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Your Source for Pilot Hiring and More..



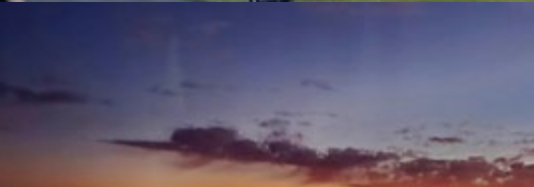
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AERO CREW NEWS

2023 PHOTO CONTEST TOP 15

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contents

MAY 2023

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



Also Featuring:

Letter from the Publisher	6
Aviator Bulletins	8
Contract Talks - Walking the Picket Line	28
Sky Law - Love on a Timeline- The K-1 Fiance Visa	33
Flying - Cruising The Amazon - Part Two	35
Contract Comparison	46

the grid



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JetBlue Airways

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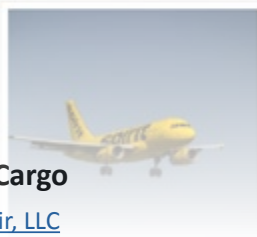
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[21 Air, LLC](#)

[ABX Air](#)

[ATI](#)

[Alaska Seaplanes](#)

[Aloha Air Cargo](#)

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[Atlas Air/Southern Air](#)

[FedEx Express](#)

[iAero Airways](#)

[Kalitta Air](#)

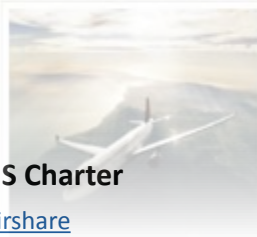
[Key Lime Air](#)

[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](#)

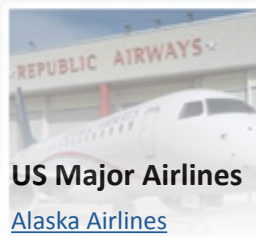
[XOJET Aviation](#)

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](#)

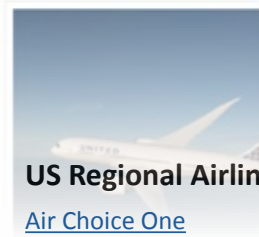
[JetBlue Airways](#)

[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 two airlines begins on [page 46](#).



Dear readers,

Our annual photo contest vote is officially open! Congratulations to our top 15 winners! It was particularly tough this year as we had so many amazing photos to look over. Please click [here](#) to vote for your favorite photo!

Spring is in full swing as thunderstorms have wreaked havoc over the United States in the past few weeks. I have already been canceled once and stuck on a trip this past month. There's nothing like calling your loved ones to tell them that you won't be making it for the day-off plans that you arranged weeks prior. But this is the life we chose, and honestly to me, it seems to happen less frequently these days. Spring's thunderstorms and other severe weather are among the risks we take.

For my non-aerobatic pilot readers, keep the blue side up, along with your smile, and always keep looking forward (because most of us don't have rear view mirrors in the cockpit).

Fly Safe,

Craig D. Pieper

Craig D. Pieper



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

About the Publisher ✈️

April 2023

What you may have missed in April

Feature – DPS has an approach to help remedy the pilot shortage employing a key workforce.

Baggage – Help for responding to hurtful comments.

Fitness – Tap into the season with your April Powers.

Food Bites – A yak burger and more at Alaska's Forty Ninth State Brewery.

Grey Matter – How unions are structured.

Knowledge Base – Mountain Wave Turbulence explained.

Love Flying – Traveling 1000 miles upriver on the Amazon.

Perspectives – Lessons can be learned even from a postponed checkride.

Skylaw – Myths about the marriage-based process for obtaining a green-card.

The Grid – Compares two more airlines' contracts, Breeze vs. Avelo.



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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.

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Pilot Highlight....

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We're here for you every leg of the way





Alaska Airlines is transforming the airport lobby experience

We've all been there: you're packed and ready for your trip, the excitement is building, and you arrive at the airport only to find long lines that kill your vibe. All you want to do is get through security and stop by a favorite restaurant or grab that precious pre-flight beverage. [Read More](#)



Alaska Air Group reports first quarter 2023 results

“This quarter we returned to pre-pandemic levels of flying and our roadmap to profitable growth is on track,” said Alaska CEO Ben Minicucci. [Read More](#)



Alaska Airlines launches partnership with STARLUX Airlines

With more of us looking to travel internationally this year, Alaska Airlines is celebrating our newest global airline partner: STARLUX Airlines, a Taipei-based premium carrier, which today launched its inaugural transpacific service between Taipei and Los Angeles. Alaska is STARLUX's first airline partner. [Read More](#)



WestJet ALPA Pilots Announce Strike Authorization Vote During Informational Picket at Airline Headquarters

Hundreds of WestJet pilots gathered in unity at WestJet Airlines headquarters for an informational picket and to announce the opening of a strike authorization vote on Monday, April 3, with results being announced on April 18. Over the past six months, pilots have grown

increasingly impatient with WestJet management, who has failed to seriously engage in contract negotiations. [Read More](#)



FedEx Pilots Take Contract Negotiation Frustrations to Wall Street

As FedEx hosted its DRIVE Program investor event at the New York Stock Exchange today, FedEx Express pilots and fellow crewmembers gathered outside for an informational picket to express continued frustrations over the lack of a new pilot contract. The pilots, represented by the Air Line Pilots Association, Int'l (ALPA), have been in contract negotiations with FedEx management since May 2021. [Read More](#)



FedEx Pilots to Open Strike Authorization Vote

FedEx Express pilots, represented by the Air Line Pilots Association, Int'l (ALPA), announced that the voting window for a strike authorization ballot will open Tuesday, April 18. Mediated negotiations for a new employment contract for the pilots have failed to produce an industry-leading agreement. The pilots' contract became amendable in November 2021, with negotiations beginning in May 2021. [Read More](#)



WestJet Pilots Vote to Authorize Strike

With less than a week before the end of conciliation, WestJet pilots, represented by the Air Line Pilots Association, Int'l (ALPA), sent a strong message to WestJet management with an overwhelming vote of support for lawful job action, should a negotiated settlement not be reached by May 16. [Read More](#)



Calm Air Pilots Ratify Agreement with Compensation and Quality-of-Life Improvements

Pilots at Winnipeg-based, Exchange Income Corporation (EIC)-owned, Calm Air have ratified a new five-year employment contract with pay increases, stronger job-security protections, and quality-of-life improvements. [Read More](#)

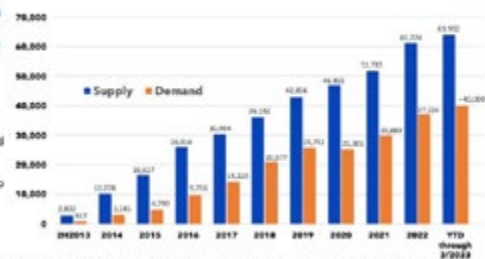
United States Has Enough Pilots to Meet Demand Production of ATP and R-ATP Certificates versus Pilot Hiring

Q: Does the United States have enough pilots to meet U.S. airline hiring demand?

A: Yes.

From July 2013 through March 2023, the United States has produced nearly 64,000 ATP and R-ATP certificated pilots.

During that time, airlines hired to fill ~40,000 pilot positions (17,875 to backfill for retirements and 21,785 for growth).



U.S. Pilot Production Remains Strong According to New FAA Data

The Air Line Pilots Association, Int'l (ALPA) released the latest data from the Federal Aviation Administration (FAA) showing that pilot production remains strong and reaffirming that the United States continues to have more pilots in the market today than pilot jobs available. [Read More](#)



WestJet Pilots Hope to Avoid Job Action as Conciliation Ends

WestJet pilots, represented by the Air Line Pilots Association, Int'l (ALPA), announced that after the end of the statutory 60-day federal conciliation period yesterday, they have still not reached an agreement with WestJet management. [Read More](#)



ALPA Calls on Department of Transportation to Reject SkyWest's Cynical Attempt to Circumvent Lifesaving Safety Regulations

Today, the Air Line Pilots Association, Int'l (ALPA)—the world's largest nongovernmental air safety organization—submitted a letter to the Department of Transportation (DOT) once again strongly objecting to an application by SkyWest to roll back the clock and skirt the aviation safety rules that have led to a 99.8 percent reduction in airline passenger fatalities in the United States. [Read More](#)

EALPA Endorses Flight Education Access Act of 2023

The Air Line Pilots Association, Int'l (ALPA) endorsed the Flight Education Access Act of 2023. Introduced by Senators Tammy Baldwin (D-WI) and Dan Sullivan (R-AK) and Representatives Colin Allred (D-TX), Lori Chavez-DeRemer (R-OR), and Steve Cohen (D-TN), the bipartisan legislation would expand funds available for federal student loans under Title IV to cover costs associated with flight training for students at two- and four-year aviation colleges and accredited Part 141 flight schools. [Read More](#)





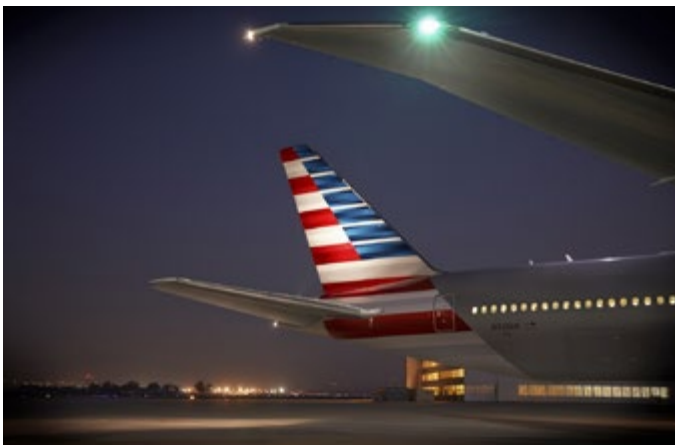
Mentoring matters: American Airlines AMTs guide students for upcoming Aerospace Maintenance Competition

At American Airlines Hangar 2 on the north side of Chicago O’Hare International Airport, a team of aspiring aviation maintenance technicians (AMTs) from the Aviation Institute of Maintenance (AIM) Chicago campus have been hard at work practicing for the 2023 Aerospace Maintenance Competition (AMC). [Read More](#)



A Focus on Sustainability at American Airlines

American Airlines is working to make its operations more sustainable with more-fuel efficient aircraft powered increasingly by low-carbon fuel and new technology. [Read More](#)



American Airlines Teams Up with Make-A-Wish, The Points Guy and Walt Disney Company for the Best Flight Ever

The companies joined forces to grant the wishes of 26 children battling critical illnesses with a trip of a lifetime. [Read More](#)



American Airlines Reports First-Quarter 2023 Financial Results

American Airlines Group Inc. (NASDAQ: AAL) today reported its first-quarter 2023 financial results, including: First-quarter net income of \$10 million, or \$0.02 per diluted share. Excluding net special items¹, first-quarter net income of \$33 million, or \$0.05 per diluted share. [Read More](#)



U.S. Travel Agency Air Ticket Sales Hit Record in March

Monthly Sales Total Tops Pre-Pandemic Levels for Second Straight Month [Read More](#)



Breeze Airways™ Celebrates World Autism Month in Partnership with Autism Double-Checked

Breeze Airways, the newest, nicest domestic low-fare airline, is continuing its partnership with Autism Double-Checked, to train the airline's flight attendants on ways to identify and alleviate the stresses of air travel. [Read More](#)



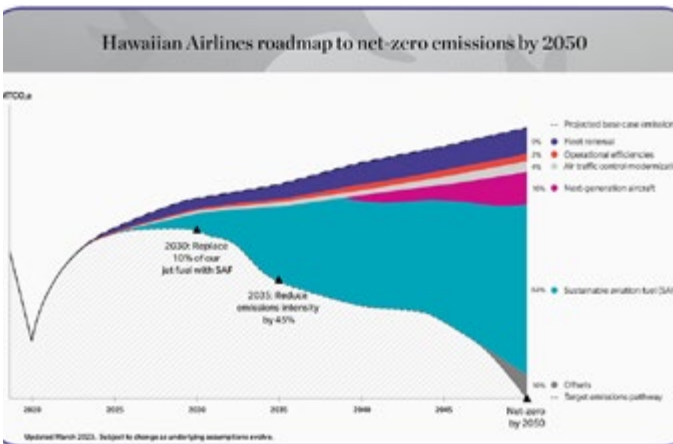
Delta Air Lines announces March quarter 2023 financial results

Delta Air Lines reported financial results for the March quarter and provided its outlook for the June quarter 2023. [Read More](#)



CVG Gears Up for New Aircraft Mechanic School

FEAM Aero, the largest leading provider of aircraft line maintenance services in the United States, has partnered with Epic Flight Academy to build a new aircraft mechanic training facility at the Cincinnati/Northern Kentucky International Airport (CVG). [Read More](#)



Hawaiian Airlines Commits to New Milestones on Path to Net-Zero Carbon Emissions

Hawaiian Airlines announced more details of its plan to achieve net-zero greenhouse gas (GHG) emissions by 2050, including commitments to significant progress in the 2030s. [Read More](#)



Hawaiian Airlines, Awaiaulu Donate Hawaiian Language Books to Schools, Share Indigenous Knowledge with Employees

Once on the brink of extinction, ōlelo Hawaii (the Hawaiian language) is now in an era of revitalization energized by a shared dedication to perpetuating the language and the knowledge it bears. [Read More](#)



JetBlue Brings “Fly Like a Girl” Event to Fort Lauderdale as Part of Commitment to South Florida

For the 9th Year, JetBlue’s Fly Like a Girl Event Fosters Youth Interest in Aviation Careers, Inspiring the Next Generation of Aviators [Read More](#)



JetBlue to Launch Flights to Amsterdam, Continuing to Disrupt Transatlantic Air Travel with Low Fares and Award-Winning Service

JetBlue (NASDAQ: JBLU) announced plans to continue bringing its unique combination of award-winning service and low fares to transatlantic air travel, with new service between New York’s John F. Kennedy

International Airport (JFK) and Amsterdam Airport Schiphol (AMS) starting late this summer and service between Boston and Amsterdam to follow. [Read More](#)



JetBlue and Massport Announce Two New Florida Destinations from Worcester

JetBlue and the Massachusetts Port Authority (Massport) today announced new nonstop flights to two popular Florida destinations from Worcester Regional Airport (ORH): daily year-round service to Orlando International Airport (MCO) launching this summer and winter seasonal service to Southwest Florida International Airport in Fort Myers (RSW) launching next winter. [Read More](#)



JetBlue Announces Puerto Rico Expansion With Two New Routes Out For Sale Starting Today

JetBlue (NASDAQ: JBLU) announced two new routes from Puerto Rico, bringing more low-fare, high-quality flights to “La Isla del Encanto”. [Read More](#)



JetBlue Announces First Quarter 2023 Results

JetBlue Airways Corporation (NASDAQ: JBLU) reported its results for the first quarter of 2023.. [Read More](#)



Hallo Amsterdam! JetBlue Flights from New York and Boston to Amsterdam on Sale Today

JetBlue (NASDAQ: JBLU) announced plans to continue expanding in Europe with nonstop service from New York’s John F. Kennedy International Airport (JFK) and Boston Logan International Airport (BOS) to Amsterdam Airport Schiphol (AMS) available for sale starting today. [Read More](#)



Jet Linx Adds Five New Stellar Properties to Its Elevated Lifestyle Preferred Hotel Program

Jet Linx, the only locally-focused, global private aviation company providing Aircraft Management and Jet Card Membership Services through its 21 locations nationwide, today announced the addition of five new luxury properties to its Elevated Lifestyle Preferred Hotel Program. [Read More](#)



Spirit Airlines and Lewis University's New Pathway Program for Aspiring Pilots Takes Flight near Chicago

Aspiring pilots in the Chicago area can soon soar from a college classroom to the flight deck at Spirit Airlines (NYSE: SAVE). [Read More](#)



United Will Fly Non-Stop to 100+ International Cities This Summer to Meet Soaring Overseas Travel Demand

United Airlines will fly to 114 different international cities this summer and has expanded its flying by 25% versus last year to meet the sharp increase in demand for travel outside of the U.S. [Read More](#)



United Announces Largest South Pacific Expansion in Aviation History, Including New Direct Flight to Christchurch, New Zealand

United Airlines today announces the largest South Pacific network expansion ever to and from the continental U.S., including the first non-stop flight between San Francisco and Christchurch set to commence on December 1. [Read More](#)



United Airlines Announces First-Quarter Financial Results: Continues to See Strong Demand for Air Travel

United Airlines (UAL) reported first-quarter 2023 financial results. The company reported a \$256 million pre-tax loss, consistent with expectations provided in March. [Read More](#)



Too Smart to Give Up, Pilar Wolfsteller Wins 2023 WAI/Martha King Scholarship

“You’re too dumb to be a pilot. And who would hire a girl to fly a plane, anyway?**”**
[Read More](#)



Consistency Above All Else

Strategic training for currency and more importantly, proficiency

WRITTEN BY: JOHN MCDERMOTT

The dominating narrative around pursuing a career as a professional pilot right now is that getting all your training done as fast as possible is the best way to make it to your dream job quickly. This is perfectly logical – less time building hours and getting your ratings means less time until you're dream-job eligible – but it overlooks a key part of the time-building process, staying proficient.

Companies don't just want candidates who have a lot of flight hours. If it were that simple, the pilot shortage might not be quite as acute as it is. It's also important that crewmembers are proficient, safe, and qualified for their jobs. For example, a pilot with a single checkride failure is a much more desirable candidate than a pilot with half a dozen failures and multiple deviations to boot.

Thus, while building time, it's critical not only to get hours but also to maintain proficiency and currency in every form of operation you're involved with. This not only keeps you safe and knowledgeable, it also helps you learn more about the flying you're doing (and flying in general), and it prepares you best for upgrades to new position, aircraft, operations, or companies.

The only way to maintain proficiency is to keep flying as much as possible. There is no set number for this, and it's not possible for every pilot to be in the air every moment of every day. But a pilot who flies even once a week is much better off than one who scrambles to stay current. Flying as much as possible is critical for staying safe and proficient.

And it's not just a question of flying. There is also a question of training in different scenarios. Flying cross countries from point A to point B is great for building time, but without practicing instrument time, rehearsing emergency descents, or regularly taking a flight or two in the traffic pattern, pilots might become singularly focused on a certain operation and lose proficiency on other critical, yet straightforward, areas of operation.

On checkrides, pilots are regularly asked to explain the difference between currency and proficiency. The two have notable differences, and it's important to understand where being current does not equal being proficient. Yet the two can be linked as well. You can't be proficient in something without being current. While it's easy to focus specifically on what the FAA requires for currency – three takeoffs and landings per category and class during day and night, six HITS, etc. – it's also important to stay current and proficient on everything pilots need to fly safely.

This is a good way to utilize another aspect of flying – personal minimums. To make sure you can continue flying safely, work minimum currency requirements for a variety of different operations into your personal minimums. For example, it may be helpful to highlight that you expect to work on emergency operations a certain amount within a certain timeline, or you may want to increase the currency requirements set out by the FAA: maybe ten approaches and two holds for IFR currency, six night landings instead of three, or others.

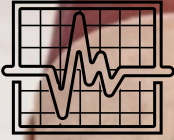
By working additional training requirements into your personal minimums, you'll be able to maintain better proficiency throughout your career. You'll force yourself to train more consistently on each area of operations in flight, making your proficiency more thorough and more practical. You'll be ready for even more situations and more flights, and you'll be that much more prepared for your long-term career.

This doesn't mean you should ignore the advice of flying as much as you can to hit hiring minimums. But it's important to work a wider array of training and experiences into your flying to be the best, most proficient pilot you can possibly be.



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...](#)



Work More, Drink More, Walk More

Regulate your body's systems even when your workload soars

WRITTEN BY: ERIC RAY

Well, if you haven't felt the temperatures warming up before now, surprise, it's almost summer. The change in the season means most pilots are experiencing a higher workload due to the increased travel demand. Often, that translates to not only more flying, but more time on the road, and possibly sitting for long hours on the flight deck. I'm getting older and sitting for long periods doesn't help my muscles, my back or even my circulation (not to mention airport or airline food). This month, I'm going to do something a little differently and offer a few ideas to help keep your muscles toned, reduce that bloat, and get you to think a little bit more about circulation.

Drink water

I'm always encouraging you and everyone around me to drink more water. While studies vary as to the exact amount you should drink (with studies ranging from three liters daily for men and 2.5 for women to even half your body weight in ounces), most of us underestimate the amount we take in. Drinking water aids in reducing your heart rate, decreases blood pressure, and regulates circulation. When it comes to flying and sitting at the controls, we tend to consume less water because we don't want to risk repeatedly taking a bathroom break. Over the last month I have flown numerous trips and completed several with no additional water intake and several others where I drank a liter and a half before showtime and one liter each hour of flight time. Although you can argue this is anecdotal, I felt less bloated after consuming more water.

Watch what you eat

When it comes to being on the road, it's easy to grab a quick snack at the airport, fast food at the hotel or if your company provides meals on your flights, airplane food or snack boxes. Be aware that most of those choices are loaded with preservatives and sodium. Increasing your level of sodium is another way to increase that bloated feeling and/or retain water. If you find yourself eating those items, see above – drink more water. Eat more slowly than usual, especially if you're eating at your crew seat, but ensure you're taking in extra water with your meal. This effort will help flush your system and reduce water retention.

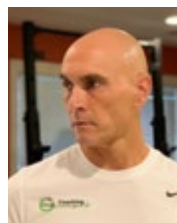
Walk

Being stuck behind the yoke for extended periods without the ability to stretch your legs can also cause your feet and legs to swell. This is likely due to reduced and/or even poor circulation. When you get off the airplane, take the opportunity to walk everywhere, even if it's just for a few minutes. Not only will you get the blood moving again, but this little bit of activity will help you rest better. (Always strive to get in those 10k steps per day!) I also recommend that you take another walk (of maybe 30-40 minutes) when you get to your destination.

This isn't a be-all-end-all solution, but even a few little tips or advice can help to keep your body well regulated!

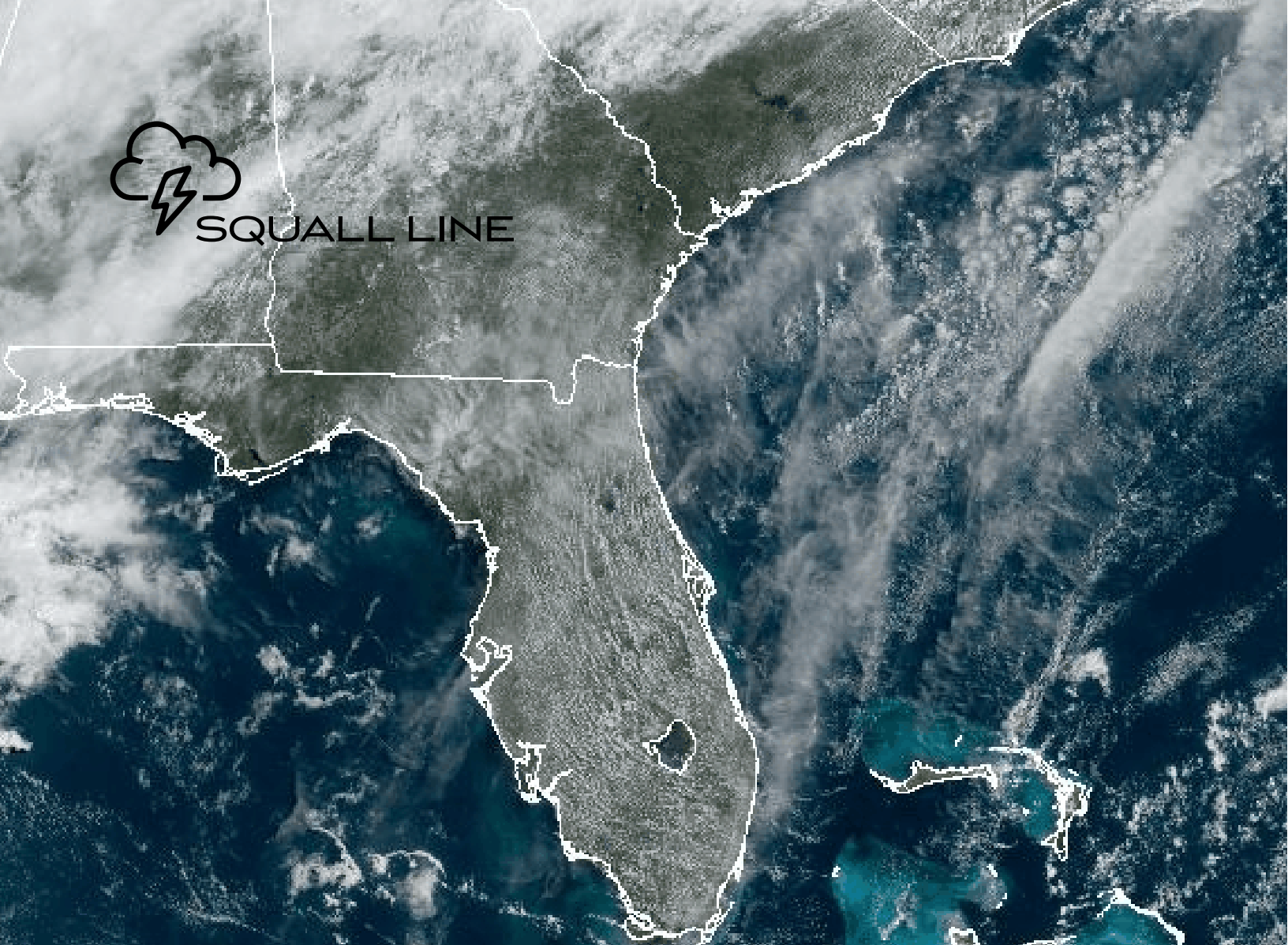
Want to know more? You can always email me with questions or comments, and I encourage suggestions for future fitness articles!

Ericray4470@gmail.com



About the Author

Eric Ray is a certified personal trainer and nutrition coach. He is the co-creator of the Hii360 Coaching Method and current president of Hii360 Coaching. [Read More...](#)



Imagery from NOAA's GOES-East GeoColor satellite from 1521–2116 UTC on 7th April 2023 showing sea breezes developing over both the Atlantic and Gulf coasts of Florida.

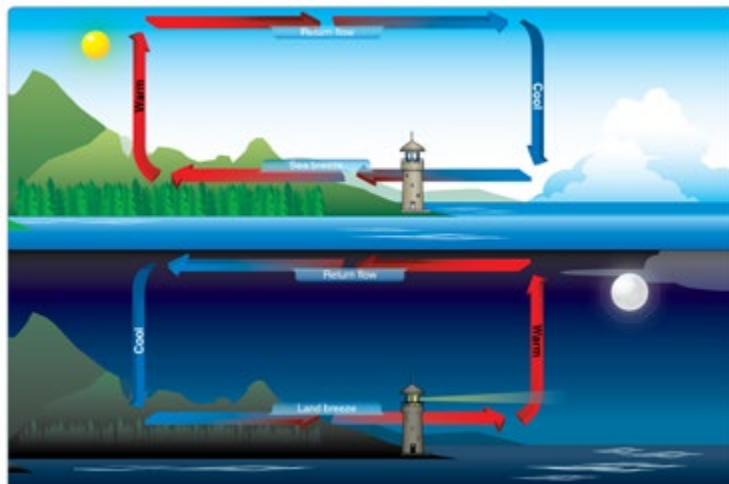
Why are runways often oriented perpendicular to the shoreline?

WRITTEN BY: AJAY RAGAVENDRA, PHD

The construction and design of an airport is not a trivial task. Planners consider a multitude of factors such as economic impact, potential for growth, location, size and type of land, and topography. Florida, for instance, is a hub for pilot training and boasts over 500 airports. A careful observation of runways at these airports across the coastlines of Florida

yields runways aligned mostly perpendicular to the shore. So why did airport designers feel compelled to bestow pilots and travelers with some of the best views during takeoff and landing? The answer is the prevailing meteorological conditions (especially winds) at the proposed airport location. The overall takeoff and landing distances and climb gradient of an aircraft is enhanced by headwind. The orientation of runways is, in part, determined by a climatological analysis of wind direction. Maximizing headwinds and minimizing crosswinds improves the performance and increases the safety margin for aircraft.

The obvious next question is why are the prevailing winds blowing perpendicular to the coastline? The answer to this question lies in the mesoscale meteorological circulation operating in the meso- β (20–200 km) scale known as a “Sea/Land Breeze.” The FAA’s Pilot’s Handbook of Aeronautical Knowledge (PHAK) provides an illustration of the sea breeze circulation (see image below) and describes the circulation as a convective current. We may observe the development of these convective currents whenever there is an uneven heating of the Earth’s surface. While a sea breeze may be observed over a landmass that is adjacent to a relatively large water body, we may observe similar meteorological phenomena (albeit to a lesser degree) over contrasting land type (e.g., a large asphalt parking lot adjacent to an open field) and terrain (e.g., upslope and downslope winds across a mountain).



The specific heat (energy required to increase the temperature of a substance) for land surfaces is typically much less than water. Therefore, during the day the land heats up faster than a water body resulting in the necessary land-sea temperature difference to initiate and sustain a sea breeze. On a similar note, the land surface cools much faster than water resulting in a reversal of the circulation, a.k.a. land breeze. Other factors impacting the sea breeze include a stronger, larger-scale weather force (e.g., meso- α 200–1000 km or synoptic scale). For instance, the strength of the background winds can impact the location and development of a sea breeze. A strong wind from the east over Florida can propagate the east coast sea breeze inland while stalling the west coast sea breeze over the water, and a passing cold front may inhibit the development of a sea breeze.



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...](#)



Walking the Picket Line

Does picketing even matter?

WRITTEN BY: VATH PUBLISHING

You have undoubtedly seen pictures and video footage of various pilot-picketing events around the country that have occurred since 2021. Every major airline-pilot group has picketed in various locations at events from coast to coast. The scene is usually the same with stoic looking pilots staring off into the horizon holding large signs and not reacting to any outside call or jeers from passersby or even other airline employees. The signs have many clever sayings and catch phrases all meant to sting, in some form or fashion, the leadership team at their respective airlines. No matter what the saying though, the point is usually clear – your pilots are discontent, they feel used, abandoned, unheard, and betrayed. And they are NOT happy about it.

With multiple picketing events occurring for each airline, the questions usually brought by an outsider to aviation, or a new pilot are, “Why do this? Does it even work?” The questions are valid as it does appear to those on the outside that picketing doesn’t move the needle and may, in some cases in fact, swing public opinion against the pilots. After all, pilots are making more money than the average person for seemingly more time off and a way cooler job. Also, fair points, but the target audience is not the general public, it’s the investors of the airline and its leadership. A picture, as they say, is worth a thousand words.

Let’s start with why airline pilots picket. For one thing, the Railway Labor Act (RLA) under which airlines fall, sets out very specific requirements for what labor groups are allowed to do to put pressure on a company that seems to be dragging its feet in contract negotiations. Other unions are allowed to “self-help” which is a term most commonly associated with striking. That method is often extremely effective because whatever demands the employees are making are likely far cheaper than the cost of closing the production line or business for days on end while the strike is in progress.

Other forms of self-help include work slowdowns, encouraging boycotts, and automatically implementing proposed contract changes. The RLA requires a lengthy process to get to the point where airline labor groups would be able to take those steps. So, the primary method to display frustration and displeasure is through picketing while displaying items that are still within the company guidelines such as pins and lanyards that reflect pilot displeasure. The latter, of course, are a bit harder to see if you are the traveling public or an investor with the airline.

But, when we picket, we are sending a very clear picture to leadership, investors, fellow employees, and the public that we are not happy. When negotiations stall, one tactic management tends to use to plant their feet on contract improvements is to tell the union negotiating team something to the effect of, “We don’t think your pilots want that,” or “We don’t think your pilots are really that mad,” or “None of your pilots are asking for all these gains.” The point is, they are telling the union that they are out of touch with the desires of the group they represent. This is where picketing steps in.

There is a famous negotiating story told in the book *Getting to Yes*, about a negotiating team that was tasked with renegotiating the contracts for work gloves for the company’s many factories. The first thing the team found out was that there were over 1,000 different types of gloves in use across the various factories, and many different versions were used across departments and even different shifts within the same department. Before they continued negotiations, they brought management into a room and dumped one pair of each type of

glove on the table. The stack was so tall that management deliberated for only two minutes before conceding that a change needed to be made and one glove would be purchased for everyone. A similar story is also told from Delta's recent negotiations with their management wherein a certain group of pilots was excluded from consideration during negotiations, and so the union team put every one of the 1800+ pilots' names in a word cloud shaped to depict 1880 (or whatever the exact number was) and left it on a screen during negotiations. The tactic worked as management conceded the impact that picture had on them.

The point is, visuals are hard to ignore and explain away. You can't tell your negotiating counterpart that pilots aren't mad when they are picketing your airports and headquarters. You can't lie to yourself that the pilots aren't mad when you see the look of frustration and anger on their faces in person. You can't lie to your investors that the pilots aren't mad when they have signs explaining why they feel personally betrayed. And you can't lie to the public that the airline is building and maintaining a healthy work environment in which they should feel safe and comfortable.

If a picture is worth a thousand words, then picketing is the visualization of *War and Peace*.



About the Author



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



GREY MATTER



DEI and CRM:

Valuable and critical in concert

WRITTEN BY: ANDREW ROSS

Editor's Note: We welcome Vath Publishing to our pages with this and future articles written to facilitate one's transition to the airline industry. Publishers of a book titled, Airline Transition Manual, Vath will provide our readers with the insights to assist anyone making the shift into the airline industry.

If you are currently in the airline industry, or generally in corporate America, you have probably run across the acronym DEI over the past few years. It stands for Diversity, Equity, and Inclusion and is a hot-button item for most Human Resources (HR) departments across the country. Inevitably, you will be required to take part in some type of training geared toward mass distribution – meant to cover every employee at the company. This training will likely speak little to you in your role as a pilot, but it has value nonetheless. While the goal of these programs is mainly driven to ensure that enough boxes are checked to protect the company from lawsuits, the intent behind DEI is valuable, and has a higher purpose for flight-deck safety than most people would give it credit.

DEI is the catch-all phrase for recognizing differences in the workforce, ensuring everyone has an equal opportunity to a just culture, and that all are included and have a sense of belonging. This is a highly generalized statement for a concept that really works to ensure that the workplace/school is fair and everyone has a voice. By leveraging everyone's talents, the organization will thrive because its people thrive.

If we think about it, CRM (Crew Resource Management) is one of the original versions of this concept. We understand that expanding the pool of voices and getting more minds on a task will ultimately create a safer and more reliable outcome than only having the captain dictate orders. The foundation for this is opening and maintaining lines of communication between all parties. So why bring up DEI?

As leaders (and future leaders), one of the most critical ways to maintain open lines of communication is to ensure that everyone feels comfortable to speak and be in your presence on the plane. It's one thing to say you run an open and inclusive flight deck, but it's another thing entirely to live it. How you speak about the world around you, other people you see, and current events can affect others' willingness to bring things up. Whether you know it or not, everything you say around your partner-pilot will create another filter for them to go through before they decide to say something.

For instance, if someone feels you are easily offended by what someone else is wearing, then will you really be open to a difference of opinion about going around the weather? If you started off the flight by railing against the idiots in congress (on either side of the aisle) and how stupid their followers are, can you really be sure your fellow pilot is going to point out your deviation of SOP or your incorrect programming of the FMS in case they are wrong and fear that you will take them for an idiot? Maybe, but the chances of an open forum for communication have been lowered.

We know the idea is to keep controversial conversations off the flight deck, but that should really extend to most other off-handed comments we may not realize we are making. This isn't intended to be an article about censoring oneself. But, for the sake of open and frank communication on your next flight, perhaps consider what phrases or off-handed statements may close off someone else to speaking up. The result could save you from having to fill out paperwork ... or worse.

No matter which seat we are sitting in, we can all do our part to make sure everyone feels included and equal.



About the Author



Andrew Ross is a pilot at a major airline flying the Boeing 787, previously the Boeing 757 and 767 domestically and internationally, and prior to that flew the Embraer 145. [Read More...](#)



Love on a Timeline - The K-1 Fiancé Visa

WRITTEN BY: KILLA MARTI

The show 90 Day Fiancé is a rather popular reality TV franchise. With nine seasons and over 100 episodes, this show has delighted and stunned the American public. The legal structure of the fiancé visa, however, is less known.

The fiancé visa, known in the legal world as the K-1 visa, is the result of a legal process that allows U.S. citizens (not permanent residents) to petition for their fiancés to come to the U.S. for the purpose of marriage. As opposed to what the show portrays, couples who file for this visa should already have the intent of marriage at the time of filing. Couples are also required

to have met in person at least once in the two-year period immediately preceding the filing of the petition. This means that you cannot file for this visa if you have never physically met your fiancé. Exceptions to this requirement are available but rarely given.

As with any other family-based petition, the K-1 visa requires that the relationship be legitimate. For marriage-based petitions you must show that you have a good-faith relationship and the marriage is not being entered into for the sole purpose of receiving an immigration benefit.

The K-1 visa has two distinct steps. First, the process is started in the U.S. when the U.S. citizen petitioner files a fiancé petition with the U.S. Citizenship and Immigration Service. This petition must be accompanied by evidence of a good-faith relationship, proof that you have met in person, and a signed statement communicating the petitioner's intent to marry the beneficiary within ninety days of their arrival –hence a “90-day fiancé.” Couples also need to show that they are legally able to marry, meaning all previous marriage relationships have been terminated either by death or divorce.

Once the fiancé petition is granted, the beneficiary files a non-immigrant visa application with their local U.S. Embassy. The embassy will then schedule an interview for the beneficiary where they will assess the person's admissibility to ensure that there are no previous immigration violations, no concerning criminal background, and no

other disqualifying issues, among other things. The beneficiary must also schedule a medical exam with a local civil surgeon to rule out medical issues such as communicable problems or public health threats. If all is in order, the U.S. embassy will issue the visa. It is worth noting that the K-1 visa process can also include the beneficiary's children from previous relationships provided they are under 21 years of age at the time of filing.

Once all of this is accomplished, the beneficiary enters the U.S. and must marry within 90 days. If the couple doesn't marry within that time period, the beneficiary must depart or risk becoming undocumented and penalized or barred from receiving legal status in the future. U.S. immigration law does not allow K-1 visa recipients who do not marry to change statuses. In essence, they must either marry or depart.

If the couple does marry, the beneficiary is now eligible to adjust their status to a legal permanent resident without having to undergo the I-130 family petition process that other couples usually do. While the K-1 visa process lacks the romance and magic typically characterized by engagements, it's an excellent option for couples who wish to be together throughout the pre-wedding process.



About the Author



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



FLYING



Cruising The Amazon, Part Two

WRITTEN BY: DEBORAH BANDY

In the April issue, I wrote about the first part of our journey up the Amazon River and our first port of call, Santarém. In this second part, I will share my impressions as we voyage further upstream toward our destination, Manaus.

After our piranha fishing adventure, a city tour of Santarém from the river, followed by a wicked squall that kept us from coming up alongside our ship for its thirty-minute duration, we boarded our home away from home, the Viking Sea. Anchored in the Tapajós River, out of the Yoo-hoo-colored water of the Amazon, we could see some of the many beaches that are found

in the area. Close to the nearby community of Alter do Chão is a spectacular beach that is recognized as one of Brazil's best and among the best fresh-water beaches in the world. One could bask in the sun in the morning on the beach and be seemingly deep in the Amazon jungle only minutes later. The area has so much biodiversity that those who come to stay for any time at all have myriad choices for activities, vistas, and experiences.



By day, the farms and communities of huts can be seen on the banks of the river, but at night, it's only darkness at the base of the canopy of the starry sky. Intellectually, you know there are people inhabiting the area but there is no sign of life at night. Because the area is so close to the equator, they live with twelve hours of light and twelve hours of dark (give or take a few minutes from solstice to solstice).

In the morning, we approached Parintins, a municipality at the eastern edge of the state of Amazonas on one of the countless islands in the river basin. It is the second-largest city in Amazonas with a population of about 115,000. The community of indigenous peoples

was first discovered by a Portuguese explorer in 1749. Europeans were first seen on the great river, going downstream in as early as 1542. The many generations between those years must have told stories of the great ships passing by, but in 1749, their luck changed – for one way or the other.



Our tour of Parintins for the day included an amazing exposition titled Boi Bumbá for which the town is known. Every year in June, Parintins hosts the second-largest festival in all of Brazil (second only to Carnival in Rio de Janeiro). On the streets and in the stadium, two troupes compete to tell the story of a resurrected ox. The better troupe wins. The costumes are enormous and beyond elaborate. They are ingeniously engineered and decorated to be backdrops that come alive as characters when they are picked up and worn by dancers.





We were treated to a recreation of the show held in a their convention center hall. I watched the hour-long display in total amazement enhanced by the lively music and the effects of three caipirinhas I had been served while we waited for the show to begin.

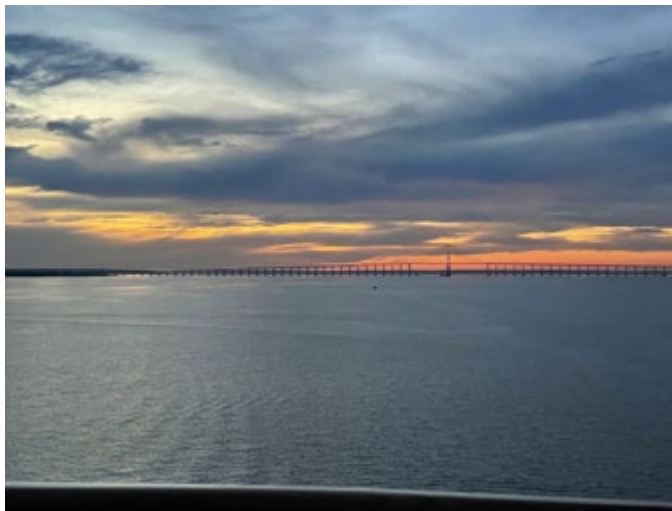


Afterward, we walked along the streets shopping for hand-crafted items. I bought a small carved oar from the woodcarver and a hatband made of seeds. Usually, my mementos are consumables, like olives (from anywhere they grow) or local dried herbs or spices. The only consumable I found in Parintins were green plantains that I bought from a street vendor. They were delicious—perfectly sliced, fried, and salted like the ones I had eaten a thousand times as a kid growing up in Central and South America. Ah nostalgia!

The following morning, we turned at the confluence onto the Rio Negro, leaving the light brown waters of the Amazon as Manaus, the capital of the Amazonas, came into view. Manaus is Brazil's seventh-largest city with a population around 2.2 million. It flourished in the 19th century as the European and American rubber barons built lavish buildings and homes. Manaus has a fascinating history of rise and decline – rise owed to the rubber industry and the fall attributed to the cultivation of Brazilian rubber in Southeast Asia. It has surely risen again as an industrial hub and great port city of the Amazon.



There are no bridges over the Amazon but in Manaus, a long cable-stayed bridge spans the Rio Negro. Locals call it the “bridge to nowhere.” For every municipality along the Amazon, the river itself is the main artery. Roads are few, mostly unpaved and sparsely traveled. The river, however, is a great highway for goods in and out.



I am so grateful and honored to have had the experience of cruising on this amazing body of water and of having been deep within the “lungs of the earth.” I heartily recommend a trip back in time on the mightiest of all rivers – The Amazon.

If you’re adventurous, young, and vigorous, fly into Manaus and book a local boat down the Amazon to Belém for a flight back – or the reverse. I’m told that every evening is a party before you settle into your hammock for the night. Be sure you’ve had your yellow fever shot! If you’re not so inclined, there are small luxury cruise lines, and known carriers like Viking. Currently, Viking only has only four Amazon trips per year – two upriver and two down.



About the Author

Deborah Bandy is the copy editor for Aero Crew News, among other writing, editing and marketing endeavors. [Read More...](#)



COMMUTE**AIR**



CommuteAir wants to be the next step in your flying career. While pilots today are faced with difficult career decisions, CommuteAir is offering captains and first officers a long-haul destination. As a company 40% owned by United Airlines, its flight crews have multiple, secure career paths with top-tier compensation to choose from in a changing industry.

Focused on Quality of Life & Competitive Compensation

Community is everything at CommuteAir. That's why they're striving to offer pilots much more than the standard flying experience. CommuteAir cares about your aviation journey as well as your professional development and understands how important your quality of life is as you work hard building your hours. Fly for an airline that's invested in you today, tomorrow, and into your future.

CommuteAir offers an attractive compensation package: After solidifying a new contract with its pilots represented by ALPA in 2022, CommuteAir released multiple enhancements to pay and bonuses, including a scaled longevity credit that will grant seniority pay for up to 20 years of prior 121 flying experience for both incoming captains and experienced first officers. This means that first-year first officer pay starts at \$73.08/hour, and up to \$77.14/hour with additional experience. First-year captain pay starts at \$101.50/hour and can go up to \$149.01/hour with additional years of flying experience.





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CommuteAir's bonus package is industry leading. CommuteAir now offers tiered bonuses for all incoming first officers based on their current level of experience – first officers new to commercial aviation can earn a \$20,000 sign-on bonus while those with prior 121 flying experience can earn up to \$75,000. Direct-entry captains can expect even more when they join the fleet with a combined day-zero bonus of \$50,000 and a \$75,000 sign-on bonus (paid within 60 days) for a total of \$125,000 in bonuses year one. First officers have a \$5,000 retention bonus available to them during their first year, while all pilots also gain access to CommuteAir's annual opt-in retention bonus after 12 months of service, \$25,000 for first officers and \$50,000 for captains. This means that an incoming first officer new to regional flying can potentially earn over \$447,000 during a four-year career at CommuteAir (two years as a first officer, two years as a captain).

Compensation isn't the only way that CommuteAir invests in your flying career. All pilots in today's market need a secure and direct career path that will help them achieve their goals as efficiently as possible. As a United Express partner, eligible CommuteAir pilots can opt-in to Aviate and fly with confidence as they work towards the simple 1,600 PIC hour requirement needed to flow to United Airlines. Building that time won't take long with an industry-leading 76-hour minimum monthly guarantee, and commuters can rest easier with up to six commuter rooms available per month.

A Regional with a Strong Future

The aviation industry is experiencing a significant surge in demand for air travel, and through its partnership with United Airlines, CommuteAir is dedicated to being at the forefront of meeting that demand. Growing the pilot workforce is crucial to the industry, and CommuteAir is committed to providing the best path for individuals to start and progress their commercial aviation career, especially those dreaming of being part of the United family.

CommuteAir plays a key role in United's strategy for the future. With a fleet of over 100 aircraft and 200 departures per day between three hubs at DEN, IAH, and IAD to over 50 markets, the airline has grown significantly since its early days. Last year, CommuteAir announced plans to add the E175 to its operating certificate to enable future operations.

Soaring with CommuteAir

Pilots have multiple entry-points to choose from at CommuteAir as either a first officer or direct-entry captain (1,000 121 hours), but also have flexibility in the direction of their journey.





Aviate is United Airlines' pilot career development program that offers both aspiring flight students and commercial pilots a defined career path to United. Aviate's goal is to attract outstanding people who want to join the very best team of pilots in the aviation industry. CommuteAir pilots have access to this secure and direct path, and by opting into the program, United will treat your interview at CommuteAir as your pathway into a career at United Airlines.

During your journey, CommuteAir offers a host of incentives and opportunities for leadership roles within the airline. CommuteAir's 60,000-square-foot facility in Houston houses three full-flight simulators, offering opportunities for advancement for dedicated simulator instructors, line-check airmen, and ground instructors – all accompanied by significant pay-rate overrides.

While CommuteAir is one of the top airlines to start your career and build your experience, it's also a fantastic long-term destination for established pilots. Top-tier commuter benefits include six commuter rooms available monthly with positive space travel. With 100%-pay protection for canceled assignments, 150%-holiday pay rate, a competitive 401k plan, and vacation accrual with up to 35 days off per year, CommuteAir wants pilots to be comfortable on the ground as well as in the air.

Be Part of a Growing Legacy

With headquarters in Cleveland, Ohio, CommuteAir's humble beginnings as "The Little Airline That Could" in 1989 in Plattsburgh, New York, seems like the faraway past. CommuteAir joined the Continental network in 2000 and has been part of the United family since. The fleet went



through the beginnings of a significant transformation in 2015 when CommuteAir entered into the first Career Path Program agreement with United Airlines and began certifying the EMB145. Over the next several years, the fleet experienced explosive growth due to additional investment from United (40%-ownership interest) and transitioned to an all-jet fleet, tripling capacity, and making way to become the sole operator of the 145.

Fly Where it Feels Like Family

CommuteAir places great emphasis on advancing a culture that promotes the well-being of its team and passengers. Culture at CommuteAir serves as the bedrock for its operations, laying the groundwork for stability, progress, and a forward-looking attitude. The team adheres to a high level of performance and reliability in their interactions with one another and their customers and approaches daily interactions with kindness and empathy. Together with United, CommuteAir is guided by our shared “core4 values” of being safe, caring, dependable, and efficient – prioritizing safety above all else, while demonstrating a sense of unity and responsibility towards each other, our customers, and the organization as a whole.

As a vital player in the aviation industry, CommuteAir recognizes the value of making a positive impact on the lives of its stakeholders. To this end, the Diversity, Equity, and Inclusion



Leadership Council at CommuteAir, which includes members from all corners and levels of the organization, works to support employees of CommuteAir and the communities they belong to. CommuteAir is proud to support a range of organizations that share its values, such as the Sisters of the Skies, Rotary to Airline Group, National Gay Pilot Association, Organization of Black Aerospace Professionals, Women in Aviation International, Latino Pilots Association and the Professional Asian Pilots Association, to name a few.

CommuteAir’s employee-run charity, CommuteAir Cares, also supports employees and their communities by raising money and performing charitable acts for those in need. Employees need only apply for the grant if they find themselves or a loved one in dire need of financial assistance. Over the years, CommuteAir Cares has contributed to numerous organizations including the Marjory Stoneman Douglas High School and both the Hurricane Fiona & the Hurricane Ian Relief Fund, as well as to many employees in need.



Together We Soar



Soar to new heights by taking your flying career to CommuteAir. The community, mentorship, and growth within the airline has created an ideal environment for both new and experienced pilots to thrive. Interview for a future at United for the very last time by applying to CommuteAir today. Visit www.CommuteAir.com/Pilots to learn more about their pilot program.

The Grid

Airline Contract Comparison

FedEx Express vs UPS

Product Name	FedEx Express	UPS
Product Image		

01 Date Issued 📅 31		
		
Last Updated	30 April, 2023	30 April, 2023
Last Update	General Pilot Information, Pay Details (Pilots)	General Pilot Information, Pay Details (Pilots), Pilot Pay Rates, Expenses (Pilots), Paid Time Off (Pilots)
Last Update Notes	Number of pilots, captain DOH, bases, vacation pay and international override updated.	Number of pilots, junior captain DOH, vacation pay and pay rates updated to reflect annual pay raise.

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	FedEx	UPS
Aircraft	A300-600 (64) B757-200 (114) B767-300 (86, 46 on order) B777 (43, 15 on order) MD-10-10 (12) MD-10-30 (13) MD-11 (52)	A300-600 (52) B747-400 (13) B747-8 (15, 13 on order) B757-200 (75) B767-300ER (71, 9 on order) MD-11 (39)
IATA Code	FX	5X
ICAO Code	FDX	UPS
Headquarters	Memphis, Tennessee	Louisville, Kentucky
Maintenance Bases	Unknown	Unknown

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	IPA
Current Contract Year (P)	2015	2016
Number of Pilots	~6,000	~3,448
Number of pilots as of	30 April, 2023	30 April, 2023
Junior Captain Hire Date (Mo/Yr)	2019	2017
JCHD as of:	01 May, 2020	30 April, 2023
Pilot Bases	ANC HKG IND LAX MEM	SDF ANC MIA ONT
Junior Captain Bases	Unknown	Unknown
Junior First Officer Bases	MEM	ANC
Currently Hiring Pilots	Yes	Yes
Pilot Hiring Website (P)	FedEx Express Jobs Page	UPS Jobs Page
EFBs	iPad	iPad
General Pilot Info Notes	Junior captain DOH is probably going to increase as FedEx closes some of it's bases.	None



04 Pilot Retirements by Year



Retirement 2023	190	85
Retirement 2024	220	134
Retirement 2025	228	139
Retirement 2026	215	174
Retirement 2027	242	157
Retirement 2028	211	184
Retirement 2029	210	174
Retirement 2030	192	
Retirement 2031	171	
Retirement 2032	176	
Retirement 2033	180	
Pilot Retirement Notes	None	None



05 Pay Details (Pilots)



		
MMG Line Holder (P)	85 hours	75 hours
MMG Reserve (P)	85 hours	75 hours
Pay During New Hire Training (P)	\$4,000 per month until activation date. Pro rated as necessary.	75 Hours per bid period
Profit Sharing (P)	Yes	
Other Bonuses (P)	Unknown	
Deadhead Pay (P)	100%	100%
Open Time Pay (P)	100%	100%
Premium Open Time Pay or Overtime (P)	Unknown	Unknown
FO International Override	\$7.00 per hour (includes IRO)	\$4.50 per hour
CA International Override	\$9.00 per hour	\$6.50 per hour
Holiday Pay (P)	None	None
Pay Details Notes (P)	Second officer international override is \$6.00	None



06 Pilot Pay Rates



		
Currency (P)	US dollars	US dollars
FO 1st Year Pay (P)	\$81.13 (B757) \$84.10 (A300/B767/B777/MD10/11)	\$56.07
A300 FO 2nd Year Pay	\$190.82	\$213.91
A300 FO Top Pay	\$237.89	\$266.68
A300 CA Top Pay	\$335.56	\$376.16
B757-200 FO 2nd Year Pay	\$151.83	\$213.91
B757-200 FO Top Pay	\$209.30	\$266.68
B757-200 CA Top Pay	\$289.26	\$376.16
B767-200/300 FO 2nd Year Pay	\$190.82	
B767-200/300 FO Top Pay	\$237.89	
B767-200/300 CA Top Pay	\$335.56	
B767-300ER FO 2nd Year Pay		\$213.91
B767-300ER FO Top Pay		\$266.68
B767-300ER CA Top Pay		\$376.16

06 Pilot Pay Rates



		
B777 FO 2nd Year Pay	\$190.82	
B777 FO Top Pay	\$237.89	
B777 CA Top Pay	\$335.56	
B747 FO 2nd Year Pay		\$213.91
B747 FO Top Pay		\$266.68
B747 CA Top Pay		\$376.16
MD10 FO 2nd Year Pay	\$190.82	
MD10 FO Top Pay	\$237.89	
MD10 CA Top Pay	\$335.56	
MD11 FO 2nd Year Pay	\$190.82	\$213.91
MD11 FO Top Pay	\$237.89	\$266.68
MD11 CA Top Pay	\$335.56	\$376.16
Next Pay Raise (P)		01 September, 2024
Next Pay Raise Notes (P)	Last pay raise of 2015 contract.	Pay raises untill 9/1/2024

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



07 Expenses (Pilots)



Per Diem (P)	\$2.30 per hour domestic \$3.25 per hour international	\$2.00 Domestic \$2.50 International \$3.00 Pacific Rim and European
New Hire Hotel (P)	Paid for by the company, Single Occupancy	Paid for by the company, Single Occupancy
New Hire Hotel Notes (P)		None
Downtown Hotel (P)	Yes	Yes
Downtown Hotel Notes (P)	12 hours	Unknown
Hotel Points (P)	Sometimes, depends on the hotel	No
Airline Mileage Accrual for Dead Heads (P)	No	No
Uniform Reimbursements (P)	Initially provided by the company. \$200 per year paid for by the company thereafter.	Paid for by the company.
Headset Reimbursements (P)	None	None
Health Care Costs Medical (P)	Unknown	\$50 to \$410 per month, based on plan selected by employee and family
Health Care Costs Dental (P)	Unknown	Unknown
Health Care Costs Vision (P)	Unknown	Unknown
Expenses Notes (P)	None	None

08 Work Rules (Pilots)



		
Minimum Days off per Bid Period - Line Holder (P)	13 days off for 4 week bid period 16 days off for 5 week bid period 19 days off for 6 week bid period	11
Minimum Days off per Bid Period - Reserve (P)	13 days off for 4 week bid period 16 days off for 5 week bid period 19 days off for 6 week bid period	11
Pay Protection (P)	Yes	Yes
Maximum Scheduled Duty Day (P)	FAR Part 117	11 for EDW (early duty window) and 13 for non-EDW
Minimum Day Credit (P)	6 hours or 4.75 for reserve pilots	4 or 6 hours for each turn
Minimum Trip Credit (P)	See trip and duty rigs	Unknown
Duty Rig (P)	1:2 for domestic start between 0500-1559 1:1.92 for domestic start between 1600-0059 1:1.5 for domestic start between 0100-0459 1:1.92 for international	1:2
Trip Rig (P)	1:3.75	1:3.75
Most Unique Work Rule (P)	Unknown	Unknown
Work Rules Notes (P)	None	None

09 Paid Time Off (Pilots)



Vacation Accrual (P)	<p>less than 1 year = less than 15 days* 1-4 years = 15 days 4-5 years = 15 days** 5-9 years = 22 days 9-10 years = 22days** 10-19 years = 29 days 19-20 years = 29 days** 20+ years = 36 days</p> <p>*Less than 1 year prorated at 1.5 days per month **Additionally days prorated for certain years</p>	<p>1-4 years = 14 days 5-10 years = 21 days 11-19 years = 28 days 20+ years = 35 days</p>
Vacation Pay (P)	<p>6 credit hour per day</p>	<p>5 credit hour per day</p>
Sick Time Accrual (P)	<p>72 hours credit to sick bank on first day of first bid period of the the calendar year. If the pilot is not in active pay status on that first day it is 6 hours per bid period. At the end of the year all remaining sick hours are transferred to disability sick account. Maximum of 686 hours in disability sick account.</p> <p>Once sick bank is full at 686 hours, which is basically 10th year (9.5 years at 72 hours of sick accrual a year), the company puts 72 hours in your retirement account at your current pay rate.</p>	<p>5.5 hours per bid period, no maximum</p>
Short Term Disability (P)	<p>Disability sick account</p>	<p>Unknown</p>
Long Term Disability (P)	<p>60% of monthly earnings (12 highest months over the past 36 months)</p>	<p>Unknown</p>

10 Retirement (Pilots)



401(K) Matching (P)	50% up to \$1000. In other words, only \$500 maximum yearly match	None
401(K) Direct Contribution (P)	9% Roth, after tax, and catch-up contributions for a maximum of \$57,000 annual contribution	12%
401(k) Fully vested (P)	Unknown	Unknown
Pension Plan (P)	Pension Plan Formula based on shall be equal to the greatest of: (i) his final average earnings x 2% x credited years of service with the Company (Max. 25 years) for benefit accrual, (ii) the benefit described in Section 28.B.4., or (iii) a flat dollar benefit based upon a pilot's flight hours, equipment flown, and seat position during a plan year. Max accrual of pension is \$130,000/yr after 25 years of service	Yes



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