chart of his career path from The Grid as depicted here in the picture he showed me. (I'm so glad he kept this memento of his effort.)

Letter continued on [page 47](#).

About the Publisher ✈️



Craig Pieper is the Publisher and Founder of Aero Crew News. Craig obtained his Bachelors of Science in Aeronautical Science, along with a minor in Aviation Weather, from Embry-Riddle Aeronautical University in 2001. Craig is also a First Officer for a major airline with a type rating in the Boeing 737 & Embraer 145 and has logged over 8,000 hours of flying time since his introductory flight on November 14th, 1992.

January 2023

For January, we were very pleased to bring you new columns with new authors. We all think about goals as the new year dawns and Coach Eric Ray hit that topic in the **FITNESS** column. Reini Thijssen gave us helpful advice about improving our relationships through understanding your attachment style in her **BAGGAGE** column. John McDermott was back for the new year with **PERSPECTIVES** comparing the operations of Parts 121, 135 and 91. **KNOWLEDGE BASE** addressed wake turbulence, its impact, and reasons to avoid it. In **SQUALL LINES**, Dr. Ajay Raghavendra continued to educate us about the importance of understanding the behaviors of the air in which we fly. **MONEY** brought us a piece by Gary Krasnov offering three resolutions for the new year. We introduced two new authors in new columns making their debut's in January: **SKYLAW** and **GREY MATTER**. For our **FEATURE**, we kicked off our annual photo contest. Winter is a great time for beautiful dawns and dusks, so if you have a great shot of the colorful sky with an aircraft, submit it for consideration. As always, we invite your input. Share your thoughts at info@aerocrewnews.com

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



CREDITS

Publisher / Founder
Craig Pieper

Aero Crew Solutions, CEO
Scott Rehn

Editor
Deborah Bandy

Layout Design
Michelle Harvey

Additional Contributors
Lia Ocampo, John McDermott,
Jonathan Kulak, Sergio Sovero,
Victor Soler, Richard Swindell,
Ajay Raghavendra

Aviator Bulletins
Provided by the companies listed

Photographs By
Aviator Bulletin photographs provided
by the companies listed.
Photographs as noted or
licensed by Aero Crew News, LLC

Grid Updates Email
GridUpdates@AeroCrewNews.com

Social Media Marketing By
Nate Racine

Social Media Advertising By
Edith Duran



ALPA Vows to Fight Efforts to Remove Pilots from Flight Deck on Anniversary of the “Miracle on the Hudson”

Today, the Air Line Pilots Association, Int’l (ALPA) celebrates the heroic actions taken by the crew aboard US Airways Flight 1549 and vows to use its influence to ensure that at least two fully qualified, highly trained, and well-rested pilots are on the flight

deck to serve as an airliner’s strongest safety asset. On January 15, 2009, Capt. Chesley “Sully” Sullenberger and F/O Jeffrey Skiles, working together under extraordinary circumstances, saved the lives of the 155 passengers and crew as the world watched. [Read More](#)



ICYMI: Marking the Anniversary of the Miracle on the Hudson, Capt. Sully and ALPA President, Capt. Ambrose, Discuss the Dangers of Removing Pilots from the Flight Deck

On the 14th anniversary of his heroic emergency landing on the Hudson River, Capt. Chesley “Sully” Sullenberger published a blog post with Air Line Pilots Association, Int’l (ALPA) president, Captain

Jason Ambrosi reflecting on the value of always having at least two experienced, well-trained, and well-rested professional pilots on the flight deck. As efforts to fly with fewer pilots on the flight deck continue, Captains Ambrosi and Sullenberger argue that there will never be a replacement for two qualified and experienced aviators at the controls. [Read More](#)



United Airlines Pilots Picket San Francisco Int'l Airport Over Negotiating Delays as Company Will Report Positive 4th Quarter Earnings

United pilots, represented by the Air Line Pilots Association, Int'l (ALPA), conducted an informational picket at San Francisco International Airport, Wednesday morning, January 18, 2023, to express our frustration in United's unwillingness to invest in its pilots. [Read More](#)



Hawaiian Pilots Reach Tentative Agreement on New Contract

Hawaiian Airlines pilots, represented by the Air Line Pilots Association, Int'l, have reached a tentative agreement with management on a new four-year contract that includes substantial pay increases, including current industry-leading rates for the carrier's new cargo operation. [Read More](#)



ALPA Applauds the US House for Passing the NOTAM Improvement Act

Today, the House of Representatives passed the NOTAM (Notice to Air Missions) Improvement Act following a system failure that forced the FAA to issue a nationwide ground stop. The bill, sponsored by Rep. Pete Stauber (R-MN) and Mark DeSaulnier (D-CA) would create a task force to identify weaknesses and provide recommendations to improve the stability and resilience of the NOTAM system. [Read More](#)



American Airlines Cargo partnership delivers humanitarian supplies to Haiti

American Airlines Cargo is taking part in a global effort to transport life-saving medical and sanitation supplies to Haiti as the nation struggles to control a deadly cholera outbreak. In partnership with Airlink, a nonprofit humanitarian organization dedicated to bringing critical aid to communities in crisis, American is carrying more than 55 tons

of medical supplies from Europe to Miami, where they will be staged for distribution to Haiti.

[Read More](#)



American Airlines Reports Fourth-Quarter and Full-Year 2022 Financial Results

American Airlines Group Inc. (NASDAQ: AAL) today reported its fourth-quarter and full-year 2022 financial results, including:

[Read More](#)



Delta announces December quarter and full year 2022 profit

Delta Air Lines (NYSE: DAL) today reported financial results for the December quarter and full year 2022 and provided its outlook for the March quarter 2023. Highlights of the December quarter and full year 2022 results, including both GAAP and adjusted metrics, are on page five of the full release and are incorporated here. [Read More](#)



Espresso martinis, dessert cart headline Delta's food & beverage refresh

Delta is kicking off the new year with a refreshed onboard food and beverage menu that is sure to delight, featuring the return of the signature Delta One dessert cart, espresso martinis, premium rosé wine, plant-based cheesesteak, seasonally inspired items, and more. [Read More](#)



Embraer's Phenom 300MED Receives FAA and EASA Certification

The Phenom 300MED, has received the Supplemental Type Certificate (STC) from the U.S. Federal Aviation Administration (FAA) and the European Union Aviation Safety Agency (EASA). The Phenom 300MED is a unique Medevac solution for the Phenom 300 series aircraft, the world's best-selling light jet, for ten consecutive years. The STC was performed at Embraer's Service Center in Fort Lauderdale,

Florida, and will be operated by the launch customer, on-demand charter operator Grandview Aviation. [Read More](#)



Epic Flight Academy Opens New Flight School in Tallahassee

Tallahassee, FL – Epic Flight Academy held a grand opening of its third FAA Part 141 flight school location at the Tallahassee International Airport on Saturday, January 14, 2023. Members of the Greater Tallahassee Chamber of Commerce and the community came out for a ribbon-cutting ceremony and discovery flights. CommuteAir, a regional airline operating for United Airlines, displayed an

Embraer ERJ-145 jet they flew in for the occasion. [Read More](#)



Hawaiian Airlines Creates \$100,000 Scholarship Fund for Hawai'i Residents Attending Arizona State University's IT Program

Hawaiian Airlines is encouraging Hawai'i students to pursue careers in information technology with the establishment of a \$100,000 scholarship fund in partnership with Arizona State University's W. P. Carey School of Business. The Hawaiian Airlines New Horizons

Scholarship will provide \$10,000 awards each year for up to two undergraduate students enrolling in the school's Information Systems program, starting in the fall 2023 semester. [Read More](#)



Hawaiian Airlines Joins Embry-Riddle's SkillBridge Program to Train, Employ Transitioning Military Personnel

Hawaiian Airlines today announced it has become the newest industry partner of Embry-Riddle Aeronautical University's Aviation Maintenance Technology (AMT) SkillBridge program, which has successfully transitioned more than 380 servicemen and women into civilian careers since its inception in 2019. [Read More](#)



JetBlue Announces Fourth Quarter 2022 Results

JetBlue Airways Corporation (NASDAQ: JBLU) today reported its financial results for the fourth quarter of 2022. [Read More](#)



JetBlue Announces New Routes – Many Made Possible Through the Northeast Alliance – All Out For Sale Starting Today

JetBlue today announced that a variety of new routes launching this year – many made possible through its Northeast Alliance (NEA) with American Airlines – are out for sale starting today, delivering more competition and new choices to customers in the airline’s New York

and Boston focus cities. JetBlue is also advancing its focus city strategy on the West Coast with the introduction of an all-new international route in Los Angeles. These routes add more JetBlue flying across all corners of the airline’s route map in the Americas.. [Read More](#)



United Opens Expanded and Newly Renovated Global Inflight Training Center in Houston

United today opened in Houston its largest Inflight Training Center, a 56,000 sq. ft. facility that includes new classrooms, additional cabin and door trainers and a state-of-the-art aquatic center that features a 125,000-gallon pool and mock fuselage to practice the safe evacuation of the plane in the unlikely event of a water landing.

Congresswoman Sheila Jackson Lee and Houston Mayor Sylvester Turner joined United CEO Scott Kirby at a ceremonial ribbon cutting event in Houston to officially open the new training center. [Read More](#)



United Airlines Fourth-Quarter and Full-Year Financial Results: Achieved 9.1% Pre-tax Margin Ahead of Schedule in Q4

United Airlines (UAL) today reported fourth-quarter and full-year 2022 financial results. The company exceeded adjusted operating margin¹ guidance in the fourth quarter reporting a 11.1% operating margin; 11.2% operating margin on an adjusted basis¹. Additionally the company reported a 9.1% pre-

tax margin on a GAAP basis and 9.0% on an adjusted basis¹, achieving its 2023 target ahead of schedule. The company grew operating revenue by 14% and TRASM (total revenue per available seat mile) by 26%, both versus fourth quarter 2019. The company remains confident in the 2023 United Next adjusted pre-tax margin¹ target of about 9%. [Read More](#)



United Celebrates Historic First Graduating Class of Flight Academy Pilots

United, the only major U.S. airline to own a flight school, is celebrating the graduation of United Aviate Academy's inaugural class of pilots, an important step towards training the next generation of talented, qualified, and motivated aviators. The inaugural graduating class includes 51 students – with nearly 80% being women or people of

color – marking the next step towards the airline's goal to train about 5,000 new pilots at the school by 2030, with the added goal of at least half women or people of color. [Read More](#)



Non-Instructing Career Options

WRITTEN BY: JOHN MCDERMOTT

Many new commercial pilots choose to pursue instructing in order to build flight time and experience to become viable job candidates. However, for those of you who don't want to instruct, there are other options you can pursue to acquire the experience you need for your dream flying job.

One notable job is pipeline flying. These pilots fly long hours each day inspecting oil pipelines, often at low altitudes. Though you may be locked into a contract between 1-2 years, these jobs often yield thousands of flight hours within a relatively short period. Days often involve hours of flying at a time, often at low altitudes, and in VFR conditions. This is a good way to learn effective single-pilot resource management with risk factors that may include low-altitude flying and VFR flight in marginal conditions. You will also have the added workload of splitting attention between keeping the aircraft stable and focusing on the task outside. However, this flying offers ample opportunity to learn more about PIC authority and effective decision making to a pilot.

Similarly, many choose to fly as survey pilots who use mapping and photographic equipment to capture images, record data, or work on mapping an area. This type of flying will, as with pipeline work, give you ample flight time in short periods and help you hone PIC authority and decision-making abilities. Since you may be required to determine the best path to accomplish your mission through pre-flight planning, it will also help you become especially cognizant of the terrain and obstacles on your route of flight.

Another option may be Part 135 flying. Though some major companies may still prefer highly experienced pilots, other airlines like cargo charter companies, essential air service companies like Cape Air, or other operators take low-time pilots at the start of their careers. These are good options for getting real-world experience at big airports, with structured air operators, or in a wider variety of aircraft.

Some pilots also fly skydivers, either during a particular season or year round. This type of flying offers challenging environments, in that you'll be operating in tight environments at airports around other aircraft and skydivers, and experience in new, more-advanced aircraft. This is also another easy way to get hours, as skydiving companies expect a high frequency of flights in order to make money, thus providing the pilots with additional hours.

Sightseeing flights are also a common method of attaining hours. As with pipeline flights, sightseeing often includes common routes at somewhat-low altitudes, though there may be more natural breaks and more variability with weather constraints,

passengers, and more. These flights are both a good way to build time and learn how to interact with passengers in a variety of environments and busier situations.

Flying as a ferry pilot may be a good way to gain hours, either full-time or to augment the flying you're doing by taking part-time gigs. Either way, this is a good way to gain experience flying a variety of different aircraft. Often, you can even charge additional fees to get to and from the aircrafts' bases as well as per diem costs. Flying as a ferry pilot is a good way to build time around your schedule, since working as a freelance pilot is arguably most seamless.

Finally, towing gliders and banners are good options for new pilots. You'll spend time flying in relatively-easy conditions — along coasts, near airports, and over other popular tourist attractions. As with ferry-pilot jobs, these are often flown part time in addition to other positions. This isn't the fastest way to build time, but it will provide options for smooth, relatively seamless, repetitive flying.

In summary, there are a wide variety of positions you can take in order to build flight time without being a certified flight instructor. Regardless of the path you take, it is easy to build a lot of experience in a relatively short time in new aircraft, in challenging environments, or with new methods. With focus and dedication, in no time, you'll be taking the next step in your career.

About the Author



John McDermott's passion for aviation began in a Michigan bookstore when he found a story about a chance encounter between enemy pilots during World War II. Soon, after watching countless hours of fighter jets and traffic from his home near O'Hare International Airport, he was hooked forever.. [Read More...](#)



Berghoff Cafe at O'Hare

Sandwiches

WRITTEN BY: VICTOR SOLER

A best-case scenario for any crew member is a long overnight next to great food and beverages. Unfortunately, we all know this is not always the case. Next time you're walking through the airport, take a look at some of the common fast-food chains with crews in line to get their next meal. You will notice their demeanor does not display joy, but, "Well, I need to eat something".



But, when in Chicago O'Hare you will see no such sad faces in the line at Berghoff Cafe. The café is located in Terminal 1, Concourse C, close to Gate C26. Without a doubt, the line will not be short, averaging 15 or so customers waiting to place their orders. Do NOT let this discourage you for the line moves fast and it is well worth the walk and the wait.

Dating back to the late 1800's, the Berghoff family has been serving delicious food and beverages at their location in Chicago just off Adams Street. The Berghoff Cafe in O'Hare is the perfect way to show travelers an extension of the warmth and hospitality set by the original downtown restaurant, which is now on my foodie bucket list of must-visit restaurants.

What separates Berghoff Cafe from all the restaurants in the airport is the freshly hand-carved meats on their sandwiches. Ask for a turkey sandwich and they will break out an oven roasted turkey breast and slice your meat fresh. The bread is freshly baked every morning at the main restaurant and delivered to the airport.

I was shocked at the selection of sliced-to-order meats available. I must admit, I panicked when it was my turn. There were so many delicious options to choose from. "What can I get for you sir", I just stood there with a blank stare on my face like Ralphie from A Christmas Story when asked what he wanted for Christmas from Santa.



Do me a favor, swing by if you have time in O'Hare and maybe try the Reuben that has received so much praise. I still need someone to convince me not to get the Cuban again when I swing back through!

Located in Terminal 1, Concourse C, by Gate C26
<https://www.theberghoff.com/ohare-cafe/>

Unlike Ralphie, I didn't need a BB gun. I needed that Cuban Sandwich. "One Cuban Sandwich please" I said with a childlike grin, looking around at everyone else in line like I won a major award. They sliced the ham, added a good helping of pulled pork, then some delicious cheese to top it off. Then, they took it to the Panini press to do its magic.

The meal was packaged to go and I am super happy they did that. This was a massive sandwich. Taking my first bite, I loved the crunch of the freshly made bread that then gave way to the delicious double meaty delight of ham and pulled pork. The only problem with this Cuban was that it might have ruined other restaurants' Cuban sandwiches for me forever.



About the Author

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



Laboring to Understand Unions, Part 2

Where do unions come from?

WRITTEN BY: RICHARD SWINDELL

Greetings and welcome back to this series on organized labor in the airline industry. Building off my previous article about what a union is and who is in one, let us delve quickly into where unions come from. First, take a moment to reflect on the following:

- **Five-day work week with weekends off**
- **Minimum wage**
- **Minimum working age (no child labor)**
- **Time off and paid vacation**
- **Medicare**
- **Social Security**
- **8-hour work day**
- **Unemployment compensation**
- **Safety standards in the workplace**
- **Health benefits and paid sick leave**
- **Universal suffrage and the Voting Rights Act (1965)**

Each of these were negotiated, lobbied, and fought for by unions.

In Roman times, groups of craftsmen who safeguarded and secured the secrets of traditionally imparted technology were known as collegium – literally meaning in Latin “persons working together”, ultimately giving us the words college and colleague. This ancient arrangement offered a blueprint for skilled laborers in Medieval Europe providing reliable products and services while improving their status and quality of life. From this point, all modern labor unions can trace their roots to these trade guilds – groups of artisans and merchants who oversaw the practice of their craft or trade and provided training in that work to its members. This system controlled access to the trade itself (i.e., who was admitted to the guild), and in turn ensured consistency and quality workmanship, in addition to establishing minimum expectations for payment of services and work performed. This concept remains at the core of labor unions today – providing training, career support, appropriate benefits and wages, along with dependable, high-quality work.

In the U.S., the tradition of organized labor was introduced in the mid-19th century in response to the social and economic impacts of the Industrial Revolution. Although the Knights of Labor emerged as a major force in the late 1880s alongside other similar organizations such as the American Federation of Labor and the Congress of Industrial Organizations (later the AFL-CIO), unions struggled for survival until Franklin D. Roosevelt’s New Deal policies of the 1930s. In

particular, the Wagner Act legally protected, for the first time, the right of workers and unions to organize.

At the same time, air carriers were continuing to expand. The pilots working for these companies were paid little and pushed hard by managements to fly – regardless of fatigue, weather, or aircraft mechanical issues. Realizing that they needed a way to amplify their voice and collectively speak to their companies and federal legislators about low levels of safety and compensation, pilots turned to unionizing in order to be heard and have their issues properly addressed. In response, Congress tucked the budding airlines into existing railway statutes governing procedures for collective bargaining for those unionized employees. Thus, airline pilot negotiations are not regulated by the National Labor Relations Act (NLRA), which was established to support trade unions throughout the U.S., but rather by the Railway Labor Act (RLA). Not only was this intended to streamline the negotiating process for these unique transportation sector workers, but most importantly, to prevent the disruption of interstate commerce due to lockouts (by employers) and strikes (by employees).

In next month’s Grey Matter, we will review the services you receive as a union member, as well as the dues you pay in exchange for those services.

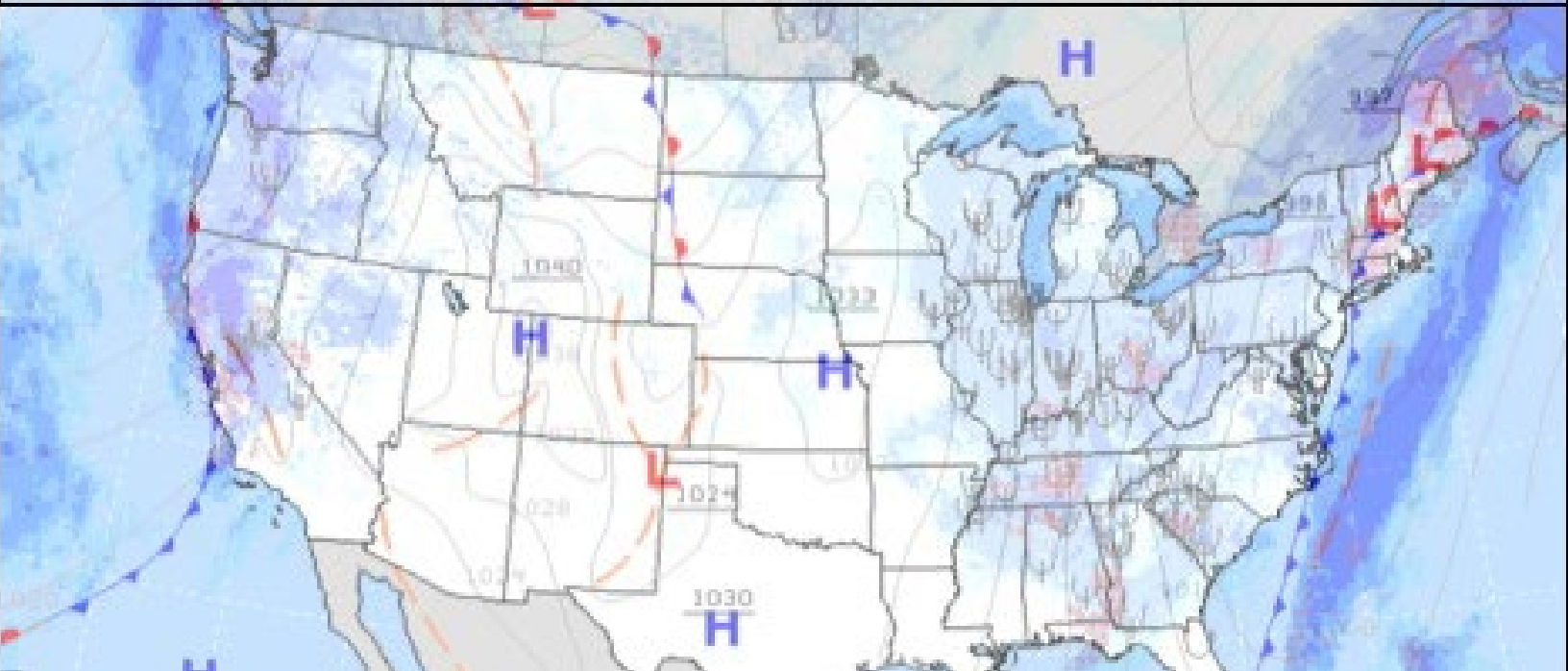


About the Author



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

Overlay of the NOAA ADDS Surface Analysis valid at 1800 UTC and Maximum icing severity (1000ft. MSL to FL300) analysis valid for 2100 UTC on 13JAN2023



What's Behind that Cold Front?

WRITTEN BY: AJAY RAGHAVENDRA

Thunderstorms are one of the most significant hazards to aviation. For instance, on 12 January 2023, a relatively strong cold front dominated the eastern and midwestern United States. This weather system was also responsible for the EF2 tornados in Selma Ala. and the unfortunate loss of human life and property across Alabama and Georgia. Finally, the cold front passed, and as a pilot, you breathe a sigh of relief as the various frontal-related hazards finally pass. As you glance at the radar imagery, you observe those dangerous squall lines and thunderstorms depicted in magenta, red and yellow colors and lightning activity move away from the airport. But, not all hazards departed with the passing of the cold front. For instance, on 13 January 2023, the passing of this cold front paved way for ceiling and visibility obscurations, icing conditions, and turbulence.

Often, the air mass behind the cold front gives way to better flying conditions. Atmospheric pressure rises, and the cooler temperatures improve aircraft and engine performance. The decrease in atmospheric moisture content reduces cloudiness and improves visibility. However, this may not always be the case. For instance, pre-existing moisture and surface evaporation after the passing of the cold front exist in an environment characterized by cooler temperatures. Depending on the ambient air temperature, we can expect cloudiness and either liquid, mixed, or solid precipitation. Supercooled large drop (SLD) may also be encountered in clouds at OAT below 0°C. Winds are another hazard to aviation and are dynamic around frontal boundaries. The passing of a cold front results in both a direction and speed change. These strong changes in the wind vector are typically associated with gusty conditions, turbulence and windshear. So how can pilots better prepare for flights near weather fronts?

According to the Pilot's Handbook of Aeronautical Knowledge (PHAK, FAA-H-8083-25B), situational awareness (SA) "is the accurate perception and understanding of all the factors and conditions within the five fundamental risk elements (flight, pilot, aircraft, environment, and type of operation that comprise any given aviation situation) that affect safety before, during, and after the flight." The meteorological conditions near frontal boundaries are complex and depend on the ingredients making up the weather system. Consequently, weather systems may be similar but seldom identical to a past weather event. For instance, an identical

frontal pattern over the Great Lakes during late-November vs. late-January will result in significantly different snow-fall totals attributable to Lake Effect Snow. The frozen lakes in late-January reduce the moisture availability and precipitation associated with the weather system.

The PHAK (FAA-H-8083-25B) further elaborates, "monitoring radio communications for traffic, weather discussion, and ATC communication can enhance situational awareness by helping the pilot develop a mental picture of what is happening." While there is a tendency to emphasize, on the radar image often displayed on TVs, iPads, or smart phones, hazards such as ceilings and visibility, icing, and turbulence may not be directly inferred by just visualizing a radar image. To correct this deficiency and build a better "weather picture," pilots should review G-AIRMET products and obtain a full weather briefing in order to better understand weather hazards along the route of flight. A pilot's SA is paramount to the safety of flight and proper pre-flight planning. Obtaining updated weather briefings, and reviewing different types of weather products will help pilots make informed decisions concerning the safety of flight.



About the Author



Ajay Raghavendra is an Aviation Officer flying helicopters with the U.S. Army (New York National Guard). He holds a Ph.D. in Atmospheric Science from SUNY-Albany and graduated with honors from Embry-Riddle Aeronautical University with a B.S. in Meteorology and Computational Mathematics. [Read More...](#)



Volcanic Ash: An Unrecognized Threat to Aviation

WRITTEN BY: SERGIO SOVERO

Volcanic ash is a major threat to flight safety. An inadvertent encounter with an ash cloud has the potential to cause severe aircraft structural damage, engine surges, as well as the potential loss of thrust. It is imperative pilots conduct a detailed preflight to determine volcanic activity along the route of flight, adjust flight paths accordingly, and take appropriate risk-management strategies.

Volcanic ash produced by volcanic activity is particularly challenging to detect when flying at night. Given the lack of moisture content of the ash cloud, it rarely procedures radar returns. Thus, the FAA and ICAO have developed tools and products intended to inform pilots of ash clouds during the preflight planning phase.

Both PIREPs and SIGMETs are considered key products in establishing the severity of volcanic ash. In addition, dedicated Volcanic Ash Advisories are disseminated to pilots around the globe. Such advisories are issued by dedicated Volcanic Ash Advisory Centers (VAACs), established by ICAO.

In the event of an inadvertent encounter, it is imperative pilots understand the characteristic cues of an ash cloud. Prompt recognition will allow a prompt exit and minimize any aircraft damage. Flight crews may notice a smoky or acrid smell, along with static discharges on the windshield. It is important to mention that the glow on the windshields (and potentially the engine inlets) is not to be mistaken for “St. Elmo’s fire.” Flight crews, as well as cabin crew and/or passengers, may see a haze develop within the aircraft cockpit and/or cabin. Dust can settle on surfaces.

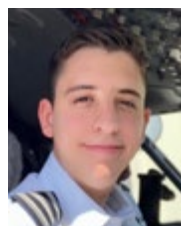
Further indications may include abnormal pitot-static readings, due to disturbed or clogged pitot probes. Pilots must fly “known” pitch and power settings in that event, while attempting to minimize any power changes. Pressurization could also be affected,

requiring the usage of oxygen masks. Surging, torching from the tailpipe, and flameouts can occur as well.

The first priority of the flight crew must be to exit the cloud immediately by executing a 180-degree turn. The abrasiveness of volcanic ash can be very damaging to aircraft, therefore time is of the essence. Pilots shall then comply with any aircraft specific QRH or checklist, and attempt to land at the nearest suitable airport.

Flight crews may face several challenges during the approach and landing phase. Windshields may be obscured or opaque, affecting visibility, while landing lights may be scratched and deemed ineffective. Use of automation to the highest extent is recommended under those scenarios.

All pilots should be familiar with and understand the threat of volcanic ash. A diligent preflight, including PIREPS and SIGMETs, will ensure flight crews avoid such weather phenomenon. Shall an encounter take place, follow the aircraft-specific checklists, communicate to ATC the emergency, and attempt to land at the nearest airfield.



About the Author



Sergio Sovero is a First Officer for a US major airline, Gold Seal CFI, AGI, IGI and currently pursuing his MBA in Aviation. [Read More...](#)



MORTGAGE



Know Your Worth - Pilot Mortgages Debunked

Using your dream job to buy your dream home

WRITTEN BY: JONATHAN KULAK

This is such an exciting time to be a pilot and in the airline industry! The pilot shortage that was delayed by COVID is now in full swing and only projected to grow over the next few years as mandatory retirements kick in and airlines work to regrow their networks. As a result, we are seeing amazing new contracts signed at many regional airlines and more to come at the majors along with a wave of new hires/upgrades in the industry. Finally, pilots at all stages in their careers are being compensated properly and have opportunities to advance. With increased pay and new positions may come the need to relocate or upgrade your home. In this article, I'm going to show you how you can reduce the stress of getting a mortgage if you're either a new hire or simply got a pay bump due to a new contract or upgrade.

The biggest challenge for pilots with the mortgage industry is trying to get your loan officer, and more importantly your underwriter, to understand how you are paid. To us, as airline pilots and me as a pilot-friendly senior loan officer, it is very simple; treat us as salaried employees paid a minimum guarantee multiplied by your hourly pay rate. If you have two years or more of time with your airline then you can use your average monthly pay hours multiplied by your hourly pay rate. If you just went to second-year pay or upgraded to captain then it's just a new hourly rate multiplied by your minimum guarantee or your 24-hour month average pay hours. Unfortunately, most people outside our industry have trouble understanding that and thus look at us as variable income employees which requires work history and averaging pay that will then reduce your qualifying income and thus, the cost of the home you can qualify to buy. To avoid problems, please make sure,

early in the conversation with any lender, that they understand how to qualify you and that they also confirm it with their underwriters as well. Some loan officers are more experienced than others, but at the end of the day, it's the underwriter you must get to sign off on the loan, not the loan officer. This is a conversation you want to have sooner rather than later. Over the years, I've taken calls from many pilots who were supposed to close the following week but the underwriter denied the loan at the last minute over pilot pay.

Now let's talk about using future income of a new hire, pay increasing due to longevity, or pilots upgrading. In all these scenarios, airline documentation is key, and again, understanding by the underwriter is critical. Short story – you can use future income to qualify if it will begin within 60 days of closing and is unconditional. For a new hire, a conditional job offer letter won't work, but a job offer letter after you've satisfied any pre-employment requirements (drug, PRIA, etc.) will, as long as it has your pay rate, minimum guarantee, and start date. I've closed multiple new hires at my own airlines before they've started class because my airline will provide the right documentation. For contractual pay raises due to longevity or upgrades, a letter with the effective date and new pay rates can be used to qualify. Realize, some airlines, due to their HR policies, will not provide anything more than a conditional job offer letter until you actually start class or document your longevity pay increase/upgrade pay rates until it's reflected on your pay stubs.

As an airline pilot who writes more mortgages than hours I fly, I can tell you that what I'm explaining works, but it can be an uphill battle. While all these things seem common sense to us in our industry, most outsiders haven't seen it enough to get it. Since my company and our underwriters see so many loans like these, they get it. But don't expect the same everywhere, so please start early. There is no harm in having an honest conversation early with whatever lender you're interested in working with, because if you don't, you only risk additional stress/drama, or worse, not closing on your home once you are under contract. Most lenders these days can even do a pre-underwrite for you before you find a home so you can mitigate the risks I've discussed.

Remember, the only real way to ensure you'll qualify and for how much is to reach out to a licensed loan officer sooner than later. Build that relationship early, have the tough conversations upfront, and don't fall for the sales trick of over promising then under delivering. Interest rates, lender fees, and closing timelines are secondary conversations to have once you've firmly established your qualification. If the lender can't understand your pay or scenario, then the deal is worthless.

Trident Home Loans and I are always here to help, whether it's doing your loan or just offering advice. Feel free to contact me with

any questions at 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 on pilot mortgages available in the October 2018 through February 2019 issues of Aero Crew News.

For more information visit www.tridenthomeloans.com, call 850-377-1114 or email jk@mythl.com.

Qualifying on Pilot Pay Video: <https://youtu.be/y2Y7YZjsO6w>

Preapproval App link: <https://jonathankulak.floify.com/>



About the Author



Jonathan Kulak is a Senior Loan Originator at Trident Home Loans, a pilot/veteran owned/operated mortgage lender licensed in 48 states and located in Pensacola, Fla. [Read More...](#)



FLYING



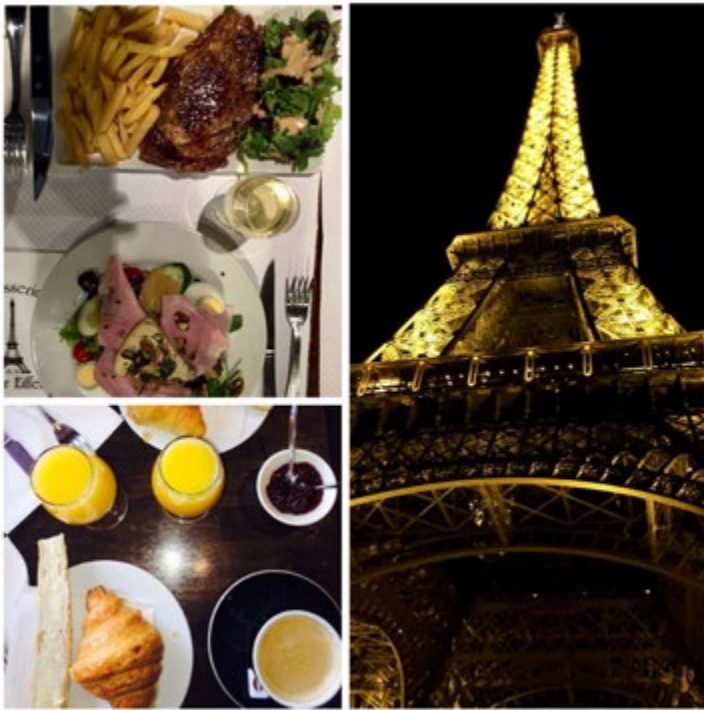
LOVE IS IN THE AIR

WRITTEN BY: LIA OCAMPO

In honor of Love month, let me take you to the City of Love, Paris.

Why is Paris on many people's travel bucket lists and is among most girls' dream destinations? Paris is known as the City of Love and the City of Lights. It has the romantic vibes, charm, and energy of a city that never sleeps. It is famous for its classical museums, art galleries, and was home to many of the well-known writers and artists of all time. The moniker, City of Lights, was borne out of Paris being at the center of the Age of Enlightenment (enlightened minds) in the 18th century. In the late 19th century, it became one of the first European cities to install gas streetlights, furthering the acceptance of the City of Lights designation. Today, the city is magnificent at night when its landmarks, architecture, and monuments are stunningly lighted and shining. Paris still attracts artists, writers, and book lovers (as I am). And lest we forget, Paris still earns the title of the world's fashion capital.

Wine is a way of life in France. They produce quality wines that are known all over the world including some are the wines we enjoy on planes. French cuisine is recognized among the best in the world attracting foodies. In addition, France, especially Paris, has a strong coffee culture. Sitting in a café, sipping coffee, eating croissants, and watching Parisians and tourists go by – are my favorite things to do!



To make the most of your visit to Paris, especially if you only have a weekend to travel, the hop-on-hop-off tour is a great way to see the city's highlights. (I usually do this when I travel alone.) Otherwise, you can explore the city on foot and experience some of the best attractions.

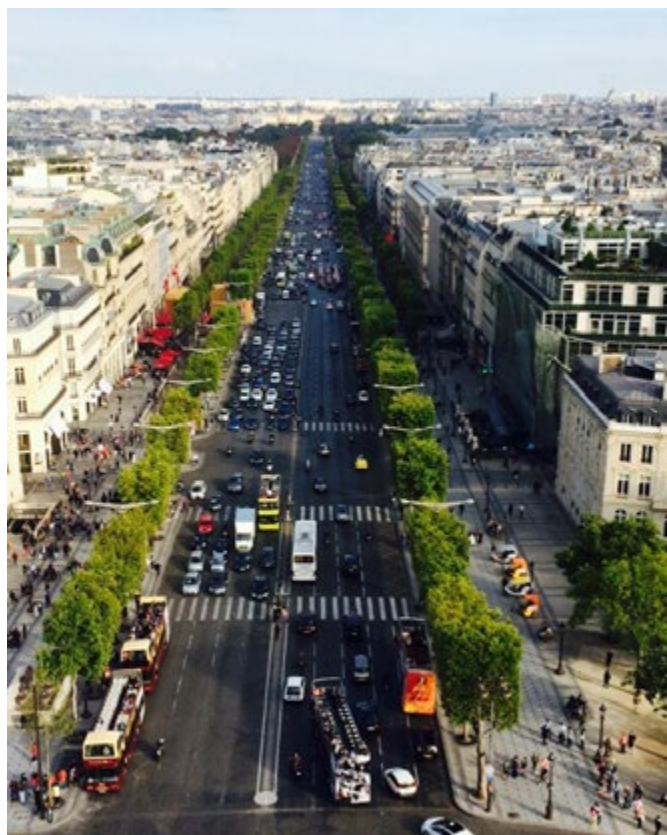
Here are a few of my favorite tourist attractions in Paris and some advice:



Eiffel Tower. When visiting the Eiffel Tower, especially for a romantic getaway, it is great to be there late afternoon and stay until the sun sets. Watching the sunset overlooking the Paris skyline is a special treat that creates passionate energy. The elevator takes you to all levels within the Eiffel Tower, but if you have the energy and want a unique experience, you can use the staircase of more than 300 steps that will take you to the first level, and another 300+ steps to the second level. Both levels have similar gift shops, cafeterias, and outdoor terraces. However, the second level has a fine dining restaurant with a better view of the Paris landmarks. So, if you're planning to experience fine dining with your date, make a reservation ahead of time. The top is accessible only by elevator.



Louvre Museum. This is the largest museum in the world and the former home to several kings of France. Some of the world's most prestigious art collections, are on display here. The famed Mona Lisa by Leonardo da Vinci has its dedicated guards and the work is protected by bulletproof glass. Seeing the painting with her captivating and mysterious smile was by far my best art experience. The Louvre Museum is so vast that it's only possible to see some parts of the museum in one visit. Making the most of your time by joining a group tour is a good idea allowing you to skip the entrance lines and go straight to the must-see artworks.

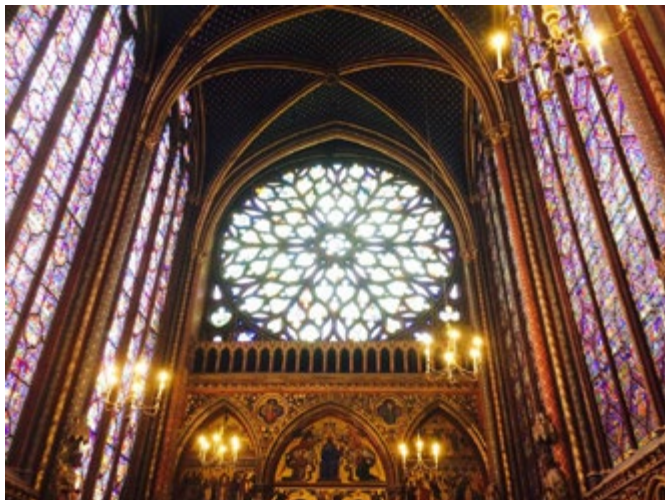


Avenue des Champs-Élysées. Once the famed meeting point for politicians and intellectuals, the avenue is now one of the most well-known streets in the world. It is home to several luxury brands and prestigious establishments and is a spot for cultural activities. If you have a sweet tooth, stop by Maison Ladurée, famous for its macarons. There are many fine-dining restaurants on this avenue, but you can also choose affordable ones. You can shop until you drop or just window shop.



Arc de Triomphe. At the western end of the Champs-Élysées, the monument is a massive, 50-meter-high arch dedicated to the soldiers of the French Revolution and the First Empire. The names of all the French victories and their generals are inscribed on the inner and outer surfaces of the Arc. There's a viewing platform at the top accessible by elevator where you can enjoy a panoramic view of the city. The Tomb of the Unknown Soldier is at the foot of the Arc. A ceremony takes place every evening to honor the unknown soldiers. A guided tour with a multimedia presentation is available if you want to learn more about French history. I think it's worth your money.

There is an audio guide available so visitors can listen and appreciate the chapel's history, art, and architecture.



Sainte-Chapelle. This 13th-century chapel is considered one of the most exquisite churches in Paris. The chapel is renowned for its stained-glass windows and is regarded as one of the most extensive stained glasses in the world. Sainte-Chapelle is open to the public but is used for church service only on rare occasions. It is recommended to visit the chapel in the morning to witness these exquisite windows in their most brilliant light.

Jardin du Luxembourg. This 23-hectare (56.8 acres) park has beautiful lawns, tree-lined promenades, and flowerbeds. At the center of the park is the Medici Fountain with chairs placed around the fountain. Stay here for an hour or two to experience the quieter ambiance of Paris. The garden contains hundreds of statues, fountains, and monuments. There's a restaurant where tourists can dine and enjoy the romantic outdoor atmosphere beneath the trees with a glass of wine. The park is also a local favorite for picnics and recreational activities, including a model boat pond for children. In addition, you can find here the Theatre des Marionnettes, the largest puppet theater in France.



Pont des Arts. This pedestrian bridge that crosses the Seine River was built in 1984 and it well known as the Love Lock Bridge. In 2008, the romantic gesture of lovers attaching their love locks and throwing the key in the Seine River became a tradition. Unfortunately, it became overwhelming and created a serious safety concern and damage to the bridge's structure. Eventually, part of the bridge collapsed, and the government removed all the love locks. They launched a campaign called Love Without Locks, encouraging tourists to take selfies instead of leaving love locks. There are no more love locks on the bridge, but the keys remain at the bottom the river, which I think is still symbolic of profound love. This iconic bridge remains a favorite spot for photographers and a romantic place for lovers. The best time to visit Pont de Arts is as the sun sets showing stunning colors upon the Seine River.

There you go – an itinerary if you're planning a quick trip to extend your love affair with Paris or perhaps with your special someone – from the Eiffel Tower to the Pont des Arts. So, pack your luggage and hop on the plane for a weekend getaway to Paris. (However, if

you have a week to spare, here's a good site to examine the [10 Most Romantic Places in Paris.](#))



I love Paris, not only because of it is among my most favorite places and the things there are to do here, but because the French enjoy their lives with cheer! My favorite French phrase sums it up – Joie de Vivre. According to Wikipedia, it means “cheerful enjoyment of life, exultation of spirit. It can be a joy of conversation, joy of eating, joy of anything one might do. It may be seen as a joy of everything, a comprehensive joy, a philosophy of life.”

My best advice is to enjoy your life as French people do. Have a safe flight, and I will see you in Paris.



About the Author



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

FOLLOW UP



★ BOMBER BOYS ★

WWII

FLIGHT JACKET ART

A BOOK BY JOHN SLEMP

AVAILABLE AT WWIIBOMBERBOYS.COM

Honoring the devotion of those who wore the jackets to help the next generation take flight. WWIIBomberBoys.com – A project by Photographer John Slemp



Stories Unfold in New Book about Flight Jacket Art of World War II

The most comprehensive visual record of U.S. Army Air Corps A-2 Jackets

Bomber Boys – WWII Flight Jacket Art by John Slemp is the most comprehensive visual record of A-2 jackets ever produced. Slemp, an award-winning photographer, has captured, in archival quality, the tactile beauty of the leather and the artwork that adorns the jackets. Over 100 jackets representing all World War II theaters, from both museums and private owners, plus artifacts and personal accounts, reveal a visual diary of men's service in the U.S. Army Air Corps.

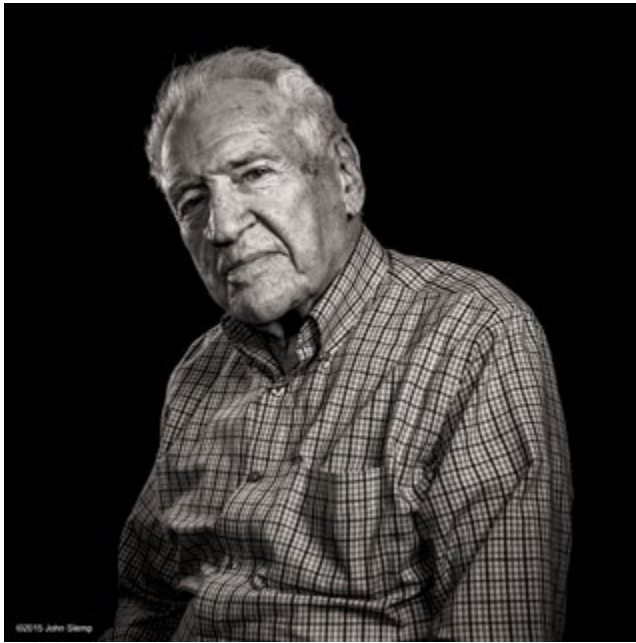
The coffee-table book captures the imaginations of those unfamiliar with this seldom seen genre of military folk art. The highly individualistic art depicted on World War II bomber jackets continues to fascinate, educate, and entertain to this day. Painted on the back of leather A-2 work jackets, these collectibles depict the attitudes of young airmen subjected to the vagaries of modern warfare in the sky, the successes, failures, and eventual triumphs of surviving 35 missions over stubbornly defended enemy territory.



“I’m not sure anyone ever sits down and consciously decides to write a book about the leather jackets worn by American aircrew during World War II. Yet, that’s precisely what happened after I began photographing A-2 flight jackets in 2014,” stated Slemph. ***“As the number of jackets photographed grew, the stories of their owners began to weigh more heavily on my mind. I began to realize that the jackets were mobile signposts reflecting the distinct mortal challenges every flyer faced. Initially, I was drawn to the artwork and symbology, but as I more fully understood their cultural and historical implications, I became more engaged. The emotion these jackets engender has been nothing short of astounding. To illustrate that point is the case of the daughter of a WWII flyer who, during an early exhibition of the work, stood in front of a print of her dad’s jacket for almost two hours. As we were leaving, she pulled me aside***

and said in a quivering voice, ‘You have no idea what this means to me.’ It was a telling moment and has provided continuing incentive to bring the work to fruition.”

Slemph photographed over 160 A-2 jackets for the project, including jackets from the National Museum of the United States Air Force, the 390th Memorial Museum, 475th Fighter Group Museum, Allen Airways Flying Museum, Indiana Military Museum, The Air Zoo Aerospace & Science Museum, Lowndes County Historical Society Museum, March Field Air Museum, Minnesota Historical Society, National Naval Aviation Museum, San Diego Air & Space Museum, and the Smithsonian Air & Space Museum. Additionally, 37 jackets are from private collections that can only be seen in this book.



In addition to jackets, like actor Jimmy Stewart's, readers will find jackets and portraits of pilots, radio operators, Women Airforce Service Pilots, and even a member of the original unit that dropped supplies behind enemy lines. All their stories inspired the art.

Given the highly collectible nature of the jackets, Slemple has also included information on care for the jackets by renowned professional conservator Rachel Waters; information for collectors on how to find them, what to avoid, and how to establish provenance provided by Jeff Shrader of Antiques Roadshow fame; and their influence on fashion over the years by subject-matter expert, Laura McLaws Helms.

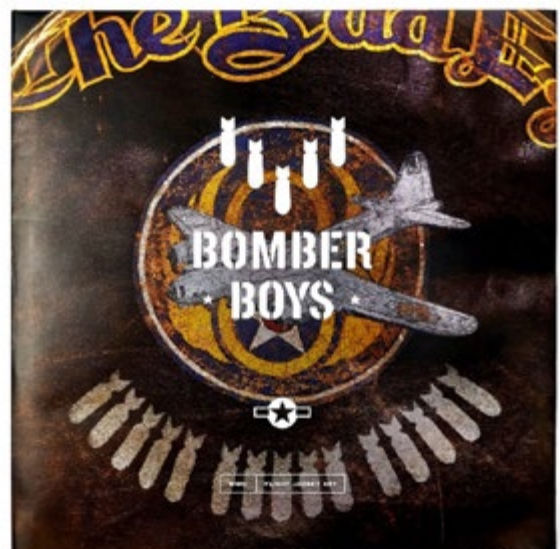
To help the novice understand the experiences of airmen from pilot to ball-turret gunners, Slemple has included six beautiful aircraft illustrations from artist John Mollison. In addition, a surprise from Mollison awaits

the reader on the inside of the dust jacket. Mollison is famously quoted as saying, ***“When an old man dies, a library burns”***.

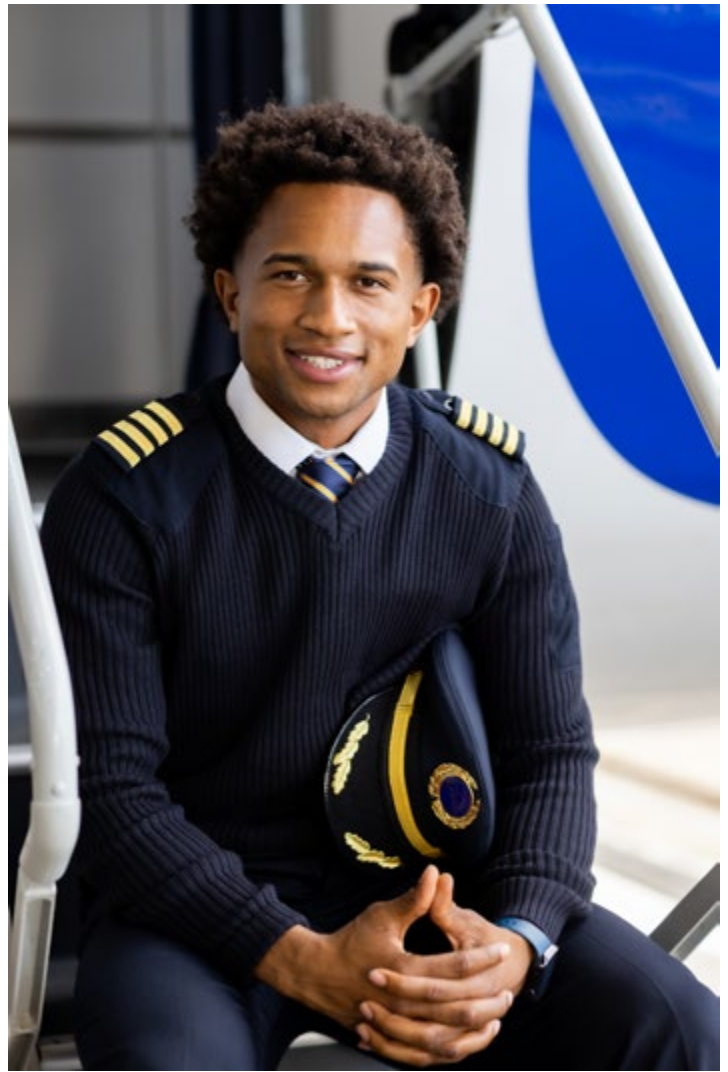
This sentiment lies at the very heart of why this book is so important. Slemple commented, “While photographing Brigadier General Charles McGee of the Tuskegee Airmen, I asked him why (at 101 years of age) he was still at the AirVenture airshow meeting kids. He simply replied, ***‘It’s important to tell these stories.’ I felt like I got marching orders that day.***”

Bomber Boys – WWII Flight Jacket Art by John Slemple is available on WWIIBomberBoys.com. and in select museum gift shops. Everyone is encouraged to visit history and see these beautiful jackets in person.

The book was designed by Fournir, LLC of Houston, Texas, and was printed in the U.S.A. Privately published in November 2022, a total of 5,000 copies comprises the first edition. ISBN 979-8-9865169-0-5



©2022 John Slemple



Connect Airlines Builds a Smarter, Greener Company

Connect Airlines is looking for captains and first officers who want to seize a smarter, more profitable career opportunity that removes their shackles from the traditional-airlines' broken, crew-scheduling system while fostering growth as a pilot and a person.

Connect is building a smarter airline during unprecedented times and business conditions. It is seeking pilots who want to participate directly in how that airline works and grows. The new crew will join a team comprised of aviation leaders who share a common passion to work and fly smarter. With Billy Bishop Toronto City Airport (YTZ) as a destination hub, initially, Connect will provide scheduled passenger service on Dash 8 400 turboprops from both Philadelphia and Chicago O'Hare (ORD) airports beginning in the first quarter of 2023. Other major U.S. cities in the northeast and Midwest will soon follow as originating stations. Along with its transborder turboprop service, Connect is following a clear path to becoming the first U.S. zero-emission airline that will also launch a narrow body, non-regional jet network.

Connect recognizes the hiring challenges the industry is facing with today's pilot-demand reality and that it must compete for talent by offering pilots economic security, quality-of-life and career opportunities that cannot be beat.

It starts with compensation. Connect is offering significant cash bonuses and salaries that are considerably higher than most other U.S. regional airlines and low-cost carriers. Last summer, Connect launched its Smart Start Captain recruitment program that disrupted the pilot-pay model. The program offers industry-leading, pay-protected salary of \$180,000 per year for up to thirty highly qualified, direct entry U.S. Captains. In addition, pilots receive monthly travel stipends, annual 401K contributions, profit sharing, an annual retention bonus for the initial three years, an LCP override guarantee, and numerous other benefits. That salary level remains near the top of the scale.

Connect's first-officer compensation is also industry competitive with an annual starting salary of \$85,000 with the same bonuses and benefits as captains.

“We recognize the hiring challenges the industry is facing and are taking these unprecedented steps to meet the business objectives of our startup airline while offering pilots economic security and quality-of-life opportunities,” said John Thomas, CEO, Connect Airlines.

While top-level pay is key, Connect's growing pool of pilots is choosing Connect for a variety of additional reasons that will provide career fulfillment.

As Connect is still new and has a small but growing crew roster, its pilots are breaking free of the traditional seniority model with incumbent airlines. In this model, when pilots are upgraded they are moved over to be slotted in with their new peers, but these pilots come

with their seniority date which most often relegates them to years of poor, schedule-bidding options. While an upgrade is at first a welcome opportunity, it places an unnecessary burden on pilots across the industry to choose between higher pay, more responsibility and advancement, or a better quality of life. The traditional model places a scheduling penalty on pilots in order to gain seniority in the left seat.

As a startup, captains coming to Connect from other airlines or career paths will get into the left seat without having to sit at the bottom of a seniority list, as they would if they moved to a different legacy carrier.

“We won’t have a captain sitting as a first officer who rejected a promotion for quality-of-life reasons,” said John Thomas, CEO, Connect Airlines.

Connect is building its roster of pilots with those who see it as a career destination not a steppingstone. Getting a seniority number now will extend through all growth and future fleets of the airline.

“For pilots who are tired of the typical commercial airline system and whose seniority has them locked into an unfavorable career path, we have the solution,” said Chris Chapman, Chief Pilot, Connect Airlines. “Connect will be able to give our front-end pilots, both captains and first officers, the ability to manage their life around multiple hybrid lines built by the company for industry-leading QOL. These options will better suit their personal needs.”

Most lines of flying are based on a four-on, three-off schedules with overnights most often in the pilot’s home base. Pilot bases initially include Philadelphia and Chicago and Connect pilots receive a \$2000 per month stipend to offset commuting expenses to and from their assigned base.

By partnering with, instead of competing against, existing major carriers, Connect provides its team members with unique opportunities. With potential flow options to several major airlines, as well as Connect’s own narrow-body, lower emissions jets arriving in a few years, Connect pilots will have multiple options to advance their careers and compensation.

But Connect believes its model will encourage its captains and first officers to remain committed to a career as a Connect Airlines pilot. Connect is recruiting U.S. captains who have at least 2500 hours of Part 121 or Part 135 flying time. Pilots with this level of experience have been through the industry’s ebbs and flows, have spent too much of their life away from family, friends, and events, so they are looking for a better work-life balance.

“Connect’s culture promotes an environment of comradery, flexibility, safety, and meaningful care for one another,” said Chris Chapman, Chief Pilot, Connect Airlines. “The captains we are hiring aren’t here for the logbook, the opportunity they see is to earn the rewards from their many years of service, continue a career they love and give back to the newer generation of pilots.”

Connect is also hiring captains who are excellent and experienced leaders with a desire to serve as mentors to incoming first officers. For Connect’s first officers, the opportunity to learn from this experience, the level of pay, and the seniority number carry-over, are all part of the bigger picture.

“I see the vision of what Connect wants. There is a visible passion seen in every employee I have come in contact with that is focused on making Connect successful,” said Alex Doerstling, First Officer, Connect Airlines. “Connect is going to be cutting edge but doing it in such a different and smarter way than other airlines.”

By flying turboprops, Connect is offering all its pilots the opportunity to fly a high-performance aircraft while also playing a leading role in dramatically reducing aviation’s carbon footprint and helping the U.S. reach its climate goals.

Connect is passionate about a more sustainable tomorrow and is on the leading edge of smarter, greener travel with zero-emissions and zero-carbon technology adoption. From the beginning, Connect’s turboprop aircraft will generate up to 40% less carbon emissions than the existing U.S. regional jets they compete against, while at the same time providing superior passenger experiences.

Connect has committed to becoming the world’s first true zero-emission airline and the only way to accomplish this in the near term is with hydrogen. Connect plans to be the first zero-emission passenger airline in the U.S. through its recently announced order with Universal Hydrogen for hydrogen-powered aircraft beginning in 2025. The first flight of Universal Hydrogen’s hydrogen-powered regional test aircraft is only weeks away. This will be the first airline category aircraft flown on hydrogen. And while the ‘in-service’ timeline is still a few years away Connect is proud to be immediately setting the bar high while contributing to a greener future with a lower environmental footprint.

Diversity

Connect was conceived with one core principle, doing things smarter and that includes how and who we hire. Although the pilot pool is small, we are working every day to provide opportunities to the most qualified and most diverse candidates across all dimensions of diversity including race, gender, socioeconomic status, and sexual orientation. Connect cares for its team members and welcomes candidates that will care for its guests. Connect is fortunate to be attracting people who care and want to make an impact in the way commercial airplanes fly.

Connect Airlines' mission includes a smarter way to promote diversity, equity, and inclusion. It is a work in progress, but by sponsoring and recruiting pilots at a variety of diversity-focused events, Connect is building a stronger and more diverse team.

In the coming months, Connect is a corporate sponsor of the National Gay Pilots Association (NGPA) Industry Expo, the second-largest pilot-recruiting and aviation-networking event in the U.S., Women in Aviation International's (WAI) 34th Annual International Conference, the Professional Asian Pilots Association (PAPA) conference, and the Organization of Black Aerospace Professionals' (OBAP) 47th Annual Conference.

Connect recruiters will be there and they pride themselves on giving every applicant the personal attention needed. Connect reviews every résumé without automation. Connect recruiters are scheduled to attend the following events in 2023:

NGPA Industry Expo February 9-10th, Palm Springs, CA

WIA Conference February 23-25th, Long Beach, CA

TPNx April 21-22nd, Orlando FL

PAPA Conference May 18th-19th, Las Vegas, NV

OBAP August 9th-11th, New Orleans, LA

For pilots looking to enhance their careers, now is the time to apply. Seize a smarter, more profitable career opportunity that removes the shackles of traditional airlines' broken crew-scheduling system while fostering growth in the pilot and person.

As Captain Frank Cartier said, "The thought of being a part of an airline startup appealed directly to that sense of adventure, and so I am here."

About Connect Airlines

Connect Airlines is an operating brand of Waltzing Matilda Airlines (WMA), a Boston-based FAA Part 135 charter operator currently adding FAA Part 121 scheduled, flag and non-scheduled services. WMA identified the need for a “smarter airline” and brought together aviation leaders with over 150 years’ experience who share a common passion – to work and fly smarter. With the planes we fly, the technology we use, and the operations we run, Connect Airlines will deliver a quieter, cleaner, and healthier travel experience. Connect Airlines, the future of smarter, greener travel.





Dear readers continued...

While I was feeling so buoyed by Aero Crew News' role in his career, he hit me where it stung. "What ever happened to The Grid?" he asked. I explained that we had moved it online using software that is essentially a database where you can compare contracts, much like shopping for desirable features in a TV! Then, I attempted to show him only to discover that our site was down. After a few help requests, we were able to get it back up and I showed him the online version. He was in awe. This entire episode made me realize that maybe we don't promote The Grid enough explaining what it is and where to find it. Victor's experience was so valuable which prompted me to think that others might be missing it and its worth at a time when it is likely more valuable than ever!

This month, I want to reintroduce The Grid back onto the pages of Aero Crew News' eMagazine, but in a different way. We have spent the last couple of weeks updating The Grid (to the best of our ability revisions and updates are continuous). As an example of its robust capabilities and utility, we share with all, contract comparisons between Hawaiian Airlines, JetBlue Airways and Alaska Airlines.

I would love to hear what you think. Write me directly or be assured I'll see your comments directed to info@aerocrewnews.com.

Fly Safe,

Craig D. Pieper

Craig D. Pieper



Hawaiian Airlines vs JetBlue Airways vs Alaska Airlines





Product Name	Hawaiian Airlines	JetBlue Airways	Alaska Airlines
Product Image			

The Grid

Airline Contract Comparison

Hawaiian Airlines vs JetBlue Airways vs Alaska Airlines




Product Name	Hawaiian Airlines	JetBlue Airways	Alaska Airlines
Product Image			

01 Date Issued			
			
Last Updated	27 January, 2023	30 January, 2023	30 January, 2023
Last Update	General Pilot Information, Pay Details (Pilots)	General Pilot Information, Pay Details (Pilots), Pilot Pay Rates, Expenses (Pilots), Work Rules (Pilots), Pay Charts (Pilots)	Paid Time Off (Pilots)
Last Update Notes	Added 2023 details TA in parenthesis	Contract 2023 passes by 73% on 1/30/2023	Added pay per day of vacation Alaska Airlines pilots ratify new contract 9/1/202

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

02 General Airline / Company Information




			
ATC Call Sign	Hawaiian	JetBlue	Alaska
Aircraft	A321neo (18) A330-200 (24) B717-200 (20) B787-9 (10 on order)	A220-300 (70 on order) A320-200 (123) A321-200 (65, 2 on order) A321neo (9, 50 on order) A321LR (13 on order) A321XLR (13 on order) E190 (60)	B737-700 (11) B737-700F (3, Freighter) B737-800 (61) B737-900 (12) B737-900ER (79) A321neo (10)
IATA Code	HA	B6	AS
ICAO Code	HAL	JBU	ASA
Headquarters	Honolulu, Hawaii	Long Island City, New York	SeaTac, Washington
Maintenance Bases	HNL	BOS FLL JFK, LGA, EWR MCO LAX SJU	

While we do the best we can to keep this data up to date, it can be a full-time job when the industry is moving like it is now. Please send updates to GridUpdates@AeroCrewNews.com




03 General Pilot Information



			
Pilot Union	ALPA	ALPA	ALPA
Current Contract Year (P)	2017 (2023)	2023	2022
Number of Pilots	~850	4,805	~3,357
Number of pilots as of		30 January, 2023	30 January, 2023
Junior Captain Hire Date (Mo/Yr)	February 2018	July 2022	June 2019
JCHD as of:		30 January, 2023	30 January, 2023
Pilot Bases	HNL	BOS FLL JFK, LGA EWR MCO LAX	ANC LAX SEA SFO PDX
Junior Captain Bases	HNL B717	E190 BOS A320 JFK	SEA 737
Junior First Officer Bases	HNL	EWR JFK	SFO
Currently Hiring Pilots	Yes	Yes	Yes
Pilot Hiring Website (P)	Pilot Hiring Website	Pilot Hiring Website	Pilot Hiring Website
EFBs	iPad	iPad	iPad
General Pilot Info Notes	None	None	None




04 Pilot Retirements by Year



			
Retirement 2023		49	54
Retirement 2024		76	65
Retirement 2025		72	66
Retirement 2026		66	65
Retirement 2027		107	91
Retirement 2028		118	64
Retirement 2029		142	102
Retirement 2030		129	74
Retirement 2031		142	76
Retirement 2032		156	85
Retirement 2033		180	78
Pilot Retirement Notes	None	None	None

05 Pay Details (Pilots)



			
MMG Line Holder (P)	75 hours	70 hours	70 hours
MMG Reserve (P)	75 hours	75 hours	75 hours, 79 hours for short call
Pay During New Hire Training (P)	3 Hours per day, plus per diem	\$2,500 per month	85 hours plus per diem
New Hire Bonuses (P)	\$10,000	None	None
Profit Sharing (P)	Yes, super secret formula 2019:	Yes, super secret formula 2019 0%	Yes, super secret formula 2019: 7%
Other Bonuses (P)	(Signing bonus equal to 250.5 hours X the difference of pilots hourly rate on March 1, 2023 and March 3, 2023) (A330 CA = \$13,589.63)	TA 2023 Sign on bonus A non-probationary Captain shall receive \$17,000.00. A non-probationary First Officer shall receive \$11,000.00. Probationary Pilots shall receive \$2,000.	
Deadhead Pay (P)	100% Air 50% Ground (First Class DH on segments with duty greater than 5.5 hours)	100%	100%
Open Time Pay (P)	100%	100%	100%
Premium Open Time Pay or Overtime (P)		(company discretion) VDA is paid at 200% RSA 150% 4 1/2 hrs, if used 175% premium pickup 150%	150%, 175%, or 200% (Company discretion)
FO International Override	\$3.00/\$4.00	\$5.00 per hour	\$5.25
CA International Override	\$5.00	\$6.00 per hour	\$6.25
Holiday Pay (P)	None	200% (Martin Luther King Day, Memorial Day, Fourth of July, Thanksgiving, Christmas and New Years Day)	Six days of Holiday Pay of five hours (pay only) applicable to Pilots on a trip that touches any minute of the holiday, and this includes reserve Pilots that are either on a trip or simply on call for that day.

05 Pay Details (Pilots) continued



None

**Pay Details Notes
(P)**

Redeye pay override \$13 per hour, between 1 am to 5 am.

Market Rate Adjustment. On August 1, 2023 and August 1, 2024, Pilots shall receive the higher of the following:



- i. the hourly pay in the pay tables, or
- ii. the hourly pay achieved by applying the slope in the tables above to the average of the following top of scale Captain hourly pay: United (average of all 320/321 variants), American (average of all 320/321 variants), Delta (average of all 320/321 variants, excluding NEO), Southwest (average of 737-8/9/10 - multiplied by 1.149 to account for TFP), and Alaska (average of 737-8/9/10, 320/321 variants). The 3 percentage derived shall also be the percentage applied to the A320 First Officer, A220 Captain and First Officer, and E190 Captain and First Officer hourly pay tables.

Market Rate Adjustment: On September 1, 2023 and September 1, 2024, Pilots will receive the higher of the following:

- a. the pay increases described above, or
- b. the pay achieved by applying the slope in the pay tables to the average of the following top of scale Captain rates: United (737-MAX 8/9), American (Group II), Delta (737-900), Southwest (multiplied by 1.149 to account for TFP), and JetBlue (A320/321). Exception: JetBlue will only be included in the average if a new agreement on pay rates is in place.

06 Pilot Pay Rates



			
Currency (P)	US dollars	US dollars	US dollars
FO 1st Year Pay (P)	(\$81.00)	\$100.00	\$100.00
A220-100 FO 2nd Year Pay		\$136.64	
A220-100 FO Top Pay		\$194.58	
A220-100 CA Top Pay		\$281.47	
A220-300 FO 2nd Year Pay		\$148.99	
A220-300 FO Top Pay		\$212.17	
A220-300 CA Top Pay		\$306.91	
A320 FO 2nd Year Pay		\$155.35	
A320 FO Top Pay		\$221.22	
A320 CA Top Pay		\$320.00	
A321 FO 2nd Year Pay	(\$152.18)	\$155.35	\$148.55
A321 FO Top Pay	(\$229.64)	\$221.22	\$211.54
A321 CA Top Pay	(\$329.00)	\$320.00	\$306.00
A330-200/300 FO 2nd Year Pay	(\$181.30, \$173.90 freight)		
A330-200/300 FO Top Pay	(\$262.45, \$273.62 freight)		
A330-200/300 CA Top Pay	(\$392.00, \$376.00 freight)		
B717 FO 2nd Year Pay	(\$130.88)		
B717 FO Top Pay	(\$197.53)		
B717 CA Top Pay	(\$283.00)		

06 Pilot Pay Rates continued



B737-700 FO 2nd Year Pay			\$148.55
B737-700 FO Top Pay			\$211.54
B737-700 CA Top Pay			\$306.00
B737-800 FO 2nd Year Pay			\$148.55
B737-800 FO Top Pay			\$211.54
B737-800 CA Top Pay			\$306.00
B737-900 FO 2nd Year Pay			\$148.55
B737-900 FO Top Pay			\$211.54
B737-900 CA Top Pay			\$306.00
B787 FO 2nd Year Pay	(\$181.30)		
B787 FO Top Pay	(\$273.62)		
B787 CA Top Pay	(\$392.00)		
EMB190/195 FO 2nd Year Pay		\$124.27	
EMB190/195 FO Top Pay		\$176.97	
EMB190/195 CA Top Pay		\$255.99	
Next Pay Raise (P)	02 March, 2023	01 August, 2020	01 September, 2024
Next Pay Raise Notes (P)	Currently voting on TA 2023. TA rates in parentheses.	Contract 2023 includes pay raises till 8/1/2024	Contract 2022 includes pay raises till 9/1/2024

07 Expenses (Pilots)



			
Per Diem (P)	\$2.00 inter-island \$2.50 international	\$2.65 Domestic \$3.20 International 2/1/2024 \$2.70 Domestic \$3.25 International	Domestic: \$2.50 International: \$3.00 Each year of the contract increases \$.05
New Hire Hotel (P)	Unknown. Send updates to GridUpdates@AeroCrewNews.com	Paid for by the company, Single Occupancy	Unknown. Send updates to GridUpdates@AeroCrewNews.com
New Hire Hotel Notes (P)		Pilots stay at the JetBlue Lodge in MCO during training. Food is provided at the cafeteria via meal plans, \$28 per day.	
Downtown Hotel (P)	Yes	Yes	Yes
Downtown Hotel Notes (P)	(New to 2023, 20 hours or more)	15 hours or more	15 hours or more
Hotel Points (P)	Sometimes, depends on the hotel	Sometimes, depends on the hotel	Sometimes, depends on the hotel
Airline Mileage Accrual for Dead Heads (P)	No	No	No
Uniform Reimbursements (P)	Initial paid for by company and every 12 months	\$200 per year Maximum bank \$400	None. Dry cleaning allowed to be expensed while on the road for 4 days or more.
Headset Reimbursements (P)	None	None	None
Health Care Costs Medical (P)	20%	Unknown	Pilot pays 20% of the cost of the program
Health Care Costs Dental (P)	Unknown	Unknown	Provided for pilot and their family Must pay certain deductibles.
Health Care Costs Vision (P)	Unknown	Unknown	Unknown
Expenses Notes (P)	None	None	None




08 Work Rules (Pilots)



Minimum Days off per Bid Period - Line Holder (P)	12 days (30 day bid period) 13 days (31 day bid period)	12 days	12 days
Minimum Days off per Bid Period - Reserve (P)	12 days	13 or 14 in 31 day bid period	12 days
Pay Protection (P)	Yes	Yes	Yes
Maximum Scheduled Duty Day (P)	14 hours international pilots, max 16 hours 12 hours inter-island, max 14 hours (from 0500-2159) 10, hours inter-island, max 12 hours (from 2200-0459)	14 hours or 16 hours with deadhead at end	12.5 hours between the hours of 0500-0159 not to exceed 14, 10 hours between 0200 - 0459 not to exceed 11
Minimum Day Credit (P)	2 hours for reserve that reports but does not perform flight credits 4.17 hours for any pilot that performs credited flight time (Greater of Provisions; scheduled, flown, duty rig or trip rig)	5 hours	5 hours
Minimum Trip Credit (P)		5 hours per day multiplied by number of days	5:15
Duty Rig (P)	60% of all time spent on-duty	1:2 or 1:1:45 between 0100 and 0500	1:2 or 1:1.75 (between 2200-0600)
Trip Rig (P)	1:4 (international pilots only) (Interisland trip rig: 1:3.5)	1:3.5	1:3.5
Most Unique Work Rule (P)	Unknown	Bid packages must be out on the first of the month for the next month. Captains schedule out by 3pm on 7th and first officers 3pm on the 10th.	Unknown
Work Rules Notes (P)	(Pilots operating on Interisland Flight Groupings will be paid an additional hourly expense of \$0.75/hour or fraction thereof for all Time Away From Base (TAFB).)	None	None




09 Paid Time Off (Pilots)



			
Vacation Accrual (P)	1-2 years = 15 Days 3-4 years = 16 Days 5-10 years = 21 Days 10-11 years = 23 Days 12-14 years = 27 Days 15-18 years = 29 Days 19-24 years = 33 Days +25 years = 38 Days	1-9 years = 2 weeks 10-19 years = 3 weeks 20+ years = 4 weeks	1-4 years = 15 days 5-8 years = 21 days 9-12 years = 24 days 13-19 years = 30 days 20-24 years = 35 days 25-30 years = 40 days 31+ years = 41 days
Vacation Pay (P)	(Starting January 1, 2024: 3:30/day Starting January 1, 2026: 3:45/day, or Starting January 1, 2026: 4:00/day (if the vacation day value at American, Delta, and United is 4 hours or greater on September 1, 2025)	5 hours per day 35 hours of pay for one week Able to pick up on top of it.	3:45 per day
Sick Time Accrual (P)	7.5 H/M without a sick call. 5.65 H/M with a sick call Max 1080 (No max after pilots 59th birthday)	6 hours per month	5.5 hours per month Rapid re-accrual is 11 hours per month
Short Term Disability (P)	Unknown	Pilot voluntary insurance	40% of pilots pre-disability weekly pay up to \$1,000 per week.
Long Term Disability (P)	Unknown	Provided by the company at 6 months, max \$8,000. Pilot option to increase up to \$12,000 with monthly insurance cost.	Eligible at 6 months 50% per month of monthly average over the last 12 months

10 Retirement (Pilots)



			
401(K) Matching (P)	0%	None	None
401(K) Direct Contribution (P)	15% (16% 3/2/2023, 17% 12/2/2026)	16%	15.5%
401(k) Fully vested (P)	Unknown	3 years	Unknown
Pension Plan (P)	None	None	None

Updates, comments and suggestions to improve The Grid, may be emailed to GridUpdates@AeroCrewNews.com



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

Résumé Critique

Interview Prep