

APRIL/MAY 2020



AERO CREW NEWS

Your Source for Pilot Hiring and More..



MedAire®

An International SOS Company

Your Medical Co-Pilot

MedAire's In-flight and On-the-Ground Assistance are a Pilot's Best Friend

Your path isn't always clear. We can help.

Start your climb at Mesa Airlines.

Direct path to United Airlines

\$50,000 signing bonus*

Guaranteed upgrades

Your choice of aircraft

And much more

Your career deserves an airline that puts pilots first.

 Mesa Airlines Recruitment  @MesaRecruitment  @Mesa_Airlines

www.Mesa-air.com/careers





TOP PAY & ADDING 36 ERJ145s in 2020

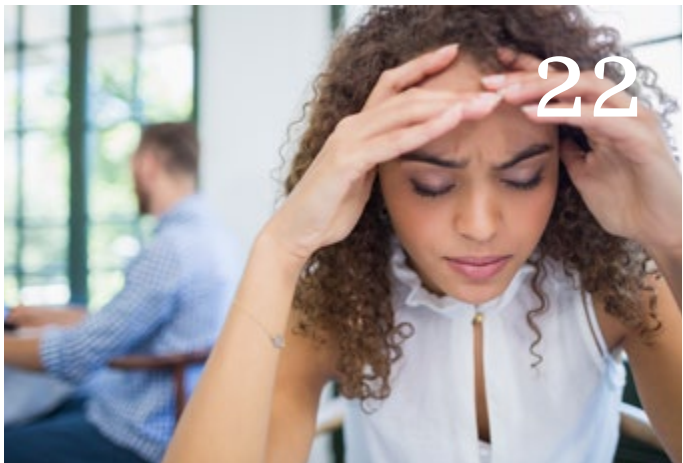
- ✈️ Train and fly within 3 months
- ✈️ Proud Aviate Program Partner



contents

APRIL/MAY 2020




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



Also Featuring:

Letter from the Publisher	8
Aviator Bulletins	10
Women in Aviation International Conference	26

the grid

 New Airline  Updated  Flight Attendant

The Mainline Grid 44

Legacy, Major, Cargo & International Airlines

General Information

Work Rules

Additional Compensation Details

Airline Base Map

The Regional Grid 52

General Information

Work Rules

Additional Compensation Details

Airline Base Map

The Flight Attendant Grid 60

General Information


Work Rules

Additional Compensation Details

Legacy

Alaska Airlines
American Airlines 
Delta Air Lines
Hawaiian Airlines
United Airlines



Major

Allegiant Air 
Frontier Airlines
JetBlue Airways
Southwest Airlines
Spirit Airlines
Sun Country Airlines
Virgin America

Cargo

ABX Air
Ameriflight
Atlas Air
FedEx Express
Kalitta Air
Omni Air
UPS

Regional

Air Wisconsin
Cape Air
Compass Airlines
Corvus Airways
CommutAir
Endeavor Air
Envoy
ExpressJet Airlines 
GoJet Airlines
Horizon Air
Island Air
Mesa Airlines
Republic Airways
Seaborne Airlines
Skywest Airlines
Silver Airways
Trans States Airlines
PSA Airlines 
Piedmont Airlines

THE WORLD'S
LARGEST NETWORK
OF LGBT AVIATORS
AND ENTHUSIASTS

25 YEARS

There's still a lot of progress to make, and we're ready for the challenge.

The NGPA is a leader in helping aviators, whether it's through career enhancement, advocating for civil rights, or having killer networking and social events. We've given away over \$255,000 to aspiring aviators to further their education. We welcome everyone, gay or straight, to join us and

SEE WHAT WE CAN ACHIEVE TOGETHER.



NGPA

JOIN THE GLOBAL LGBT AVIATION COMMUNITY AT NGPA.ORG

UPCOMING EVENTS

NGPA CAPE COD CLASSIC / PROVINCETOWN, MA 9.18-20/2015

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



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

Air Wisconsin
AIRLINES

Passion Driven. Family Oriented.

Make Air Wisconsin your home.

Whether it's your first airline job, or you're going directly into a Captain role, quality of life work rules and a family atmosphere are why many pilots choose Air Wisconsin.

Apply Today: www.airwis.com/pilots

Operating as

UNITED
EXPRESS 

N408AW 



Dear readers,

It's amazing how much has changed in our lives in such a short period of time, and all because of an enemy that we can't even see with the naked eye. The novel corona virus, with its malicious disease COVID-19, has become this pandemic altering every facet of our culture, economy, family life and our industry.

Just a month ago, airline recruiters struggled to get pilots into new-hire classes. Since then, two regional airlines have shut down and three others are furloughing pilots in hopes of remaining solvent. All of the major airlines have reduced their schedules, some by as much as 60%. Air travel is at an all-time low.

At Aero Crew News, we feel your pain and understand the struggles that you are going through. We recognize the uncertainty of what is to come next. I'm reminded of how the events of and aftermath of September 11 felt like. Like then, we are frustrated not knowing how long the recovery will take. I believe this has to be the hardest part.

This horribly difficult situation compels us to do what we can for you, so Aero Crew Solutions is offering free résumé reviews for all pilots affected by U.S. airlines closures or furloughs. To date, these include Compass Airlines, Trans States Airlines, CommutAir, Mesa Airlines & Miami Air. Email your résumés to mail@aerocrewsolutions.com. We hope this list does not grow any longer, but if it does, and you're affected too, please email us.

Like everyone across the United States and throughout the world, we are all being forced to make cuts and modify how our business is conducted. In that vein, Aero Crew News is combining our April and May issues into one. This will help our sponsors and us protect our bottom lines. We all have to prepare for the future by doing what we can now.

We will continue to post press releases as they come to us and will share any news with you as we receive it. I hope that my May newsletter brings better news.

Practice social distancing, stay home if you are directed to do so, and fly safe, but only if you are healthy. Your comments are always welcome at info@aerocrewnews.com.

Bluer skies ahead,

Craig D. Pieper

Craig D. Pieper

About the Publisher



Craig Pieper is the Publisher and Founder of Aero Crew News. Craig obtained his Bachelors of Science in Aeronautical Science, along with a minor in Aviation Weather, from Embry-Riddle Aeronautical University in 2001. Craig is also a 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.

March 2020

The March feature, co-authored by professors at Embry-Riddle Aeronautical University, addresses the interesting and thought-provoking topic of controlled rest in position (CRIP), or pilots napping while at cruise (Pilots sleeping in the cockpit could improve airline safety). The writers make some interesting points that merit exploration. In Money, Charlie Mattingly will have us all trying to think more deliberately to positively impact our investments and quality of life. His piece has the compelling title, We Have Met the Enemy (of Wealth) and He is Us! Comparing multiple job offers is more than just the bottom-line dollars as Kristopher Olson explains in his Perspectives column (Which Offer Should I Take?). Professional stress is Reini Thijssen's topic in this month's Fitness piece. Learn about The 12 Phases of Burnout that will help anyone who is on that tragic path. In Squall Line, Anthony Lorenti urges every pilot to expand their understanding of weather and he reinforces the importance of checking and rechecking weather in order to make better, safer pilots. We encourage our readers to comment on any of our content at info@aerocrewnews.com.

To view this and previous issues, visit our archive at aerocrewnews.com/category/issues/



© 2020 Aero Crew News, All Rights Reserved.



CREDITS

Publisher / Founder
Craig Pieper

Aero Crew Solutions, CEO
Scott Rehn

Editor
Deborah Bandy

Layout Design
Craig Pieper

Additional Contributors
Victor Vazquez, Reini Thijssen,
Charlie Mattingly, Anthony Lorenti,

Aviator Bulletins
Provided by the companies listed

Photographs By
Photographs as noted.

Grid Updates Email:
GridUpdates@AeroCrewNews.com

Social Media Marketing By
Aero Crew Marketing
Nate Racine, Tyler Sutton
Aerocrewsolutions.com/marketing



American Responds to COVID-19

American Airlines Announces Additional Schedule Suspensions in Response to Reduced Customer Demand Related to COVID-19

Airline further reduces system capacity and extends waived change fees

American Airlines Group Inc. will make further capacity cuts in April and May to address record low customer demand.

American Airlines parks aircraft at Pittsburgh International Airport (above) and Tulsa International Airport (below) blocking runways and taxiways as a result of record low customer demands due to COVID-19. Photographs courtesy of American Airlines.





More aircraft parked at Tulsa International Airport. Photographs courtesy of American Airlines.

April and May capacity will be reduced

American will suspend 60% of its capacity in April as compared to the same period in 2019 and is planning to suspend up to 80% of its capacity in May compared to the same period in 2019. These changes are due to significantly decreased customer demand and government travel restrictions related to coronavirus (COVID-19). The reduced April schedule will be reflected on aa.com Sunday, March 29, and the reduced May schedule will be loaded Sunday, April 5.

Entity	Capacity: April YoY	Capacity: May YoY
Domestic	Down 60-70%	Down 70-80%
International	Down 80-90%	Down 80-90%

The domestic capacity reductions take into consideration the FAA's recent decision to grant additional flexibility in slot-use policies at U.S. airports during this unprecedented situation. These waivers will allow the airline to better align capacity with demand in light of adjustments to the flight schedule.

The most significant change is the reduction in service to Hawaii in April. In response to the new 14-day quarantine order for travelers flying to Hawaii, American has suspended operations into Kona (KOA), Lihue (LIH) and Maui (OGG). The airline will continue to operate one daily flight from Los Angeles (LAX) to Honolulu (HNL).

Travel waivers

American is also continuing to take care of customers by providing additional flexibility in purchasing future travel by extending its offer to waive change fees for customers who purchase tickets through April 15. The offer is available for any of American's published nonrefundable fares. Additional details can be found on [aa.com/travelalerts](https://www.aa.com/travelalerts).

Delta Responds to Customer and Crew Feedback

Photographs courtesy of Delta Air Lines

Delta Air Lines Adjusts Food and Beverage Service on Board and in Clubs

Delta is responding to customer and crew feedback amid the evolving COVID-19 (coronavirus) pandemic by temporarily moving to essential food and beverage offerings on board, while also adjusting in-flight service processes on all U.S. domestic and short-haul international flights.

These changes are an effort to lessen physical touch points on board. Similar steps are being taken on the ground in Delta Sky Clubs, and we are evaluating adjustments for long-haul international flying.

[Read about Delta's elevated cleaning procedures to keep you safe and healthy at customer touchpoints across the journey](#)

Taking care of customers and employees remains Delta's No. 1 priority, which means we will continue to evaluate and make adjustments while staying in close coordination with the Centers for Disease Control (CDC) and local health organizations to ensure your safety.

In the air

While the signature hospitality that Delta crews are known for worldwide remains unchanged, beginning March 25 customers will start to see the following temporary changes on board on all U.S. domestic and short-haul international flights. Onboard service has been streamlined to include only the following:

- Two snack offerings across Main Cabin and Delta Comfort+, as well as in First Class on flights less than 900 miles.
- First Class and Delta One meal service on U.S. domestic and short-haul international flights greater than 900 miles will now be replaced by individually pre-packaged, non-perishable Flight Fuel boxes with two snack offerings.
- Beverages will be individual bottled water only – no alcohol offerings – across all cabins, with plastic cups and ice also removed during this time.
- Preselect and Special Meal service will be temporarily suspended.
- Delta previously announced the following temporary onboard changes across all U.S. domestic and international flights:
 - All glassware, including coffee mugs and champagne flutes, from First Class and Delta One have been removed.
 - Hot towel service has been temporarily suspended in all cabins.

As always, customers are welcome to bring their own food and beverage on board to enjoy during their travels. A comprehensive list of all temporary onboard changes can be found at [delta.com](https://www.delta.com).

On the ground

We have temporarily consolidated our Delta Sky Club operations, discontinued shower service and scaled back our food and beverage options. View the complete list of temporary Club closures and changes [here](#).

With your help

Following guidance from health experts is the most important thing you can do to stay safe and healthy no matter where you are in the world. Wash your hands often with soap and water, cover your mouth when you sneeze or cough, avoid touching your face and check out our [tips for staying healthy when flying](#).





United Airlines to the Rescue

United Reinstates Some International Flights Across the Globe to Help Customers Get Where they Need to Be

While travel demand continues to drop and United continues to adjust its schedules accordingly, the airline knows some people around the globe are displaced and still need to get home. While United's international schedule will still be reduced by about 90% in April, the airline will continue flying six daily operations to and from the following destinations – covering Asia, Australia, Latin America, the Middle East and Europe – in an effort

Top & Bottom: United aircraft parked at Chicago O'Hare International Airport in reaction to the lack of demand for air travel amidst the COVID-19 crisis. Photo provided by United Airlines



to get customers where they need to be. This remains a fluid situation, but United continues to play a role in connecting people and uniting the world, especially in these challenging times.

Flights continuing from now through May schedule

- Newark/New York – Frankfurt (Flights 960/961)
- Newark/New York – London (Flights 16/17)
- Newark/New York – Tel Aviv (Flights 90/91)
- Houston – Sao Paulo (Flights 62/63)
- San Francisco – Tokyo-Narita (Flights 837/838)
- San Francisco – Sydney (Flights 863/870)

In addition to the above, United has reinstated the following flights to help displaced customers who still need to get home.

Flights through 3/27 outbound

- Newark/New York – Amsterdam (Flights 70/71)
- Newark/New York – Munich (Flights 30/31)
- Newark/New York – Brussels (Flights 999/998)
- Washington-Dulles – London (Flights 918/919)
- San Francisco – Frankfurt (Flights 58/59)
- Newark/New York – Sao Paulo (Flights 149/148)

Flights through 3/29 outbound

- San Francisco – Seoul (Flights 893/892)

In destinations where government actions have barred us from flying, we are actively looking for ways to bring customers who have been impacted by travel restrictions back to the United States. This includes working with the U.S. State Department and the local governments to gain permission to operate service.

We specialize in retirement planning and investment management for airline pilots and their families

**LEADING EDGE**
FINANCIAL PLANNING

- Airline Benefits
- Retirement Plans
- 401(k) & Profit Sharing
- Employee Stock Purchase Plans
- Tax Planning for Pilots
- Fee Only, No Commission

CFP(R), CPA, PFS, MBA
NAPFA Financial Planners

www.LeadingEdgePlanning.com 865.240.2292



Photo provided by Jet Linx

Jet Linx Launches Limited-Time Affiliate Jet Card Membership

90-Day Jet Card Provides Supplemental Service For Those Needing Guaranteed Air Travel

Jet Linx, the leading private jet management and Jet Card membership company in the United States, today announced their new Affiliate Jet Card Membership, a 90-day private jet travel solution that provides guaranteed availability, guaranteed hourly rates and a guaranteed highest standard of safety to individuals and companies searching for peace of mind if they need to travel during this national emergency. The announcement was made by Jamie Walker, President and Chief Executive Officer of Jet Linx.

“Due to the current uncertainties surrounding commercial air travel, we wanted to create a short-term jet card option for those in need of an alternative flight solution for necessary travel,” said Jamie Walker, President & CEO of Jet Linx. “Jet Linx is dedicated ensuring the health, well-being and safety of our clients, flight crews and ground personnel, and our Affiliate Jet Card Membership is just one more way we are making our services available to those who are not part of our program but need a flight solution that safeguards their health and provides guaranteed mobility during this time of uncertainty.”

The limited-time Affiliate Jet Card Membership provides users with guaranteed availability of a private jet on a short-term basis, with two options for joining. Members can elect to either pay a small upfront membership fee with a simple pay-as-you-go structure, or deposit a minimum in a Flight Funds account to utilize throughout the 90 days or until the funds are exhausted. Both options include guaranteed availability, guaranteed hourly rates and a guaranteed standard of safety to access any size jet in its fleet of 112 aircraft nationwide until the temporary Membership expires on June 30, 2020. The Affiliate Jet Card offer expires April 2, 2020.

To safeguard the health of its crew members and clients, Jet Linx recently announced the Company has treated all of its aircraft and facilities nationwide with the BIOPROTECTUs™ System. Jet Linx is the first and only operator in the worldwide aviation industry to utilize the BIOPROTECTUs™ System by ViaClean Technologies, which encompasses an array of EPA registered and FDA compliant technologies that disinfect and inhibit the growth and spread of problematic bacteria, fungi, algae, mold and viruses as well as provides long-term antimicrobial protection for 90-days. Jet Linx will also be the first company in the aviation industry to install BIOPROTECT™ Hand Purifier dispensers in each of its 18 private Base terminals and offer BIOPROTECT™ Hand Purifier inflight on its fleet of jet aircraft. These client-only, Base terminal facilities offer a secure setting that is far more protected and private than any other terminal or FBO in the aviation industry.

For more information on Jet Linx and the new Affiliate Jet Card, please visit www.jetlinx.com/keep-flying.



Photo by: King Schools

Deserving CFI Receives Scholarship Valued at over \$18,000

Anna Stanphill of Deland, Florida was awarded the 5th Martha King Scholarship for Female Flight Instructors during the annual Women in Aviation International Conference in Orlando, Florida. The scholarship is valued at over \$18,000 and consists of \$5,000 cash toward obtaining an initial flight instructor certificate or added ratings and free, lifetime access to all King Schools courses including Flight Instructor Refresher Courses (FIRCs) for life.

Martha King Co-Founder and Co-Chairman of King Schools said “I love making the phone calls to our scholarship winners. Letting them know that they are going to get help in making their dreams come true is just plain awesome. What really stood out was that Anna has made good friends every step of the way and those people have been passionate in supporting her. The letters from her mentors were incredible.”

Anna commented, “It is an absolute honor that King Schools has chosen me for the scholarship. Martha’s certificate and rating accomplishments are amazing, and she stands out in every way as a role model to women. To me, the Martha King scholarship is more than just the money and courses. It is an extraordinary compliment and confirmation that leaving an established career to pursue aviation was a decision well made.”

Anna continued, “After getting married several years ago, my husband and I decided to pursue our private certificates in lieu of a honeymoon. It took a while for me to complete my private training while working full-time, and during that period I met many other pilots that had pursued commercial flying as a career change. It inspired me and after 5 months of research and planning, I resigned from my job so I could train full time all the way to ATP. I took a loan out and used my savings to pay for flight training and living expenses but ran out before obtaining my CFI. Now I have a part-time job to help cover living expenses while I continue to study for my CFI. This scholarship is exactly what I needed to complete the flight training, and the timing could not be better.”

Martha added, “After careful planning, Anna quit her full-time job and took up flying full-time. She obtained her instrument, commercial, and multi-engine training in just seven months. Anna was not in any accelerated school program to get these ratings; she self-studied and used every opportunity to fly, proving just how much determined she is. Recently, she has been flying supplies back and forth to the Bahamas after Hurricane Dorian. Her passion for aviation is obvious, and she has made sacrifices to become a pilot. We are happy to help her fulfill her dream.”

The WAI Martha King Scholarship for Female Flight Instructors was donated by King Schools. Martha King, along with her husband John King, created King Schools in 1974. Anna Stanphill is the 5th recipient of the scholarship. Applications for the 2021 scholarship will be available on the WAI website in mid-2020. More information is available at these two websites:

- www.KingSchools.com/scholarship
- www.WAI.org/education/scholarships



Professional Development

How you can continue to grow in your career

WRITTEN BY: VICTOR VAZQUEZ

As professional pilots, it is our nature to learn and grow from our experiences. Our growth doesn't end with a type ride, a line-check, or annual re-current. There are innumerable ways to stay sharp when "on-the-line" and continue to develop our skills. Whether you are a freshly-minted first officer or seasoned captain, I would like to share several ways we can continue in our professional developments.

That first year as an airline pilot can be extremely daunting due to the new fast-paced environment of flying for an airline. During this first year, I would advise those new to the industry or to a particular airline to take the year to be a sponge and learn from every experience. Along the way, you will encounter very helpful captains or co-workers who are willing to share their insight on commuting, work-life balance, and the operation of the aircraft. Also, since there is a lot of material covered in ground school, I would suggest going back and reviewing the themes addressed and thinking of situations where what you learned can be applied in real-world scenarios. Doing this will help solidify the concepts. Plus, it will help you remember where to find these topics for reference should you find yourself in similar scenarios in the future. Your first year goes by extremely fast and soon you will be back in re-current. By staying in the books, you will help ease the stress that comes along with this new experience.

After your first year as an airline pilot, a lot of opportunities start opening up. You have gained a full year's experience that you can take and build upon. Many believe that one of the best ways to learn is by teaching. Opportunities that arise may include becoming a ground school instructor teaching basic indoc or systems for your

airline, or as a procedures instructor teaching flows and profiles in a matrix or FTD trainer, for example. I also believe there is a tremendous professional development advantage to becoming a recruiter. Recruiting is a great way of building and developing relationships with prospective pilots for your airline. Plus, you can attend recruiting events, which are excellent venues to network with other professionals that can facilitate your growth.

A first officer is a captain in training. If you are preparing for upgrade, my advice would be to start a (light to medium) study plan before you head to your upgrade class. Doing so will alleviate some of the workload and give you time to better absorb the information. Use this time to review your flows, ops Specs and flight operations manuals. As you learn more, trips are the perfect time to take the opportunity to ask about some of the material you have been reading.

Soon enough, you'll find yourself adding that extra stripe and moving into the left seat. (Congratulations Captain!) I can tell you definitively, that the first 100 hours and the first six months of as an airline captain are like "drinking from a fire hose." There are many things to consider and still to learn as the leader of a crew. There will be times when you and your crew make decisions and they work out well, and there are other times when you fall short and you have to learn from those and move forward. If you haven't already, have a mentor with whom you can talk to help you develop in your leadership styles. Another great tool to use is the "de-brief." If something occurs on a particular leg, be open to discussing it in a way that is constructive not demeaning, being sure to always make that clear. An effective technique is to debrief at the end of the day, discussing the day as a whole. I use this as a method to ensure that, as a crew, we are working at our best and finding where we need to adjust.

As you become more comfortable and knowledgeable as a captain, there are even more opportunities to share your experiences, but there are still ways to continue your own professional development. One way is to become a simulator instructor. Becoming a

simulator instructor is a great way to work with your pilot group, whether it be with new hires or current line pilots. Another professional development avenue for a captain is to become a Line Check Airman (LCA). Working with LCAs in the past has given me a lot of insight into their experiences and has reinforced that they truly enjoy what they do. There are many steps in becoming an LCA and it can be intimidating, but from speaking with others, I have learned that it is one of the most rewarding things they have done. Part of the job description for these roles is to assist in the planning and development of pilot training. You will be directly involved with maintaining and enhancing the high safety standards of your carrier.

While these are some of the immediate duties you can undertake to help you develop as a professional pilot, there are myriad ways to get involved. Other opportunities that can open in your airline can be found in your safety department. These can include becoming a Flight Operation Quality Assurance (FOQA) or Aviation Safety Action Program (ASAP) representative or analyst. These positions help the airline analyze areas where we can improve to better enhance the safety of flight. Another place where you can find a position for continued development is within your pilot representative group. You can assist in various committees such as Critical Incident Response Program (CIRP) or Fatigue Risk Management (FMRP).

Being an airline pilot and the duties that come with it can extend well beyond flying. Conversing with others and considering some of these areas in which I can continue my professional development has given me a greater perspective in the flight deck. I encourage everyone to continue their development as a professional and find an additional role, whether its analytics, teaching or recruiting, and see where the path takes you.



About the Author



Victor A. Vasquez is a CRJ Captain based in Detroit, Michigan and has been flying since he was 14 years old. [Read More...](#)



Don't Worry!

WRITTEN BY: REINI THIJSEN

Anxiety

We all worry. We may be worried about the economy, an upcoming job interview or the uncertain impact of a pandemic. We wonder how we should act, why something has happened to us or what we could have done differently to impact events. Though worrying is human, it is a very unhealthy habit. Worrying can keep us up at night and can lead to high levels of anxiousness and depression. Thinking about something briefly can be useful and encourages action. Analyzing certain challenges and errors can be helpful to find solutions and improve oneself. However, worrying means that you cannot let go of thoughts or feelings. It is like running in circles getting no further, or treading water, actually reducing the chances of finding a good solution.

Why Worry?

If worrying is not helpful and sometimes detrimental, why do we do it so often?

- We often think that worrying is constructive thinking because it makes us feel like we are working on our problems.
- Worrying temporarily protects us from more painful emotions. For example, if we get hurt, it is easier to focus anger on the cause of the pain than to dwell on the pain itself. We deflect our emotions to help us ignore the pain.
- By continuing to worry, we avoid the potentially difficult steps we may have to take, such as talking about the situation or changing our own behavior. Worrying is the easy way out — after all, you do not have to take action.

Sometimes, seemingly innocent worrying can lead to a worry disorder that can negatively impact our day-to-day lives and cause health problems. These following three signals may indicate a worry disorder.

- Your thoughts often keep you awake at night.
- Your worries do not lead to solutions.
- Those around you become irritated when you articulate what is bothering you because you often repeat yourself.

If you recognize yourself in these characteristics, it is time to do something constructive.

1. Set a “worry time”

Determine a time when to allow negative thoughts to occur and limit its duration. For example, reserve 15 minutes two times per day to contemplate what worries you. During that time, sit consciously to allow the thoughts to come up. When you find yourself worrying at other times, force yourself to save those thoughts for the specific time that you have blocked for it.

It is important to never worry at night. Put a notepad next to your bed to write down the source of your worry then try to let go. It helps to write down your worries during the day as well, since expressive writing helps prevent burnouts. In addition, making notes can help to list of all the positive things in your life — what is going well and what you are proud of, for example.

2. Focus on facts

Concentrate on concrete facts. Worry is recurring thoughts about things that have already happened or that could possibly happen. Focus on the present which is an effective way to stop worrying. Simply said, the past cannot be changed, and no one knows what the future will bring. Challenge your way of thinking by asking yourself the following questions:



About the Author

Reini Thijssen is a Dutch certified life coach and avid traveler. [Read More...](#)

- Has the source of your worry already occurred? Or, how great is the chance that it will actually happen?
- What is the worst that can happen?
- What is the best that can happen?
- What proof do I have for this worry?
- Are other explanations possible?

3. Probiotics to the rescue

Taking probiotics can help. Probiotics are living bacteria that can help to improve digestion and strengthen the immune system. Research has shown that after four weeks of actively consuming probiotics can reduce symptoms of worrying and depression. Among foods that contain probiotics are yogurt and yogurt drinks, miso, cottage cheese, pickles, and feta cheese. Overall healthy eating and drinking will boost your mood.

4. Distract Yourself

Exercise, get a massage, listen to music, or contact good friends and/or family. Going outside can directly impact thought processes. Sharing thoughts with another can help to put negative thoughts into a new light.



Bottom line — You likely have many blessings for which to be thankful. Focus there. Worrying either about the past or the future is simply useless and can cause (mental) health issues. To stop worrying starts with awareness. Become aware of what you think, when and how you think about it, and try to replace negativity with positive thoughts.

Innovation gives us wings.



Come fly with us.

- New fleet of Tecnam P2012 Travellers
- Great pay and benefits
- Employee-owned, 30-year commitment to caring
- Serving 36 beautiful and unique destinations
- Innovative pilot pathway programs




Enjoy the ride.®

capeairpilots.com



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

@ AERO CREW NEWS

Your Source for Pilot Hiring Information and more...



Working hard to make your childhood dreams come true...



Participating at the Professional Development Seminar on March 6, WAI2020. Photo provide by WAI..

WAI 2020 Conference Hosts Record Number of Attendees & Exhibitors

Three days focused on workforce issues, professional development & education seminars, and Girls in Aviation Day Orlando, Florida

Women in Aviation International held another successful annual gathering during the 31st Annual International Women in Aviation Conference at Disney's Coronado Springs Resort in Lake Buena Vista, Florida, March 5-7, 2020. With its unique blend of top-notch speakers, busy exhibit hall, an array of education sessions, and more than 100 scholarship awards, the WAI 2020 conference delivered numerous opportunities to connect and network with female peers in the aviation and aerospace industry.



Photo by Craig Pieper

“I was inspired to meet so many engaging members and corporations that believe in our WAI mission to continue creating and growing programs to assist with our members’ personal and professional development,” says newly appointed CEO Allison McKay. “Together we can ensure that the aviation industry has the talent needed for a vibrant and sustainable future. I’m excited to work with the WAI Board of Directors to advance our mission through initiatives designed to engage, inspire, and educate our current and future workforce,” adds Allison.

The Boeing Company at WAI2020. Photo by John Riedel.



A highlight of every conference is the induction of women into WAI's International Pioneer Hall of Fame. This year's inductees include: Maj. Gen. Jeannie Leavitt, commander, U.S. Air Force Recruiting Service, and the first U.S. Air Force female fighter pilot; Patty Wagner, an airshow legend, multi-rated pilot, and a devoted WAI volunteer; and The U.S. Army's First Women Rotary Wing Aviators, a group of nine female helicopter pilots who represent the first women in rotary-wing aviation to serve in the U.S. Army. These four lieutenants and five warrant officers proved women had a place in military aviation and blazed the trail forward for future generations of Army women.



Speaker Patty Wagstaff, Girls in Aviation Day at WA2020. Photo by Christopher Miller.



Secretary of the Air Force Barbara Barrett (left) joins Lieutenant General Stayce D. Harris for the unveiling of her portrait at WAI2020. In 2016, President Barack Obama nominated her to be promoted to the rank of lieutenant general. Upon her promotion, Lieutenant General Harris became both the first African-American woman to hold the rank of lieutenant general in the Air Force and the highest ranking African-American woman in the history of the Air Force. Photo by Chris Miller.



Tour at Kennedy Space Center. Photo by Nicole Lund

Visits to the sold-out exhibit hall were interspersed with general sessions on Friday and Saturday mornings, with dozens of education sessions held Thursday through Saturday where attendees chose which sessions were best for their career goals and personal interests.

During the WAI membership meeting, Andrea Berry was approved as a new board member, Deborah Baugh and Brittney Miculka were re-elected. Marci Veronie's term as board chair ended and Linda Markham, Cape Air president, became the new WAI Board chair.

Girls in Aviation Day Orlando

On Saturday, March 7, 250 girls, along with their chaperones, were hosted by more than 100 WAI volunteers, at Girls in Aviation Day Orlando at Disney's Coronado Springs Resort. The girls, ages 8-17, visited 20 activity stations, heard about 10 different aviation careers from a career panel, met role models, and simply had fun while they learned about aviation. The older girls had the opportunity to meet with college representatives, including those from U.S. Air Force Academy, California Aeronautical University, Cochise Community College, Embry-Riddle Aeronautical University, Jacksonville University, Kent State University, Liberty University, Ohio University, St. Louis University, University of Dubuque,

University of North Dakota, and more. Each participant earned a WAI Aviation Girl Fun Patch.

Other conference highlights include:

A total attendance of nearly 4,500 includes 142 international representatives from 31 countries including Nigeria, Canada, Ghana, Australia, Iceland, and others.

The attendees are 70% women and 30% men.

The exhibit hall hosted 180 separate companies and organizations, representing all aspects of the aviation community, including drones.

151 scholarships were distributed to WAI members at every stage of life from for both academic use, lifestyle enhancement, and flight training, including type ratings. A total \$831,365 in scholarships was awarded, which put the total scholarships awarded since 1995 to more than \$13 million.

The 32nd Annual International Women in Aviation Conference will be held March 11-13, 2021, at the Reno-Sparks Convention Center in Reno, Nevada. For more information, visit www.wai.org.

View all the video from the WAI Annual Conference in Orlando, including Girls in Aviation Day 2020, the opening Conference video, on the WAI YouTube Channel, WomeninAviationIntl.



MONEY



Bear Market or Recession?

Five Things You Can Do to Prepare for a Bear Market or Recession

WRITTEN BY: CHARLIE MATTINGLY

Who could have imagined we would start with the spread of a virus, add some political election turmoil, and now we have an OPEC price war. Wow!

Although we can't control viruses and oil price wars, there are many things we CAN do to prepare for this bear market or recession. Here are five things to do in order to not freak out and bring peace to your financial life:

1. Stop watching the news and start reading it.

It's important to be informed. However, the 24-hour news cycle, selling fear and anxiety, is at an all-time high. Instead of watching TV or sensationalized videos, read your news from reputable sources. This will help reduce your emotional reaction while helping you stay knowledgeable and informed. Call us if you would like suggestions of reputable sources.

2. Evaluate your personal budget and balance sheet.

For those of you who have very low debt and a sufficient emergency fund, you can rest easy. Even if you are laid off or furloughed, you will have sufficient cash to prevent you from raiding your retirement funds. If this is not you, consider the following:

- Develop a spending plan to eliminate all short-term, high-interest debt as soon as possible.
- Refocus your spending on necessary items only.
- Increase your emergency savings through automatic payroll deductions.
- Avoid new purchases unless cash is available.

3. Consider refinancing your mortgage.

A good friend and client recently refinanced his mortgage to a 15-year 2.56% interest rate. In early March 2020, saw mortgage rates fall to the lowest level in almost 50 years. That’s a game-changer for retirement planning!

4. Stay in the fight.

You don’t have to be invested in 100% equities all the time but staying in the market in some capacity is required to capture the long-term market gains that are available to all of us. It’s been shown that leaving the market only to return later may diminish your returns significantly. In fact, if you miss out on just a few of the positive days in the market, your long-term stock averages could suffer tremendously. You have to manage risks in the stock market - not avoid them completely.

The chart below shows how \$10,000 invested in the S&P 500 index, for the 20-year period of 1999 through 2018, would have performed under various scenarios.

If the \$10,000 remained fully invested, it would have grown to \$29,845 with an average annual return of 5.6%.

Going to cash

Scenario	Ending Value	Average Annual Return
Fully invested	\$29,845	5.6%
Missed 10 best days	\$14,895	2.0%
Missed 20 best days	\$9,359	-0.3%
Missed 30 best days	\$6,213	-2.4%
Missed 40 best days	\$4,241	-4.2%
Missed 50 best days	\$2,985	-5.9%
Missed 60 best days	\$2,144	-7.4%

SOURCE: JP Morgan



Graphic courtesy of [Here’s what can happen if you flee the stock market for cash](#) 02/28/20, Sarah O’Brien

By comparison, missing out on just the best ten days in that time period would have reduced the growth of the initial investment by more than half. After 20 years, that \$10,000 would be just \$14,895 with a 2% average yearly return. So we recommend that you stay put.



@AERO CREW NEWS

Your Source for Pilot Hiring and More..

For every leg
of your journey

AEROCREWNEWS.COM
AEROCREWSOLUTIONS.COM

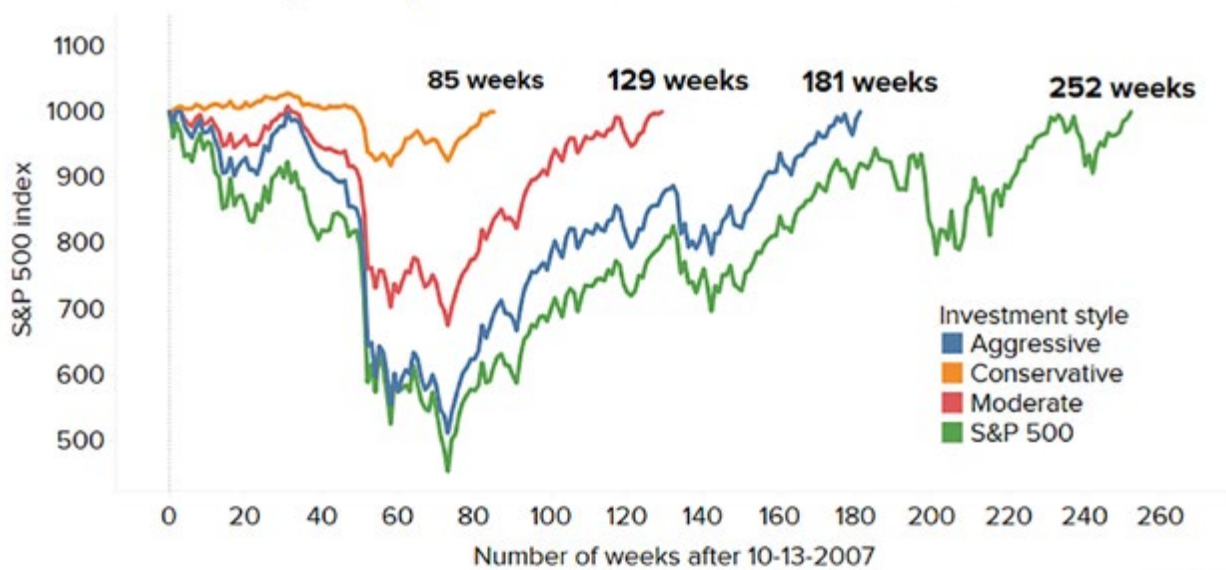
5. Focus on your goals and your investment time horizon.

Remember, the money you will need in one to five years is not at risk in stocks. It's only a paper loss until you sell the stocks. You wouldn't sell your house or rental real estate property just because the price declined so why would you sell your stocks? Furthermore, more conservative portfolios recover faster from downturns than aggressive ones. For example, according to Charles Schwab, a portfolio with more than 70% stocks and the rest in bonds took more than two years to recover from the 2008-financial crisis, compared with just seven months for a portfolio with more than 70% in bonds and the rest in stocks.

As always, we're here for you. This stuff can be unsettling. Don't hesitate to reach out to us with your questions and concerns.

Recovery from a downturn

Here's how three model portfolios performed after the stock market downturn of 2007



SOURCE: Charles Schwab



Graphic courtesy of [As the market falls, make sure you're not taking too much risk](#), 03/06/20, Annie Nova

Please remember that past performance may not be indicative of future results. Different types of investments involve varying degrees of risk and there can be no assurance that the future performance of any specific investment, investment strategy, or product made reference to directly or indirectly in this article will be profitable, equal any corresponding indicated historical performance level(s), or be suitable for your portfolio. Moreover, you should not assume that any information or any corresponding discussions serves as the receipt of, or as a substitute for, personalized investment advice from Leading Edge Financial Planning personnel. The opinions expressed are those of Leading Edge Financial Planning as of 03/12/2020 and are subject to change at any time due to the changes in market or economic conditions.



About the Author

Charlie Mattingly a CERTIFIED FINANCIAL PLANNER™ professional, is a first officer for Southwest Airlines based in Atlanta.

[Read More...](#)



SQUALL LINE



How Upset are You?

Lessons from Aviation Investigation Report A1400165

WRITTEN BY: ANTHONY LORENTI

As the Squall Line columnist, it should come as no surprise that convective weather is my favorite subject. There is something that uniquely links me to the subject of thunderstorms. It might be the raw power of storms. It might be the intricate relationship of myriad metrological phenomena that make a thunderstorm that fascinates me. It might also be the absolute beauty of a cumulonimbus cloud that draws me to thunderstorms. Mystery aside, it may also be the desire for self-preservation that keeps me interested in convection. I'll go with this last one.

I'd like to draw on an idea from a previous article — the idea that supposes that just because a flight did not end in an accident or injury, does not mean it was a safe flight. In tandem with this idea, and in hopes of solidifying this notion, I've linked a publicly available report, authored by Transport Canada. The report details the inflight incident of an ERJ145 encountering convective weather. This report details an event the likes of which we hope to never experience either

as a pilot or a passenger. (<https://www.skybrary.aero/bookshelf/books/3638.pdf>)

The report illustrates preventable problems when dealing with convective weather, and my goal is to highlight circumstances that might be similar to past or future flights. Learn from that situation and dare not repeat it. Learn how to avoid the sequence of events that lead to this inflight upset and most importantly, make a case for widespread, mandatory use of ADS-B/downlinked weather radar on Part 121 aircraft.

After cringing in my seat while reading the report, my takeaway is that there were opportunities and resources that could have prevented the unsettling experience for both passengers and crew. The opportunities available to the crew included:

- A “no-go” decision
- Opportunity to delay the flight
- A 180° turn might have avoided the subsequent in-flight upset.

WHAT COULD HAVE HELPED?

Beyond the flight crew options cited above, the resource that could have helped prevent the experience is ADS-B/downlinked weather radar. A very important point to know is that ADS-B/downlinked weather radar was not available on this aircraft for this crew.

I am a very big proponent of using downlinked weather radar in combination with airborne weather radar. This combination of resources can help provide a safe flight. You’ll learn from the report that this was not a very safe flight. Pay particular attention to Figures 2 and 3 in the report. One figure shows a radar depiction available to the dispatcher working this flight. The other figure shows the NOAA/NWS radar depiction. Which looks best? Now, imagine the picture of the airborne weather radar. Talk about discontinuity of useful information!

In the future, I am going to address the interface between downlinked weather radar, airborne weather radar, pilots, dispatch, ATC and the various issues

surrounding convective weather avoidance. Citing the Transport Canada report is a good segue for future Squall Line topics. As we explore the merits of using various tools in weather avoidance, remember this article.

SOME POINTS TO REMEMBER

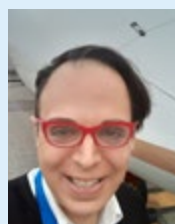
Following are some quantitative data that are important to highlight. These numbers represent conditions that might have been avoided if downlinked weather radar had been available and used properly by the crew. Regrettably, ADS-B/downlinked weather radar is not mandatory equipment on Part 121 airplanes.

- The airplane exceeded its maximum certified altitude of 37,000 feet.
- The airplane lost 4,000 feet of altitude.
- The airplane banked from 45° to 77°.
- The airplane experienced +2Gs.
- The airplane achieved a pitch-down attitude of 23°.
- The airplane achieved a descent rate of 9,300 fpm.
- There was severe turbulence.
- There was severe icing.

Goals

1. Read it! Learn from this Transport Canada report on an inflight upset.
2. Ask yourself what you would have done prior to initiating the flight. What about during?
3. Ask how ADS-B/downlinked weather radar could have been used prior to and during the flight so as to avoid the very perilous situation faced by this crew and passengers.
4. Ask why downlinked weather is not more commonplace on part 121 aircraft.

Stay tuned for more on the topic.



About the Author



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



Your Medical Co-Pilot

MedAire's In-flight and On-the-Ground Assistance are a Pilot's Best Friend

WRITTEN BY: DR PAULO ALVES,
MEDICAL DIRECTOR OF MEDAIRE

JOHN CAUTHEN, SECURITY
DIRECTOR OF MEDAIRE

COVER PHOTO BY: ICELANDAIR
CONTACTS MEDAIRE'S MEDLINK


An International SOS Company

If you're a pilot in commercial aviation, chances are you know of the services provided by MedAire. While MedAire isn't a household name – they have been instrumental in providing medical and safety services to the aviation industry for more than 35 years.

- Ever heard of MedLink? MedLink is MedAire's ground-based medical advisory service used by airlines around the world to support their crew when there is a medical event on board
- Do you look at those medical kits on board? There's a good chance that they are assembled and supplied by MedAire
- Ever get sick while on duty travel? You may have spoken with one of MedAire's medical professionals for advice and assistance

In this feature, we go behind the scenes to learn more about the company that assists thousands of pilots and crewmembers every year.

IN THE BEGINNING

As flying became more accessible to the general population, airline traffic increased. And – as the number of people in the air grew – so too did the number of in-flight medical events.

This posed a challenge to airlines: What should they do if one of the passengers on board is sick? What if the passenger is really sick? What if it's a medical emergency?

Relying on in-flight medical volunteers was risky. While there may be a medical professional on board – that person may be a dermatologist. They may not be comfortable attending to a person complaining of chest pain.

In addition, the volunteer would not be familiar with the medical resources on board. Valuable time could be wasted as someone reviewed the medical kit content card to see what was available.

These challenges intrigued Joan Sullivan Garrett, a flight nurse with an air ambulance company affiliated with a level-four trauma center in Phoenix, Ariz.



She started developing an idea: What if there was a service that understood the unique complexities of commercial aviation that airlines could rely on for medical advice.

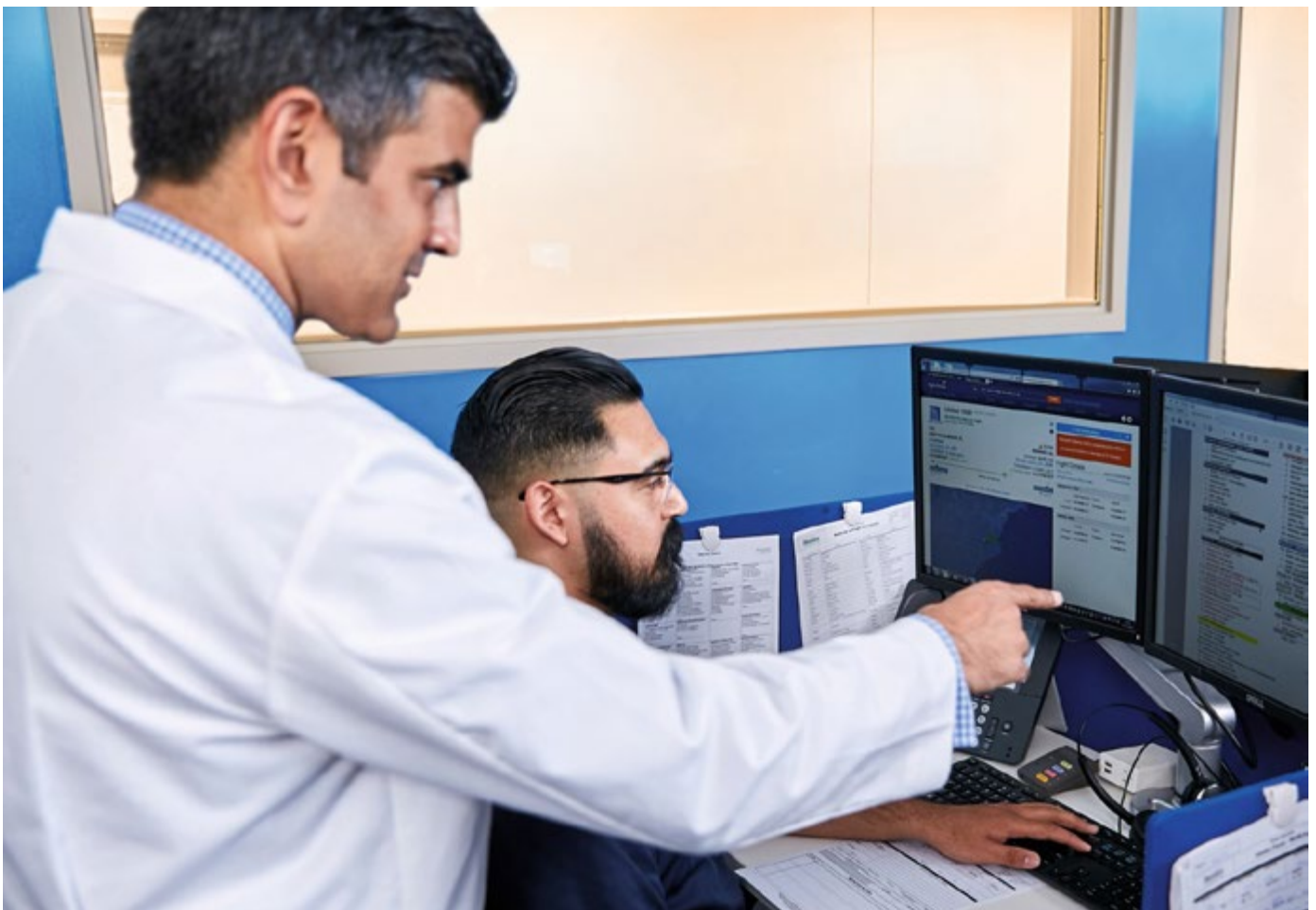
The medical staff would need to have extensive experience in a wide variety of medical conditions, and the service would have to be available 24 hours a day, every day of the year.

To make the idea a reality, she didn't need to look far. She forged a partnership with the emergency room doctors at the level four trauma center. The company became MedAire, and the service took the first call for medical advice from 35,000 feet. That first call was received in 1987. Since that time, MedAire has received more than 430,000 requests for assistance from flights around the world.

ALL IN A DAY'S WORK

There can be more than a million passengers in the air at any given time. With that many people, anything can and does happen. Recent requests for assistance to MedAire's MedLink have included:

- 24-year-old male passenger with profuse sweating, severe vomiting and anxiety;
- A female passenger with severe vomiting aboard a flight from the Middle East to Europe; and
- A 48-year-old male with asthma, whose inhaler was in his checked baggage, having difficulty breathing aboard a flight from Asia to the U.S.





FROM THE AIR TO THE GROUND

The ground-based assistance service was a success. MedAire's MedLink service became the gold-standard for in-flight medical support.

The volume of calls helped MedAire develop a database of what types of medical events occur on board, and how often – the largest database of this type of information in the world.

This real-world data has since been used to help inform what medications should be in the onboard medical kits and what first-responder training could help cabin crew.

The data also exposed a missing link. Sometimes medical cases are significant enough to warrant a diversion of the aircraft to expedite time to care for the ailing passenger.

A decision to divert is always the captain's decision. However, while the airline operations team can advise on best logistical options for the aircraft; they don't

know whether there is quality, appropriate medical care facilities near that airport.

A diversion to an airport where there are no adequate or medically appropriate medical facilities doesn't help the passenger.

To resolve the issue, MedAire and its parent company, International SOS, began assessing the medical facilities around airports. Today, they have ready access to the quality, availability, and specialty care available near 9,000 airports worldwide.

Now, when a captain makes the decision to divert, MedAire can advise pilots as to which option has the most appropriate medical facility to support the medical concern.

There was one more piece to the puzzle. What about the pilots and cabin crew that fall ill or are injured during duty travel? Where do they go for medical advice and assistance when in an unfamiliar city?

They do not have access to the care they are used to – such as their family physician. They may

feel uncomfortable seeking care at unfamiliar medical facilities, or they may not know how to find appropriate care.

To meet this need, MedAire leveraged their medical expertise and knowledge of medical facilities around the world to provide crew support services. Today, thousands of crewmembers and pilots contact MedAire for medical advice, prescription assistance, referrals to specialists, and fit-for-duty recommendations when they are away from home.

Crew have peace of mind knowing they have access to a network of providers that are well known and appropriate for their needs, while minimizing the risk of escalated emergencies and missing shifts.

In addition, MedAire understands that each crewmember is critical to a successful airline operation. To minimize operational disruptions, MedAire continually assesses each case and communicates crew status with the airline's operational teams.

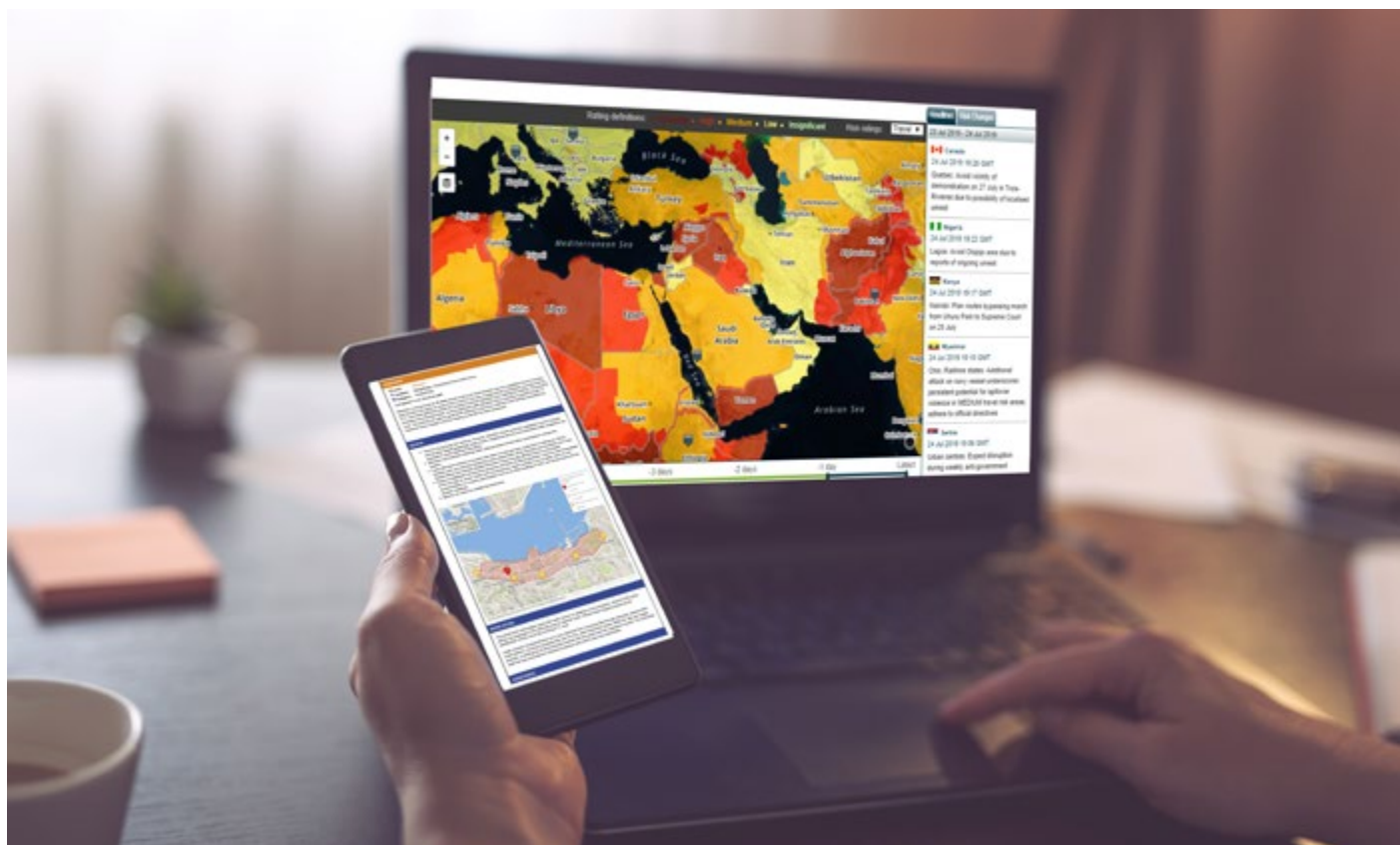
EVOLVING WORLD. EVOLVING RISKS.

The downing of Ukrainian Airlines flight and the Covid-19 outbreak started the aviation industry on edge as the new decade began.

All operators in aviation are exposed to risks, and flight crew are on the frontlines. MedAire works with clients – commercial and private – to mitigate their exposure to those risks.

Airlines and aircraft operators need to have the right information – at the right time – to identify, assess, and understand the risks to all flights to make informed decisions.

The safety of people, aircraft and operations are absolutely inter-related. Operators should consider risks in and around airfields, threats in a country's airspace, and information on events that could affect flight operations or crew and passenger safety.



Aviation security as it relates to crew should extend past the aircraft – pre-flight and post-flight. Airports are attractive targets for insurgents and terrorists, as are hotels – two locations where crew and aviation support staff are often located.

For those in charter and private aviation – a whole new set of questions need to be assessed by pilots and flight departments: can aircraft safely operate in the area? Can aircraft be left unattended? Is there adequate lodging if the crew overnight outside of their home base?

MedAire provides independent, unbiased intelligence and advice to its clients. The company offers a number of services to inform, educate and advise our clients on how to mitigate security risks to their operations – pre-flight, in-flight and while at destination. This information helps clients make tactical, operational and strategic decisions.

Pre-flight, operators can request a go/ no go flight assessment when determining whether to fly to medium to extreme risk destinations. It provides an independent, objective analysis on the feasibility of safe operations and provides recommendations to mitigate exposure to identified risks.

For overflight risks, operators can request an airspace assessment. Airspace assessments provide an overview of threats in a country's airspace and provide advice to mitigate exposure to those threats.

At destination, understand the security profile of the airport and travel safety considerations in the vicinity. To stay apprised of evolving events, we continuously monitor a variety of sources – including social media, news reports and first-hand accounts.

This information must then be vetted by local, trusted sources. It's important to have a global network of trusted intelligence and security sources. They can also provide guidance on the political climate, current events, endemic risks, security threats and local infrastructure for areas of interest to the aviation community.

In 2010 we built the medical and travel security information portal that is used by client's around the world to understand health, safety and security risks at upcoming destinations.

We continue to expand our aviation commercial service offerings with tools and technology flight



departments use and integrate into their processes and systems to protect their people, their aircraft and their operations.

To help commercial and private aviation operators understand risks and the environment in and around airfields, we created Aviation Travel Security Briefs.

In response to evolving threats in and around a country's airspace and overflight zones, we created Airspace Assessments. To ensure our clients receive the

latest information that could affect their operations, we developed Aviation Alerts.

All these tools are developed by exploiting a combination of open-source data, local relationships, and our aviation and travel security experts. And, all demonstrate a culture of innovation, technology and solution development.

With the right foresight, planning and risk management processes air carriers and aircraft owners can continue to fly further, explore new markets, and attract new clients.

ON OUR RADAR

- Covid-19. MedAire is working very closely with airline clients and industry partners like IATA, and in line with WHO recommendations, to help manage the COVID-19 outbreak relative to air travel. MedAire is an IATA Strategic Partner and participates in key aviation medical associations, putting us in the unique position to help airline operators by sharing best practices around infectious diseases. We consult with airline clients to provide actionable advice on day to day operations. The objective is to have one coordinated approach to address the public health concerns, looking at pre-flight and in-flight prevention, containment and response – in addition to supporting pilots and crewmembers.
- Airline employees (aircrew and business travelers) and international sales offices and airport operations are often impacted by civil unrest. They are forced to reduce or cease operations resulting in adverse travel safety situations and negatively impact commercial and flight operations. This highlights the need for air carriers to ensure that robust travel risk management programs and contingency planning are in place to manage this type of risk.

MedAire's role is to provide independent, un-biased intelligence and advice. It is always the client's discretion on how to move forward based on their individual risk threshold.

ABOUT MEDAIRE

MedAire provides airlines with in-flight medical advice and support, at-destination crew support, aircraft medical kits, and train-the-trainer programs for in-flight medical events. Since 1985, MedAire has been a trusted provider of 24/7 in-flight medical advice and passenger fit-to-fly assessments; 24/7 security advice, information and contingency planning; crisis management services for medical needs after accidents or serious incidents, medical and security support for crew while on duty travel; medical kits and equipment; crew medical training; and pre-travel medical review of MEDIFs.

In addition to the provision of services, MedAire is actively engaged in the Aerospace medical community. They provide their extensive insight on in-flight medical events based on their database of 430,000 cases. MedAire provides data analysis to regulators and airlines around the world, and publishes scientific papers and evidence-based recommendations.



FAST FACTS

- MedAire works with more than 150 airlines around the world.
- More than 3800+ private aircraft take-off with MedAire services on board
- The world's leading aircraft manufacturers include MedAire's services as standard on all new aircraft sold

MEDAIRE THROUGH THE YEARS

1985: MedAire is incorporated in Phoenix, Ariz.

1986: Management of In-Flight Illness & Injury Training is launched

1986: MedAire sold first medical kit to aviation customer

1987: Established MedLink – the world's first global response center for aviation

1988: First commercial aviation client

1989: Gulfstream makes MedAire services standard with every Gulfstream purchase

1998: MedAire expands into delivering products and services in Europe

2006: MedAire launches security services

2007: MedAire becomes IATA Strategic Partner

2008: MedAire becomes an International SOS company

2008: MedAire becomes Industry Partner in AACO (Arab Air Carriers Organization)

2010: MedAire launched Comprehensive Crew Support including Security Advice and Assistance

2017: MedAire launched AVSEC Intel to deliver timely risk information to commercial carriers

2017: MedAire launched Operational Security solution for commercial carriers

2017: MedAire founder, Joan Sullivan Garrett, presented the Meritorious Service to Aviation Award by the National Business Aviation Association (NBAA) – its highest honor

2019: AACO named MedAire their security information provider of choice

2019: Joan Sullivan Garrett inducted into the International Air and Space Hall of Fame

2020: Joan Sullivan Garrett to be enshrined in the National Aviation Hall of Fame

Mainline Airlines

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



Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K)
Legacy Airlines									
American Airlines (American)	Group I	\$104.93		\$90,659.52	\$160,265	\$132,754	1-5 = 21 Days		
	Group II	\$160.28		\$138,481.92	\$234.67	\$202,755	6-15 = 1 additional day per year	5 H/M* Max 60**	
	Group II	\$170.27	72	\$147,113.28	\$249.30	\$215,395			
	Group IV	\$200.20		\$172,972.80	\$293.11	\$253,247			
	Group V	\$210.20		\$181,612.80	\$307.76	\$265,905			
Alaska Airlines (Alaska)		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B	
	B737	\$143.32	75	\$128,988	\$213.26	\$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	> 5 Yrs 5-10 Yr 10-15 Yr + 15 Yr
Delta Air Lines (Delta)		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B	28
	747, 777	\$184.59		\$159,486	\$270.25	\$233,496			
	787	\$176.83		\$152,781	\$258.90	\$223,690			
	767-4, A330	\$174.35		\$150,638	\$255.28	\$220,562			
	767-3,2, B757	\$154.50		\$133,488	\$226.21	\$195,445		1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170	
	B737-9	\$148.93		\$128,676	\$218.05	\$188,395	1-5 = 14 Days 6-11 = 21 days 12-18 = 28 days		
	B737-8 & 7	\$148.93	72	\$128,676	\$216.92	\$187,419		0%	15

Sample only; refer to adjacent pages for actual information

Abbreviation and definitions:

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

ALPA: Air Line Pilots Association

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

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

FAPA: Frontier Airline Pilots Association

IBT: International Brotherhood of Teamsters

ISP: International Savings Plan

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

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

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

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

TFP: Trip for Pay

UTU: United Transportation Union

YOS: Years of Service with the company.

General Information

Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes	
Legacy Airlines												
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	MALV 72-84 or 88*	Single Occupancy, Paid for by company	\$2.30 Dom** \$2.80 Int.**	AA - May/1999 US East Aug/2014 US West Sep/1998	14,738	10,538	APA	iPad	BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL	*Monthly Average Line Value depends on pay group, **\$0.05 increase 1/1/16
			6.D.1.d	7.A.5		Oct/2015	Dec/2017					Contract 2015, as amended
Alaska Airlines (Alaska)	B737	AS	85 Hours plus per diem	No Hotel During Initial Training	\$2.15	2012	1,897	921	ALPA	iPad Air	SEA, ANC, LAX, PDX	Alaska bought Virgin America
			11.D.5.b	5.A.1	5.A.1	Dec/2017	Dec/2017					Contract 2013, as amended
Delta Air Lines (Delta)	B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90	DL	\$3,888.29 / Month	Single Occupancy, Paid for by company for the first 8 days in class only.	\$2.20 Dom., \$2.70 Int.	February 2014	13,003	9,436	ALPA	Surface	ATL, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B	Feb/2016	Apr/2016					Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	A330, A350 B717, B767	HA	3 Hours per day, plus per diem		\$2.00* \$2.50 Int.		600		ALPA		HNL	*Interisland
			9.G.1									Contract 2010, as amended
United Airlines (United)	A350, B777, B787, B767, B757, B737, A320, A319	UA	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	\$2.35 Dom* \$2.70 Int.*	2006	11,240	8,786	ALPA	iPad	IAH, EWR, CLE, DEN, ORD, SFO, IAD, GUM, LAX	*\$0.05 increase on Jan 1st.
			3-E	4-G-1, 9-E	4-A	Oct/2015	Dec/2017					Contract 2012 as amended
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	MMG	Single Occupancy, Paid for by company	\$2.00	November 2017	873	73	IBT	iPad	AVL, BLI, CVG, FLL, IWA, LAS, LAX, MYR, OAK, PGD, PIE, PIT, SFB, VPS	*2018 to 2028
			3.P	6.A	3.Z	Dec/2017	Dec/2017	See Note*				Contract 2016, as amended
Frontier Airlines (Frontier)	A319, A320, A321	F9	MMG	No	\$1.90	November 2014	1180	180	FAPA		DEN, ORD, MCO	*2018 to 2028
						Dec/2017	Dec/2017	See Note*				
JetBlue Airways (JetBlue)	A321, A320, A319, E190	B6	\$2,500 per month	Single Occupancy, Paid for by company	\$2.00	E:11/2013 A:12/2013	3,582	840	ALPA	Yes	JFK, BOS, FLL, MCO, LGB	
			Add A, Pg24	Add A, Pg24	11	Dec/2017	Dec/2017	Feb/2015				Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	WN	89, 87 or 85 TFP*	Single Occupancy, Paid for by company	\$2.30 Dom. \$2.80 Int.	August 2006	9,074	3,374	SWAPA	iPad	ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX, BWI	*Trip for Pay (TFP) is based upon number of days in the month
			4.K.6	4.T.1	4.T.3	Dec/2017	Dec/2017					Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	NK	\$1,750*/mo	Single Occupancy, Paid for by company	\$2.25	March 2015	1,821		ALPA		ACY, DFW, DTW, FLL, LAS, ORD	*Monthly payment is prorated and includes salary and per diem
			3.D.1	5.A.1	5.B.1	Dec/2017	Dec/2017					Contract 2018, as amended
Sun Country Airlines (Sun Country)	B737NG	SY	MMG	None	1/24th the IRS CONUS M&IE airline daily rate		289		ALPA	iPad	MSP	
			3.B	5.B.1	5.3		Aug/2016					
Virgin America (Redwood)	A319, A320	VX	\$2,500 per month	None	\$2.00	2012	820	157	ALPA	Nexis EFB	SFO, LAX, JFK EWR, LGA	Merging with Alaska Airlines
			10.J.1	3.B.e	10.I.1	Dec/2017	Dec/2017					Rule book 2014
Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes	

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

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Legacy Airlines													
American Airlines (American)	10/12 or 13*	Yes	FAA 117 w/ exceptions	488	5:10	5:10 x days	2:1		100%*	100% or 150%**	Initial paid for by company	None	*12 in 30 days; 13 in 31 days, **Based on scheduled flight time, ***150% when premium pay offered
	15.D.3.q	4.C	15.C		15.G	15.G	15.E.1		2.QQ	17.1.1	24.O.2		Contract 2015, as amended
Alaska Airlines (Alaska)	??/12	Yes	12:30* 10:00**	430	5	5 x number of days	1:2 or 1:1.75***	1:3.5	50% air & ground	150%	None, Dry cleaning reimbursement available on a trip 4 days or more	None	*Between 05:00-01:59, not to exceed 14 hours. **Between 02:00-04:59, not to exceed 11 hours. ***1:1.75 duty rig applies to duty between 22:00 - 06:00
	2	12.A	12.B		12.A.1.a	12.A.1.b	12.A.2.a	12.A.3	8.C.2	25.P.2	5.E		Contract 2013, as amended
Delta Air Lines (Delta)	12.13.14 Reserve*		FAA 117 minus 30 minutes	559	2	ADG** = 5:15	1:2 or 1:1.75***	1:3.5	100% air, Chart 8.B.3 Ground	200%*****	None	None	*Days off depends on number of days in bid period and ALV. **Average Daily Guarantee, ***1:1.75 between 2200 - 0559, ****Green slip as approved by company
	12.N.2		12.D.1		4.H.1	12.J	12.K.1	12.L	8.B	23.U			Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	12 or 13 / 12	Yes	14, max 16 For int pilots. 12, max 14* 10, max 12*	361	2** or 4:17 GOP****		60% GOP****	1:4*** GOP****	100% air, 50% ground		Initial paid for by company and every 12 months		*Based on local start time for interisland pilots. **For reserve to report but no flying assigned, ***International pilots only, ****Greater of Provisions; scheduled, flown, duty rig or trip rig.
	10.G.1	4.B.3	10.D.1.a		4.C.1.a		4.C.2	4.C.3.a.2	7.B.1		5.E.1		Contract 2010, as amended
United Airlines (United)	12 / 12 or 13*	Yes	FAA 117	508	5		1:2 or 1:1.75**	1:3.5	100% Blended pay rate	50%, 75% or 100% add pay***	Initial paid for by company along with certain dry cleaning	None	*Reserve pilots have 13 days off min on 31 day month bid periods; **1:1.75 between 2200 - 0559, ***At the discretion of the company
	5-E-4, 5-E-5		5-F-1-a		5-G-2		5-G-1	5-G-3	3-A-3	20-H-4-a	4-G-2		Contract 2012 as amended

Contractual Work Rules

THE GRID

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Major Airlines													
Allegiant Air (Allegiant)	12 or 11* 12 or 10*	Yes	FAA 117	195	4 for a RON		1:2		50%	130%, 150% or 200%**	Company Provided***	Supplied in AC	*In a 30 day month. **130% open time over 81 PCH, 150% junior man, 200% VFN, ***4 shirts, 2 pants, 2 ties, 1 jacket and 1 over raincoat. Yearly replace 2 shirts, 1 pant and ties as needed.
	14.C	3.F			3.D		3.D		3.H	3.E, 3.L, 3.W	6.4		Contract 2016, as amended
Frontier Airlines (Frontier)	12	Yes	14 hours or FAA 117	177	6 for CDO			1:3.75	50%*		\$20/ month	None	*Unschedule DH pay s 100%
	5.J.7	4.I, 5.P.2	5.J.4					4.G.2.a	4.F.6		2.A.1, 2		
JetBlue Airways (JetBlue)	12	Yes	FAA 117	36	Avg of 5 per day		1:2 or 1:1.45*	1:3.5	Schedule Block	150% over 78 Hrs	\$200 / year		*1 for 1:45 between 0100 and 0500
					Add. B.D.5		Add. B.D.4	Add. B.D.3	Add. B.D.1	Add A & A-2			Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	Max 15 Days on Per Month*	Yes	FAA 117	235	5**		.74:1	1:3	100%	100%	\$30 / pay period max \$500	None	*Depending on how many days in the bid period determines min days off, 28, 29, 30 or 31; **5 hours min average per day over trip
	5.E.2	4.H	5.M		4.I.2		4.I.1	4.I.3	4.L	4.S.5	2.A.4		Contract 2016, as amended
Spirit Airlines (Spirit Wings)	13/12/15*	Yes	14 hours or 11.5 hours	241	4 or 4.5**			1:4.2	100% or 50%***	100% or 200%****	Pilot pays for initial uniform, replacements per schedule thereafter	None	*Mixed Relief and Reserve, **4 for day trips and 4.5 for multi day trips, ***50% when deadheading to training, ****200% when designated by the company
	12.E.1	4.D.2	12.C		4.C.1.b			4.C.1.c	8.A.1 & 2	3.C.3	5.F.3		Contract 2018, as amended
Sun Country Airlines	12 / 10 or 11*	Yes**	FAA 117	196	4		1:2	1:4.2	75%	150%	100%	Supplied in AC	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F	12.C				4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)	11/13	Yes*	60 Mins < FAA FDP	159	3.5	-	-	-	50% or 3.5 min	100%*	Initial paid for by company, then \$230** per year	None	*Unless picked up at premium pay it is 150% add pay. **\$30 per year for shipping costs. Merging with Alaska Airlines
	5.D.4	7.C.3.d.i	7.B.3.a.iii		App. G				8.F.3	3.b	2.D.1		Rule book 2014
Cargo Airlines													
Atlas Air	13 in 30 14 in 31	None above minimum guarantee	14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more	332	None	None	None	1/4.95	1/2.85 Biz Class or better* or \$300 comp	100%	Provided by the company	None	*Biz class only on international DH or when duty day exceeds 16 hours with DH.
			12.C						8.D, 8.A.3		30.A.2		
ABX Air	13 in 30 14 in 31		15 Hours May be extended to 16 hours	280	4.5				100% Air** 50% Air** 50% Ground	100%	Provided by the company	None	*100% pay credit on company aircraft; **50% pay credit on passenger carrier
	13.D.4		18.C		19.M.4				19.K	19.E	15.A		
FedEx Express (FedEx)	14.96 or 18.75*	Yes		466	6, 4.75**		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, \$200 / year		*Days off based on TAFB, 4 wk or 5 wk bid period, **Reserve pilots
	25.D.1	4.F			4.F.2.b		4.F.2.d	4.F.2.a	8.A.1		26.B.3		Contract 2006 as amended
Kalitta Air	13 or 14*	Yes	Dom 16, 18, 20** Int 18, 26, 30**	127	1 hr or 3.65 (on Day off)				50%	150% on days off	\$200 after first year. Initial paid by crewmember.	None	*13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double.
	2, pg 13		18.B.5		5.E & G				19.H	5.G	6.D.1 & 2		
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2016 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes							
Legacy Airlines																			
American Airlines (American)	Group I*	\$116.38	72	\$100,552.32	\$170.42	\$147,243	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M** Max 60***		None		*Numbers based off of 12 years experience. **Accumulated time can only be used for the year after it is accumulated, except after first six months you may use up to 30 hours. ***January 1st sick accrual either goes to long term or gets paid out to the pilot. See section 10.B for more information.							
	Group II*	\$179.48		\$155,070.72	\$262.77	\$227,033													
	Group III*	\$188.85		\$163,166.40	\$276.50	\$238,896													
	Group IV*	\$220.65		\$190,641.60	\$323.04	\$279,107													
Alaska Airlines (Alaska)		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B				Contract 2015, as amended							
	B737, A319 A320	\$168.68	75	\$151,812	\$251.00	\$225,900	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	15%	20%	*New hire pilots receive 1 vacation day per every full month of employment.							
Delta Air Lines (Delta)		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28.D		Contract 2013, as amended							
	747, 777	\$219.07	72	\$189,276	\$320.71	\$277,093	1-5 = 14 Days 6-11 = 21 days 12-18 = 28 days 19+ = 35 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 7 Yrs = 195 8 Yrs = 220 9-19 Yrs = 240 20+ Yrs = 270	0%	15%	22%	International pay override is \$6.50 for CA and \$4.50 for FO. Section 3.C. *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80.							
	787	\$209.85		\$181,310	\$307.24	\$265,455													
	767-4, A330	\$206.91		\$178,770	\$302.94	\$261,740													
	767-3.2, B757	\$183.35		\$158,414	\$268.45	\$231,941													
	B737-9	\$176.74		\$152,703	\$258.76	\$223,569													
	B737-8 & 7	\$175.82		\$151,908	\$257.42	\$222,411													
	A320/319	\$169.66		\$146,586	\$248.39	\$214,609													
	MD-88/90	\$166.62		\$143,960	\$243.94	\$210,764													
	B717, DC9	\$158.19		\$136,676	\$231.63	\$200,128													
	EMB-195	\$132.84		\$114,774	\$194.48	\$168,031													
	EMB-190, CRJ-900	\$112.99		\$97,623	\$165.46	\$142,957													
	Hawaiian Airlines (Hawaiian)			3.B.2.d	4.B.1.b*	HRxMMGx12							3.B.2.d	HRxMMGx12	7.B.1.a	14.D.1		26.C.2	25.B.2
B717		\$121.53		75	\$109,376	\$174.11							\$156,699	1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33 Days +25 = 38 Days	7.5 H/M without a sick call. 5.65 H/M with a sick call Max 1080**	0%	15%	20%	*Coming in 2017. **No max after pilots 59th birthday.
B767 A330		\$144.58	\$130,119		\$207.13	\$186,417													
A350*																			
United Airlines (United)		3.D	3.F	HRxMMGx12	3.C	HRxMMGx12	6.B.1	12.A.1, 2 & 3				Contract 2010, as amended							
	B747, B777 B787 B767-400	\$208.59	70	\$175,216	\$305.39	\$256,528	1-4 = 14 Days 5-10 = 21 Days 11-24 = 35 Days +25 = 42 Days	5 H/M Max 1300 Hrs New hires receive 60 hours after completing training.	0%	16%	20%								
	B767-200 B757-300	\$173.96		\$146,126	\$254.70	\$213,948													
	B737-8/9, A320	\$167.89		\$141,028	\$245.80	\$206,472													
	A319, B737-700	\$161.02		\$135,257	\$235.76	\$198,038													
		3-A-1		3-C-1-a	HRxMMGx12	3-A-1							HRxMMGx12	11.A.3	13.A.1		22-A	24-B-5	Contract 2012 as amended

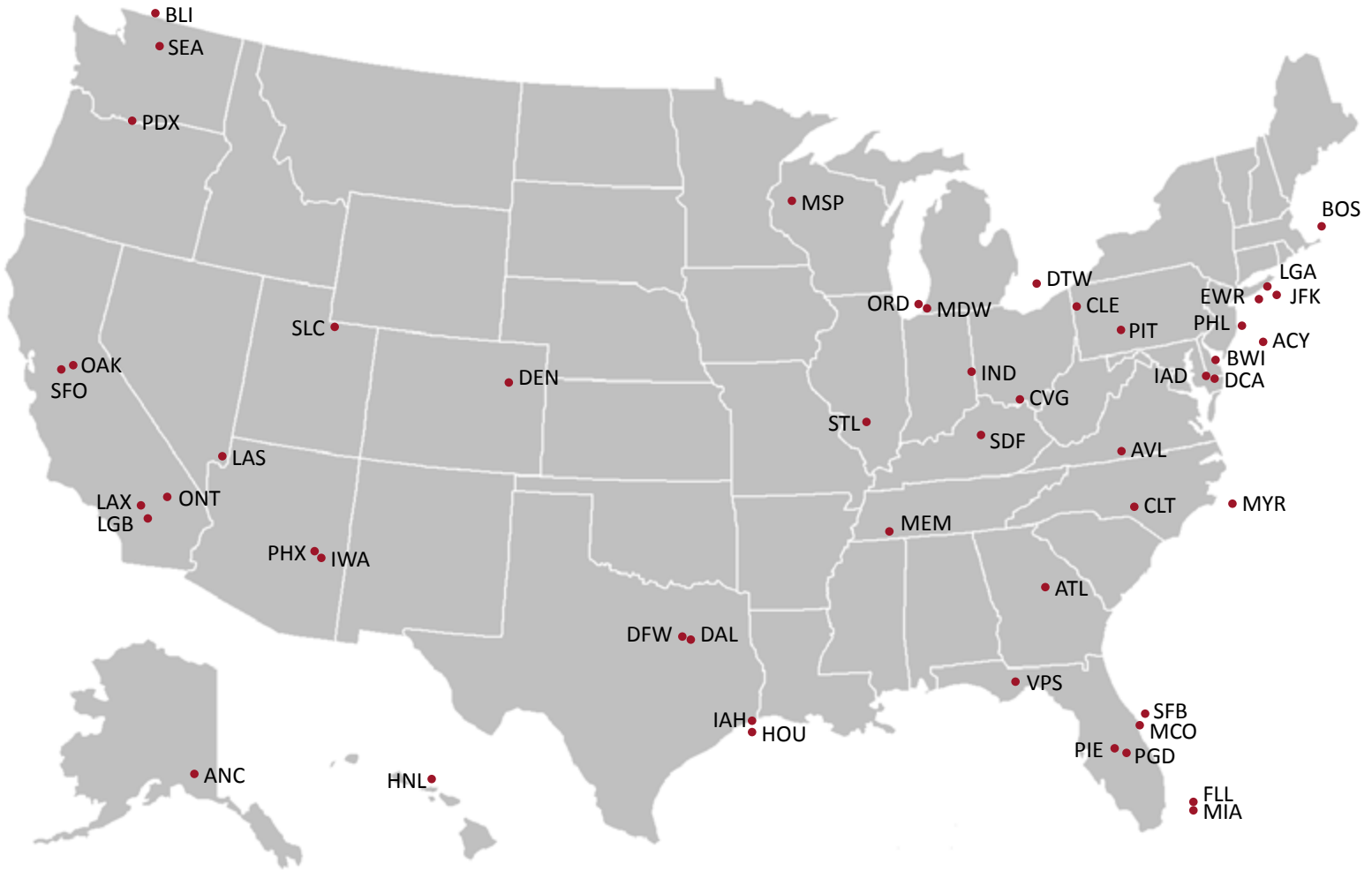


Disclaimer: Gray blocks contain contract sections or date acquired. Data with contract sections may be abbreviated and/or inaccurate, please consult the most current contract section for specific contractual language. Data that do not have a contract section reference number, were obtained online in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

Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	\$145.17	70	\$121,943	\$216.42	\$181,793	1 = 7 Days 2-4 = 14 Days 5-8 = 21 Days 9+ = 28 Days	4 H/M Max 600	5% at 200%*	None	EE - \$134 EE+Child - \$177 EE+Spouse - \$281 EE+Family - \$394	*The company will match 200% of what the pilot contributes up to 5%.
Frontier Airlines (Frontier)		3.CC	3.C	HRxMMGx12	3.CC	HRxMMGx12	9.A.1	10.A	4.C	4.C	5.A	Contract 2016, as amended
	A319, A320, A321*	\$100.01	75	\$90,009	\$166.68	\$150,012	1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days	1 Day / Month Max 120 Days	5% 1:2	After 3 years 2.2% up to 6% at 9 years		*A321 coming end of 2015
JetBlue Airways (JetBlue)	A320 family	\$148.71	70	\$124,916	\$218.66	\$183,674	0-5 = 108 Hrs 6-10 = 126 Hrs 11-15 = 144 Hrs 16-20 = 162 Hrs 21+ = 180 Hrs	Based on PTO accrual	5% 1:1	5% + 3%	None Specified	*70 line holder, 75 reserve: **Hours is based on PTO per year. Reference contract for more information
	E190	\$133.82		\$112,409	\$196.83	\$165,337						
Southwest Airlines (Southwest)			3.C*	HRxMMGx12		HRxMMGx12	3.J**	3.J	3.E	3.E	3.F.I	Agreement 2013, Currently in negotiations
	B737	\$157.36	85	\$160,507	\$224.80	\$229,296	1-5 = 14 Days 5-10 = 21 Days 10-18 = 28 Days +18 = 35 Days	1 TFP / 10 TFP** Max 1600 TFP	9.7% 1:1	-		*85/87/89 TFP based on days in bid period. **Trip for Pay (TFP) is the unit of compensation received.
Spirit Airlines (Spirit Wings)		4.C.1	4.H, 4.M*	HRxTFPx12	4.C.1	HRxTFPx12	11.B.2	12.B.1	19.B.2			Contract 2016, as amended
	A319 A320 A321	\$157.54	72	\$136,115	\$237.50	\$205,200	> 1 = 7 Days 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	5 H/M* 700 Hrs Max	0%	11%**	\$34 to \$754 depending on plan single, single +1, or family plan	*New hires start with 33 hours of sick time and accrue 3 H/M unit 12 months of service, **1% annual increases up to 15%
Sun Country Airlines		3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1		28.C	27.B	Contract 2018, as amended
	B737NG	\$112.93	70	\$94,861	\$168.55	\$141,582	0-8 = 15 days 9-13 = 22 days +14 = 30 days	4 H/M	4%	2%	\$0 to \$300 depending on plan single, single +1 or family plan	
Virgin America (Red Wood)		Appendix A	4.A.1	HRxMMGx12	Appendix A	HRxMMGx12	7.A.1	14.A		28.B.2	27.A.2	
	A320	\$107.00	70	\$89,880	\$172.00	\$144,480	0-1 = 5 Days 1-5 = 15 Days +5 = 20 Days	5 H/M 80 and 480 Max**	125% of 6% contributed	-	-	*Reserves have a MMG of 75, 10.D.1. **Two sick banks, normal and catastrophic. Merging with Alaska Airlines
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				Rule book 2014
Cargo Airlines												
Atlas Air	B747 B767*	\$149.33	62	\$111,102	\$213.32	\$158,710	>5 = 14 days <6 = 21 days	1 Day / Month Max 24 Catastrophic 2 Days / Month*** No Max	10%****		Health 14-25% Dental 20-30%	*B767 pay is 91.97% of B747 pay, **First year is 50 hours MMG, Out-Base is 105 hours MMG, ***Catastrophic sick days accrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank, ****Company will match 50%
		3.A.1	3.B.1**	HRxMMGx12	3.A.1	HRxMMGx12	7.A.1	14.A	28.A.1		Appendix 27-A	
ABX Air	B-767	\$153.03	68	\$124,872.48	\$218.61	\$178,385.76	>1 = 1 Day/Mo 1-5 = 14 Days 5-15 = 21 Days 15+ = 28 Days	1 Day / Month No Max				
FedEx Express (FedEx)		19	19.D.1	HRxMMGx12	19	HRxMMGx12	10.A	9.A				
	A380	\$186.33	85	\$190,057	\$262.84	\$268,097	>1 = >15 days* 1-4 = 15 days 4-5 = 15 days** 5-9 = 22 days 9-10 = 22days** 10-19 = 29 days 19-20=29 days** +20 = 36 days	6 H/M		None, Pension plan(s) available	Pilot: \$61 / mo. Pilot + Family: \$230 / mo	*Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years, ***65 CH in 4 wks, 85 CH in 5 wks, 102 CH in 6 wks.
	Wide Body	\$174.15		\$177,633	\$245.65	\$250,563						
Narrow Body	\$153.22	\$156,284		\$211.75	\$215,985							
		3.C.1.a	4.A.1***	HRxMMGx12	3.C.1.a	HRxMMGx12	7.B	14.B.7.C		28	27.G.4.a	Contract 2006 as amended
Kalitta Air	B747	\$168.70	64	\$129,562	\$249.67	\$191,747	1-4 = 14 Days 5+ = 21 Days	7 Days on first day; After 1st year .58 Days / Month Max 42	>10 2.5%* <10 5%*	None	>5 Yrs \$20/\$40** <6 Yrs No Cost	*The company will match 100% of the amount contributed. **\$20 for individual, \$40 for family (per month)
		5.B.2	5.K	HRxMMGx12	5.B.1	HRxMMGx12	8.A	7.A	10.A		9.C.3	
UPS (UPS)	B757, B767, A300, B747, MD-11	\$212.69	75	\$207,373	\$300.00	\$292,500	1-4 = 14 Days 5-10 = 21 Days 11-19 = 28 Days 20+ = 35 Days	5.5 Hours Per Pay Period No Max		12%	\$50 to \$410* Per Month	*Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.
		12.B.2.g	12.D.1	HRxMMGx13*	12.B.2.g	HRxMMGx13*	11.A.1.b	9.A.1		15.A.1	6.G	Contract 2016 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

THE GRID



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

Regional Airlines

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



Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

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

Sample only; refer to adjacent pages for actual information

Abbreviations and Definitions:

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

ALPA: Air Line Pilots Association

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

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

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

IBT: International Brotherhood of Teamsters

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

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

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

UTU: United Transportation Union

YOS: Years of Service with the company.

General Information

THE GRID

Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes	
Over 2,000 Pilots													
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	EV	\$7,500 w/ ERJ type*, \$1,000 Referral, \$10,000 Ret.**	\$300 / week & \$1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	\$1.85/hr	Sept 2011	United	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remaining after first year; **\$10,000 retention bonus at the end of 2018	
			Online	Feb/15	4.C.2	Dec/2017	2,530					Contract 2004 as amended, Currently in negotiations,	
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	EV	\$7,500 w/ CRJ type*, \$1,000 Referral, \$10,000 Ret.****	\$300 / week	Paid for by company; single occupancy	\$1.85/hr		June 2007**	Delta***, American	ALPA	Surface 3 LTE	ATL, DFW, DTW, LGA***	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remain after first year, **Will reduce from 5/2008 to 9/2010, ***Delta Connection in ATL, DTW & LGA closing by Nov. 2018; ****Bonus if on property until the end of contract with DAL
			Online	3.C.1		5.A.1	Sep/2017	Dec/2017				Contract 2007 as amended, Currently in negotiations;	
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175	OO	\$7,500* Referral up to \$4,000	65 Hours	Paid for by company; dual occupancy. Company will pay 50% for single room	\$1.95 Eff. 7/1/2017	February 2017	4,550	United, American, Alaska, Delta	None	Surface 3 LTE	COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SEA, SFO, SLC, TUS SGU**	*\$7,500 w/ Part 121, 135 or type rating for any turbo jet over 12,500 lbs. **SGU is not a base, only HQ.
				3008.19.A	3015.6.A.1	3009.1.A	Dec/2017	Dec/2017					Pilot Agreement signed August 2015
Republic Airway (Republic)	EMB-170 EMB-175	RW	\$10,000* \$12,500**	\$1,600 first mo. then MMG	Paid for by company; single occupancy	\$1.95/hr Dom \$2.50/hr Int.***	April 2014	2,061	United, American, Delta	IBT	iPad Air	CMH, DCA, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR	*No Part 121 Experience, **Part 121 Experience; ***International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Dec/2017	Dec/2017					Contract 2015
Envoy formally American Eagle (Envoy)	CRJ-700, EMB-145, EMB-175	MQ	Up to \$22,100* plus \$20,000 retention bonus**	64 hr MMG + 16 hrs per diem per day	Paid for by company; single occupancy	\$1.85/hr + \$0.05 increase in 2018, 2021 & 2024	Sept 2017	2,173	American	ALPA	iPad Air 2	DFW, ORD, LGA	*Dependent on aircraft assignment once hired; **Paid over two years in quarterly installments and after one year of service; ***Company projects less than 3 years for new hires to upgrade and 6 years to flow to American Airlines.
			Online	4.A	4.B	5.B.1	Dec/2017	Dec/2017					Contract 2003 as amended
500 - 2,000 Pilots													
Endeavor Air (Endeavor)	CRJ-200 CRJ900	9E	\$10,000*	MMG, but no per diem	Single Occupancy paid by company	\$1.80/hr	October 2017	1,905	Delta	ALPA	iPad 2**	JFK, DTW, MSP, LGA, ATL	Pay based on DOS+2 years, 1% increases every year, \$10,000 training completion bonus. Starts Jan 1, 2018, **Company supplied
			Online	3.D.1, 5.D.4		5.D.1	Dec/2017	Dec/2017					Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	OH	\$16,520, \$5,000*, \$1000**, \$20,000***	\$38.50 / HR MMG & Per Diem	Paid for by company; single occupancy	\$1.75/hr	November 2016	1,582	American	ALPA	iPad	CLT, DCA, CVG DAY, TYS, PHL ORF	*Additional with CRJ type, **Referral bonus, ***Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time. ****20,000 retention bonus starting year 2, (\$2,500 per quarter for 2 years).
				3.F.1		5.A.1	Dec/2017	Dec/2017					Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200 CRJ-700 CRJ-900 EMB-175	YV	\$22,100* \$20,000**	76 Hours during training	Paid for by company; single occupancy	\$1.60/hr	March 2017	1,220	United, American	ALPA	iPad***	PHX, DFW, IAD, IAH	*Paid after completion of training **Paid after completion of year 3 ***Pilot must have an iPad, but company pays \$40 a month
			LOA 37	5.A.1	5.B.1	5.A.2	Dec/2017	Dec/2017					Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200	ZW	Yes \$33,000 \$4,000 or \$4,500*	2.5 hours per day	Paid for by company; single occupancy	\$1.75/hr dom \$1.80/hr int	Jan, 2014	534	American United	ALPA	iPad	ORD, IAD, MKE	*\$33,000 min bonus for all new hires. \$4,000 or \$4,500 referral bonus, later for Airmen Training Program
			Website	4.C	5.A.1	LOA 37	Dec/2017	Dec/2017					Contract 2003, Pilot data from 10/6/2014 seniority list.
Horizon Air (Horizon Air)	DH-8-Q400 ERJ-175	QX	None	16 credit hours per week & per diem	Paid for by company; double occupancy	\$1.80/hr	July 2014*	635	Alaska	IBT		ANC, BOI, GEG, MFR, PDX, SEA	*Upgrade time should be reduced as they explore more growth with the approval of the Alaska Air Group purchase of Virgin America.
				5.1.4	6.C	5.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	CP	\$17,500 Signing \$1,500 Referral Bonus	MMG & Per Diem*	Paid for by company; double occupancy	\$1.65/hr**	October 2015	659	Delta, American	ALPA	iPad	MSP, LAX, SEA	*Per diem only when not in base for sims; **DOS + 24 Mos. \$1.70,
				3.H, 5.B	5.B.3	5.B.1	Dec/2017	Dec/2017					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	G7	\$12,000** \$5,000***	\$23/hr @ 60 hr	Paid for by company; single occupancy	\$1.60/hr	December 2017	600	United, Delta	IBT		ORD, RDU, STL, DEN	**7 CRJ-900s being delivered by the end of 2015. **New hire bonus, ***With CL-65 type.
			Jan/2017	5.B.3	6.C	5.O	Dec/2017	Dec/2017					Contract 2016 as amended
Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes	

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

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Over 2,000 Pilots													
ExpressJet (LXJT) (Accey)	12/12 or 11 for reserve in 30 day month	Yes*	11 or 13; 15**	539	2 hr DPM***; 3.75 on day off	15 hours min per 4 day trip	None	None	100%	100% or 150/200% when red flag is up	\$150 / yr****	Company provided	*Reserves past show time only; **11 or 13 based on start time of duty, 15 hours max for reserve phone availability + duty time ***Duty Period Min; ****After completing first year
	21.D.1.b, 21.D.3.a	3.D.4	5.A & 21.1.4.b	-	8	3.D.5	-	-	6.A.2	21.H.9.d	24.H.3	-	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	12*/11	Yes	12.5, 14, 13.5, 11**	571	3:45	None	1:2**	None	100% Air / 50% ground	150%	\$17 / month after 90 Days	None	*Bid period with 30 days line holder is only 11 days off; **Based on start time ***1:1 after 12 hours of duty; ****After completing first year
	12.D.2	3.G.4	12.B.1	-	3.F.1 & 2	-	3.F.1 & 2	3.F.1 & 2	8.A.1 & 2	13.G	5.D.4	-	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	12	Yes*	FAA Part 117	188	4:12	None	1:2**	None	100%	150%	\$100/6 mo***	None	*Must remain on reserve for that period; **1:1 after 12 hrs; ***After completing first year and \$400 max
	3017.7.C.1.g	3008.12.A	3016.1	-	3017.3.A	-	-	-	3008.14.A	-	3009.3.A	-	Pilot Agreement signed August 2015
Republic Airways (Republic or Shuttle)	12*	Yes**	14	217	4:12	See Trip Rig	1:2	1:4	75%	100%. Over 87 hours 125%***	Provided by company****	Company provided	*2 Golden Day Off (GDO) Periods per year, 1 GDO Period has 3 days off. **Only line holders and available for reassignment. ***Premium pay when available is 115%, 130% or 150%, ****Includes luggage
	23.E.1	3.E & F	23.C.1	-	3.B.2	-	3.B.3	3.B.4	3.G.1	3.C	4.B, C, F	-	Contract 2015
Envoy formally American Eagle (Envoy)	11	Yes	FAA Part 117	616	3.9 Res 3.7 Line	None	None	None	75%	150% or 200%*	Pilots pay 50% except leather jacket 100%	Company provided	*200% only when critical coverage declared by company
	10.B.1	3.F.2	10.A.2	-	3.E.1 & 2	-	-	-	3.K	LOA	6.A	-	Contract 2003 as amended

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
500 - 2,000 Pilots													
Endeavor Air (Endeavor)	12	Yes	14	501	4	25 Hours 5 Day Trip	None	None	100%	150% 200%**	New hires pay 50%, all others get \$240 per year*	None	*Starts 1/1/2015, **200% at company discretion.
	3.R.4	3.N.1	12.H.1	-	3.H.1	-	-	-	8.A	3.M.3	18.C, 18.H	26.A.1	Contract 2013 as amended
PSA Airlines (Bluestreak)	11	Yes*	13, 14.5 on CDO	195	3.5**	None	None	None	50%**	125% or 150%***	\$400****	None	*For line holders only with exceptions to open time pick ups; **with exceptions see contract section; ***Critical Coverage Pay per company; ****After 1 YOS
	12.D.1	3.I.1	12.A1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	11	Yes*	FAA Part 117	187	None	None	None	None	62.5%	100% or 200%**	Company pays half of hat, topcoat, jacket, two pairs of pants.	None	*To line guarantee, **200% for junior manning and improper reassignments.
	12.B	3.G	12	-	-	-	-	-	6.A	3.H.9	5.E.2	-	Contract 2017 as amended
Air Wisconsin (Wisconsin)	12/12	Yes*	12, 14 or 13**	294	3 hours or Duty Rig	See Trip Rig	1:2	1:4	100%	150% or 200%***	\$260 / yr****	\$50*	*Once trip is awarded or assigned for all pilots **Based on start time. ***200% for critical trips. ****After completing first year
	25.E.8.a	3.D	12.B.1	-	3.C.1.c	-	3.C.1.a	3.C.1.b	3.E	3.B.1/LOA 37	18.C.2	18.E	Contract 2003 as amended
Horizon Air (Horizon Air)	13*	Yes	FAA Part 117	239	4**	See Trip Rig	50%***	25****	100%	150% or 200*****	\$200	None	*Bid period is 35 Days **4 hours for any trip that has one duty period, ***50% of the duty time, ****25% of trip time away from base. *****200% at company discretion
	7.A.4.a	5.B.3	7.A.2.a	-	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.4.2.d	26.M.5.A	-	Contract 2012 as amended
Compass Airlines (Compass)	11 or 12*	Yes**	FAA Part 117	392	4	None	None	None	80% air*** 75% ground	100%****	Company pays 1/2 of initial uniform, \$20/mo allowance	None	*12 days off during 31 day bid periods, **May be reassigned, ***85% after 5/1/17 ****150% premium pay per company
	12.E	4.D	12.C.3	-	4.B.1	-	-	-	8.A	3.G	26.3	26.C.1	Contract 2014 as amended
GoJet Airlines (Lindbergh)	11/12	Yes	FAA Part 117	165	4*	4*	None	None	75% 100% 2 DOS	150% 200%**	\$25 / Month	None	*With restrictions, report before Noon, finish after 5pm, **At company discretion,
	7.A.2.a	5.B.1	7.B	-	5.B.1	5.B.1	-	-	5.E	5.D	26.L.5	-	Contract 2016 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Under 500 Pilots													
Piedmont Airlines (Piedmont)	11	Yes	14	185	4	4 per day*	None	None	75% air; 50% ground	100%**	\$25 / month	None	*See examples in referenced contract section, **Unless available for premium pay
	25.C.2,3 & 4	3.G.4.a	LOA 12	-	3.G.3.a	3.G.3.a	-	-	8.B.5, 8.C,3	25.G	26.Y.4	-	Contract 2013 as amended
Trans States Airlines (Waterski)	12 line holders 11 reserves	Yes*	14	246	4**	None	None	None	100%	150% 200%***	\$25 / month	None	*Line Holders have Cancellation Pay - 100% line by line, block or better, **For reserves only, ***At discretion of company.
	25.B.3.a.2 & d.2	3.F	12.E.1	-	LOA 2011-07	-	-	-	3.H.1	3.E.2	5.F.3	-	Contract 2011 as amended
Cape Air (Kap)	10	Yes	14	170	5	None*	None*	None*	100% for 135 50% for 121	100% or 150%**	Paid in full by company, no set amount per year. Reasonable amount.	Yes as needed	*Pilots are paid per duty hour not flight hour. **Paid above minimum, if it is over 40 hours per week, then it will be paid at 150%
	14.E.2	3.I	14.B	-	3.B.VI.	-	-	-	3C1B	-	-	25.A.5	Contract 2012 as amended
Silver Airways (Silverwings)	11	Yes*	14	161	3, 4 on lost day	Greater of min day, credit, duty rig	1:2	None	50% for first 5 hours, then 100%	100%	\$150 / yr**	None	*Greater of line value or actual flown except for named storms, than 50%; **For replacement only.
	6.D.3 & 4	6.H.8.a	8.A.1	-	3.H	3.B.1	3.B.1.c	-	7.D.1	3.D	5.J	-	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	Fly 4-5 days per week	Yes	FAA 135	NA	NA	NA	NA	NA	100%	100%	None	None	
CommutAir (CommutAir)	12/11	Yes	14	131	3.75	None	None	None	75%	100%*	\$17.50 per month (\$210 / yr)	None	*Additionally incentive offered at company discretion,
	25.C.1-25.C.2	3.E.1	12.B.1	-	3.D.2.a	-	-	-	8.A.2	3.F.1	5.D.3	-	Contract 2015 as amended
Peninsula Airways (Peninsula)	5 on 2 off												
Seaborne Airlines (Seaborne)	13												
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	10	No	FAA Part 117	NA	2.4	0	0	0	30%	100%	New Hire Paid by Company then \$80 per year	No	
Island Air (Moku)	11/12* Line Holder, 11/10** Reserve	Yes***	FAA Part 117	123	3.8	None	None	None	100%	150%	Company issues 3 shirts, pants, replaces as worn	None	**12 days off during 31 day months, ***Reserves have 3 options, Standard (20 days on), Min (17) & Max (23); ****Average pay, can be reassigned
	10.C.1.d; 10.C.1.e.(4)	4.E.1	10.B	-	4.B	-	-	-	4.F.1	4.A.4	15.AA	-	Contract 2016 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
ExpressJet (LXJT (Accey))	EMB-145XR, EMB-145, EMB-135	\$45.26	75	\$40,734	\$98.18	\$88,362	Over 2,000 Pilots < 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5-10 = 5% 10+ = 6% Vesting*	<5 = 2.5% 5-10 = 4% 10-15 = 5% 15-20 = 5.5% 20+ = 6%	25%	*Based on YOS; **Prorated 7/12ths of a day per month. ***110 Additional hours may be accrued for any illness longer than 30 days, if more than 255 hours used at once accrual is 7 H/M. ****60-76 seat aircraft pay rates added with new contract extension, currently there are none on property.
	60-76 Seat A/C****	\$49.98		\$44,982	\$107.83	\$97,047						
ExpressJet (LASA) (Accey)	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
	CRJ-200	\$46.44	75	\$41,796	\$101.80	\$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2-30% of 6% 3=40% of 6% 4-6=50% of 6% 7=75% of 6% 10=75% of 8%	None	30%	*Vesting based on YOS, **1.2 Days per month of employment.
CRJ-700, CRJ-900	\$48.48	\$43,632		\$109.33	\$98,397							
SkyWest Airlines (Skywest)	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
	CRJ-200	\$48.10	75	\$43,290	\$112.09	\$100,881	<6m = 30.8 Hrs >5 = 36.96 Hrs >10 = 46 Hrs >15 = 49 Hrs >16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1-4 yrs, 4% 5-9 yrs, 6% 10 yrs, 10%	None	38%	**MMG for reserve pilots is 76. ***Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards. ****H/M based on MMG of 75 hours. *****Based on YOS.
	CRJ-700	\$50.99		\$45,891	\$118.82	\$106,938						
	EMB-175	\$51.17		\$46,053	\$119.27	\$107,343						
CRJ-900	\$51.94	\$46,746		\$121.05	\$108,945							
Republic Airways (Republic or Shuttle)	-	3027.2	3008.5.A.3*	HRxMMGx12	3027.1	HRxMMGx12	3011.1**	3012.1	-	-	-	Pilot Agreeemnt signed August 2015
	EMB-170, EMB-175	\$50.42	75	\$45,378	\$120.11	\$108,099	1 = 12.6 days 2 = 13.65 days 3 = 14.7 days 4 = 15.75 days 5 = 16.8 days 6 = 17.85 days 7 = 18.9 days 8 = 22.05 days 9 = 23.1 days 10 = 24.15	1 Yr = 4.20 H/M 2 Yr = 4.55 H/M 3 Yr = 4.90 H/M 4 Yr = 5.25 H/M 5 Yr = 5.60 H/M 6 Yr = 5.95 H/M 7 Yr = 6.30 H/M 8 Yr = 7.35 H/M 9 Yr = 7.70 H/M 10 = 8.05 H/M No Max	<6 = 2.5% 6-13 = 4% 13+ = 6%	None	35% for Legacy PPO Medical Plan 25% for PHP Pilot Health Plan 35% for TPO Traditional PPO Plan	*Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day.
Envoy formerly American Eagle (Envoy)	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8.A.1***	8.A.1	14.K	-	14.E	Contract 2015
	EMB-145	\$39.78	75	\$35,802	\$89.12	\$80,208	<1yr = <7 dys*** 1-2yrs = 7 dys >2yrs = 14 dys >7yrs = 21 dys >16yrs = 28 dys	90dys-5yrs = 3.5hrs/month; >5 yrs = 4hrs/month	1-4 = 3.5% 5-9 = 5.25% 10-14 = 6.4% 15-19 = 7% 20+ = 8%	None	31% to 35% 1% increases per year	*New-hires are capped at 12th year pay for CA and 4 years for FO. **<1 is prorated.
	EMB-175				\$93.90	\$84,510						
-	LOA**	LOA	HRxMMGx12	LOA*	HRxMMGx12	8	9.A	28.B**	28.B	28.A.3.b	Contract 2003 as amended	

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

Additional Compensation Details

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



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

THE GRID



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

CVG	Cincinnati, OH Ameriflight, LLC PSA Airlines	IAD	Washington, DC Mesa Airlines Trans States Airlines Silver Airways CommutAir Air Wisconsin	MVY	Martha's Vineyard, MA Cape Air	ROA	Roanoke, VA Piedmont Airlines
DAY	Dayton, OH PSA Airlines			MWA	Marion, IL Cape Air	RUT	Rutland, VT Cape Air
DCA	Washington, DC Republic Airways PSA Airlines	IAH	Houston, TX ExpressJet Airlines Skywest Airlines Mesa Airlines Republic Airways	OGS	Ogdebsburg, NY Cape Air	SAT	San Antonio, TX Ameriflight, LLC
DEN	Denver, CO Skywest Airlines GoJet Airlines Great Lakes Airlines	IND	Indianapolis, IN Republic Airways	OLF	Wolf Point, MT Cape Air	SBY	Salisbury, MD Piedmont Airlines
DFW	Dallas, TX ExpressJet Airlines Envoy Ameriflight, LLC Mesa Airlines	IRK	Kirksville, MO Cape Air	OMA	Omaha, NE Ameriflight, LLC	SDF	Louisville, KY Ameriflight, LLC
DTW	Detroit, MI ExpressJet Airlines Endeavor Air Compass Airlines	JFK	New York City, NY Endeavor Air	ONT	Ontario, CA Ameriflight, LLC	SDY	Sidney, MT Cape Air
EIS	Tortola, BVI Cape Air	LAN	Lansing, MI Ameriflight, LLC	ORD	Chicago, IL ExpressJet Airlines Skywest Airlines Republic Airways Envoy GoJet Airlines Trans States Airlines Air Wisconsin	SEA	Seattle, WA Skywest Airlines Horizon Air Compass Airlines
EWB	New Bedford, MA Cape Air	LAX	Los Angeles, CA Skywest Airlines Compass Airlines	ORF	Norfolk, VA PSA Airlines	SFO	San Francisco, CA Skywest Airlines Ameriflight, LLC
EWR	Newark, NJ ExpressJet Airlines Republic Airways Ameriflight, LLC	LEB	Lebanon, NH Cape Air	OWB	Owensboro, KY Cape Air	SJU	San Juan, PR Ameriflight, LLC Seaborne Airways Cape Air
FAT	Fresno, CA Skywest Airlines	LGA	New York City, NY ExpressJet Airlines Republic Airways Endeavor Air	PDX	Portland, OR Skywest Airlines Horizon Air Ameriflight, LLC	SLC	Salt Lake City, UT Skywest Airlines Ameriflight, LLC
FLL	Fort Lauderdale, FL Silver Airways	MAZ	Mayaguez, PR Cape Air	PHL	Philadelphia, PA Republic Airways PSA Airlines Piedmont Airlines	SLK	Saranac Lake, NY Cape Air
GDV	Glendive, MT Cape Air	MCI	Kansas City, MO Republic Airways	PHX	Phoenix, AZ Skywest Airlines Mesa Airlines Ameriflight, LLC Great Lakes Airlines	STL	St. Louis, MO GoJet Airlines Trans States Airlines
GEG	Spokane, WA Horizon Air	MCO	Orlando, FL Silver Airways	PIT	Pittsburgh, PA Republic Airways	STT	St. Thomas, USVI Cape Air
GGW	Glasgow, MT Cape Air	MDT	Harrisburg, PA Piedmont Airlines	PSP	Palm Springs, CA Skywest Airlines	STX	St. Croix, USVI Seaborne Airways Cape Air
GUM	Guam Cape Air	MFR	Medford, OR Horizon Air	PVC	Provincetown, MA Cape Air	TBN	Fort Leonard Wood, MO Cape Air
HNL	Honolulu, HI Island Air	MHT	Manchester, NH Ameriflight, LLC	PVD	Providence, RI Cape Air	TPA	Tampa, FL Silver Airways
HPN	White Plains, NY Cape Air	MIA	Miami, FL Republic Airways Ameriflight, LLC	RDU	Raleigh-Durham, NC GoJet Airlines	TUS	Tucson, AZ Skywest Airlines
HVR	Havre, MT Cape Air	MKE	Milwaukee, WI Air Wisconsin	RKD	Rockland, ME Cape Air	TYS	Knoxville, TN PSA Airlines
HYA	Hyannis, MA Cape Air	MSP	Minneapolis, MN Skywest Airlines Endeavor Air Compass Airlines			UIN	Quincy, IL Cape Air
		MSS	Massena, NY Cape Air				

Mainline Flight Attendants

General Information

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

Contractual Work Rules

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

Additional Compensation Details

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

Regional Flight Attendants

General Information

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

Contractual Work Rules

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

Additional Compensation Details

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



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

Career Services

Application Review

Career Consulting

Résumé Critique

Interview Prep