

## SECTION 3 COMPENSATION

### A. New Hire Compensation

A new hire pilot ~~shall receive a salary of four thousand dollars per month~~in an active pay status shall be compensated 2.25 CH per calendar day from the date of hire until the pilot's first ~~actual~~ activation date. A new hire pilot's sick bank will likewise be charged 2.25 CH for each day in sick status with a scheduled event.

~~1. If a new hire pilot's date of hire is other than the first day of a month, the pilot's first month's salary shall be prorated.~~

~~2. If a new hire pilot is activated on any day other than the first day of a month, the pilot's salary (i.e., \$4,000 per month) shall be prorated based on the number of days in that month prior to activation.~~

### B. Longevity and Crew Status

A pilot's hourly rate of pay shall be based on the pilot's longevity year group and crew status, except as described in Section 3.A.

#### 1. Longevity

a. The longevity of a pilot employed by the Company as a pilot prior to the effective date of this Agreement shall be the pilot's longevity on the effective date. Longevity shall continue to accrue following the effective date except as otherwise provided for in this Agreement.

b. A pilot employed by the Company on or after the effective date of this Agreement shall accrue longevity beginning on the pilot's date of hire as a pilot. Longevity shall continue to accrue following the pilot's date of hire, except as otherwise provided for in this Agreement.

c. A pilot who changes longevity year groups after the beginning of any bid period shall be compensated at the pilot's new rate for that entire bid period.

#### 2. Crew Status

a. If a pilot's crew status changes, the pilot shall receive the pay rate for the pilot's new crew status upon activation.

b. Notwithstanding Section 3.B.2.a., a pilot whose crew seat is restricted by the FAA regulated age shall be compensated at the pay rate for the pilot's new crew status on the date the pilot reaches the regulated age.

### C. Hourly Rates of Pay

~~1. Hourly Rates—Effective First Day of November 2015 Bid Period~~

~~a. Wide Body Rates of Pay~~

<b>MD-10/11, DC-10, B-777F, A-300/310, B767F</b>		
<b>Year Group</b>	<b>CAP</b>	<b>F/O</b>
1	236.38	71.85
2	262.61	163.02
3	263.14	163.24
4	264.21	166.51
5	265.24	169.84
6	266.32	173.23
7	267.39	176.69
8	268.46	180.21
9	269.51	183.82
10	272.64	188.97
11	275.76	194.26
12	278.94	199.69
13	281.03	200.71
14	283.83	201.72
15	286.67	203.24

~~b. Narrow Body Rates of Pay~~

<b>B-737, B-757</b>		
<b>Year Group</b>	<b>CAP</b>	<b>F/O</b>
1	200.39	69.31
2	222.67	133.61
3	223.80	139.04
4	225.03	142.08
5	226.29	145.21
6	227.52	148.42
7	228.77	151.68
8	230.03	155.01
9	231.29	158.42
10	233.95	164.11
11	236.64	170.05
12	239.35	176.17
13	241.76	177.05
14	244.18	177.91
15	247.12	178.81

~~2. Hourly Rates—Effective First Day of November 2016 Bid Period~~

~~a. Wide Body Rates of Pay~~

<b>MD-10/11, DC-10, B-777F, A-300/310, B767F</b>		
<del>Year Group</del>	<del>CAP</del>	<del>F/O</del>
<del>1</del>	<del>243.47</del>	<del>74.01</del>
<del>2</del>	<del>270.49</del>	<del>167.91</del>
<del>3</del>	<del>271.04</del>	<del>168.14</del>
<del>4</del>	<del>272.14</del>	<del>171.50</del>
<del>5</del>	<del>273.20</del>	<del>174.94</del>
<del>6</del>	<del>274.31</del>	<del>178.42</del>
<del>7</del>	<del>275.41</del>	<del>181.99</del>
<del>8</del>	<del>276.51</del>	<del>185.62</del>
<del>9</del>	<del>277.60</del>	<del>189.34</del>
<del>10</del>	<del>280.81</del>	<del>194.64</del>
<del>11</del>	<del>284.03</del>	<del>200.09</del>
<del>12</del>	<del>287.31</del>	<del>205.68</del>
<del>13</del>	<del>289.46</del>	<del>206.73</del>
<del>14</del>	<del>292.35</del>	<del>207.77</del>
<del>15</del>	<del>295.27</del>	<del>209.33</del>

~~b. Narrow Body Rates of Pay~~

<b>B-737, B-757</b>		
<del>Year Group</del>	<del>CAP</del>	<del>F/O</del>
<del>1</del>	<del>206.40</del>	<del>71.39</del>
<del>2</del>	<del>229.35</del>	<del>137.61</del>
<del>3</del>	<del>230.51</del>	<del>143.21</del>
<del>4</del>	<del>231.78</del>	<del>146.34</del>
<del>5</del>	<del>233.08</del>	<del>149.57</del>
<del>6</del>	<del>234.35</del>	<del>152.88</del>
<del>7</del>	<del>235.63</del>	<del>156.23</del>
<del>8</del>	<del>236.93</del>	<del>159.66</del>
<del>9</del>	<del>238.22</del>	<del>163.17</del>
<del>10</del>	<del>240.97</del>	<del>169.03</del>
<del>11</del>	<del>243.74</del>	<del>175.15</del>
<del>12</del>	<del>246.53</del>	<del>181.45</del>
<del>13</del>	<del>249.01</del>	<del>182.36</del>
<del>14</del>	<del>251.50</del>	<del>183.25</del>
<del>15</del>	<del>254.53</del>	<del>184.17</del>

3. Hourly Rates—Effective First Day of November 2017 Bid Period

a. Wide Body Rates of Pay

<b>MD-10/11, DC-10, B-777F, A-300/310, B767F</b>		
<b>Year Group</b>	<b>GAP</b>	<b>F/O</b>
1	250.77	76.23
2	278.61	172.95
3	279.17	173.18
4	280.30	176.65
5	281.40	180.18
6	282.54	183.78
7	283.67	187.45
8	284.80	191.19
9	285.92	195.02
10	289.24	200.48
11	292.55	206.09
12	295.93	211.86
13	298.14	212.93
14	301.12	214.00
15	304.13	215.61

b. Narrow Body Rates of Pay

<b>B-737, B-757</b>		
<b>Year Group</b>	<b>GAP</b>	<b>F/O</b>
1	212.59	73.53
2	236.23	141.74
3	237.42	147.51
4	238.73	150.73
5	240.07	154.05
6	241.38	157.46
7	242.70	160.92
8	244.04	164.45
9	245.37	168.07
10	248.20	174.10
11	251.05	180.40
12	253.93	186.89
13	256.48	187.83
14	259.05	188.75
15	262.16	189.69

4. Hourly Rates—Effective First Day of November 2018 Bid Period

a. Wide Body Rates of Pay

<b>MD-10/11, DC-10, B-777F, A-300/310, B767F</b>		
<b>Year Group</b>	<b>GAP</b>	<b>F/O</b>
1	258.30	78.51
2	286.97	178.14
3	287.54	178.38
4	288.71	181.95
5	289.84	185.59
6	291.02	189.29
7	292.18	193.08
8	293.35	196.92
9	294.50	200.87
10	297.92	206.49
11	301.33	212.27
12	304.80	218.21
13	307.09	219.32
14	310.15	220.42
15	313.25	222.08

b. Narrow Body Rates of Pay

<b>B-737, B-757</b>		
<b>Year Group</b>	<b>GAP</b>	<b>F/O</b>
1	218.97	75.74
2	243.32	145.99
3	244.55	151.93
4	245.89	155.25
5	247.28	158.68
6	248.62	162.19
7	249.98	165.74
8	251.36	169.39
9	252.73	173.11
10	255.64	179.33
11	258.59	185.82
12	261.54	192.50
13	264.18	193.46
14	266.82	194.41
15	270.03	195.39

5. Hourly Rates—Effective First Day of November 2019 Bid Period

a. Wide Body Rates of Pay

<b>MD-10/11, DC-10, B-777F, A-300/310, B767F</b>		
<b>Year Group</b>	<b>GAP</b>	<b>F/O</b>
1	268.63	81.66
2	298.44	185.26
3	299.04	185.51
4	300.26	189.22
5	301.43	193.01
6	302.66	196.86
7	303.87	200.80
8	305.08	204.80
9	306.28	208.90
10	309.83	214.75
11	313.38	220.76
12	317.00	226.94
13	319.37	228.09
14	322.56	229.24
15	325.78	230.96

b. Narrow Body Rates of Pay

<b>B-737, B-757</b>		
<b>Year Group</b>	<b>GAP</b>	<b>F/O</b>
1	227.73	78.77
2	253.05	151.83
3	254.33	158.01
4	255.73	161.46
5	257.17	165.02
6	258.57	168.67
7	259.98	172.37
8	261.42	176.16
9	262.84	180.04
10	265.87	186.50
11	268.93	193.25
12	272.00	200.20
13	274.74	201.20
14	277.49	202.19
15	280.83	203.20

6. Hourly Rates—Effective First Day of November 2020 Bid Period

a. Wide Body Rates of Pay

<b>MD-10/11, DC-10, B-777F, A-300/310, B767F</b>		
<b>Year Group</b>	<b>GAP</b>	<b>F/O</b>
1	276.69	84.10
2	307.40	190.82
3	308.02	191.08
4	309.26	194.90
5	310.47	198.80
6	311.74	202.77
7	312.99	206.82
8	314.23	210.94
9	315.47	215.17
10	319.13	221.19
11	322.78	227.39
12	326.51	233.75
13	328.95	234.93
14	332.23	236.12
15	335.56	237.89

b. Narrow Body Rates of Pay

<b>B-737, B-757</b>		
<b>Year Group</b>	<b>GAP</b>	<b>F/O</b>
1	234.56	81.13
2	260.65	156.39
3	261.96	162.75
4	263.40	166.30
5	264.88	169.97
6	266.32	173.73
7	267.78	177.54
8	269.26	181.45
9	270.73	185.44
10	273.84	192.09
11	277.00	199.05
12	280.16	206.21
13	282.98	207.24
14	285.82	208.25
15	289.26	209.30

1. Hourly Rates – Effective First Day of July 2026 Bid Period

a. Wide Body Rates of Pay

<u>MD-10/11, DC-10, B-777F, A-300/310, B767F</u>		
<u>Year Group</u>	<u>CAP</u>	<u>F/O</u>
<u>1</u>	<u>386.72</u>	<u>117.54</u>
<u>2</u>	<u>429.64</u>	<u>266.70</u>
<u>3</u>	<u>430.51</u>	<u>267.07</u>
<u>4</u>	<u>432.24</u>	<u>272.40</u>
<u>5</u>	<u>433.94</u>	<u>277.86</u>
<u>6</u>	<u>435.71</u>	<u>283.40</u>
<u>7</u>	<u>437.46</u>	<u>289.07</u>
<u>8</u>	<u>439.19</u>	<u>294.82</u>
<u>9</u>	<u>440.92</u>	<u>300.74</u>
<u>10</u>	<u>446.04</u>	<u>309.15</u>
<u>11</u>	<u>451.14</u>	<u>317.82</u>
<u>12</u>	<u>456.35</u>	<u>326.71</u>
<u>13</u>	<u>459.77</u>	<u>328.35</u>
<u>14</u>	<u>464.35</u>	<u>330.02</u>
<u>15</u>	<u>469.00</u>	<u>332.49</u>

b. Narrow Body Rates of Pay

<u>B-737, B-757</u>		
<u>Year Group</u>	<u>CAP</u>	<u>F/O</u>
<u>1</u>	<u>327.84</u>	<u>113.39</u>
<u>2</u>	<u>364.30</u>	<u>218.58</u>
<u>3</u>	<u>366.13</u>	<u>227.47</u>
<u>4</u>	<u>368.15</u>	<u>232.43</u>
<u>5</u>	<u>370.22</u>	<u>237.56</u>
<u>6</u>	<u>372.23</u>	<u>242.82</u>
<u>7</u>	<u>374.27</u>	<u>248.14</u>
<u>8</u>	<u>376.34</u>	<u>253.61</u>
<u>9</u>	<u>378.39</u>	<u>259.18</u>
<u>10</u>	<u>382.74</u>	<u>268.48</u>
<u>11</u>	<u>387.16</u>	<u>278.21</u>
<u>12</u>	<u>391.57</u>	<u>288.21</u>
<u>13</u>	<u>395.51</u>	<u>289.65</u>
<u>14</u>	<u>399.48</u>	<u>291.06</u>
<u>15</u>	<u>404.29</u>	<u>292.53</u>

2. Hourly Rates – Effective First Day of January 2028 Bid Period

a. Wide Body Rates of Pay

<u>MD-10/11, DC-10, B-777F, A-300/310, B767F</u>		
<u>Year Group</u>	<u>CAP</u>	<u>F/O</u>
<u>1</u>	<u>398.32</u>	<u>121.06</u>
<u>2</u>	<u>442.52</u>	<u>274.70</u>
<u>3</u>	<u>443.42</u>	<u>275.08</u>
<u>4</u>	<u>445.20</u>	<u>280.57</u>
<u>5</u>	<u>446.95</u>	<u>286.19</u>
<u>6</u>	<u>448.78</u>	<u>291.90</u>
<u>7</u>	<u>450.58</u>	<u>297.74</u>
<u>8</u>	<u>452.36</u>	<u>303.66</u>
<u>9</u>	<u>454.14</u>	<u>309.76</u>
<u>10</u>	<u>459.42</u>	<u>318.42</u>
<u>11</u>	<u>464.67</u>	<u>327.35</u>
<u>12</u>	<u>470.04</u>	<u>336.51</u>
<u>13</u>	<u>473.56</u>	<u>338.20</u>
<u>14</u>	<u>478.28</u>	<u>339.92</u>
<u>15</u>	<u>483.07</u>	<u>342.46</u>

b. Narrow Body Rates of Pay

<u>B-737, B-757</u>		
<u>Year Group</u>	<u>CAP</u>	<u>F/O</u>
<u>1</u>	<u>337.67</u>	<u>116.79</u>
<u>2</u>	<u>375.22</u>	<u>225.13</u>
<u>3</u>	<u>377.11</u>	<u>234.29</u>
<u>4</u>	<u>379.19</u>	<u>239.40</u>
<u>5</u>	<u>381.32</u>	<u>244.68</u>
<u>6</u>	<u>383.39</u>	<u>250.10</u>
<u>7</u>	<u>385.49</u>	<u>255.58</u>
<u>8</u>	<u>387.63</u>	<u>261.21</u>
<u>9</u>	<u>389.74</u>	<u>266.95</u>
<u>10</u>	<u>394.22</u>	<u>276.53</u>
<u>11</u>	<u>398.77</u>	<u>286.55</u>
<u>12</u>	<u>403.31</u>	<u>296.85</u>
<u>13</u>	<u>407.37</u>	<u>298.33</u>
<u>14</u>	<u>411.46</u>	<u>299.79</u>
<u>15</u>	<u>416.41</u>	<u>301.30</u>

3. Hourly Rates – Effective First Day of January 2029 Bid Period

a. Wide Body Rates of Pay

<u>MD-10/11, DC-10, B-777F, A-300/310, B767F</u>		
<u>Year Group</u>	<u>CAP</u>	<u>F/O</u>
<u>1</u>	<u>410.26</u>	<u>124.69</u>
<u>2</u>	<u>455.79</u>	<u>282.94</u>
<u>3</u>	<u>456.72</u>	<u>283.33</u>
<u>4</u>	<u>458.55</u>	<u>288.98</u>
<u>5</u>	<u>460.35</u>	<u>294.77</u>
<u>6</u>	<u>462.24</u>	<u>300.65</u>
<u>7</u>	<u>464.09</u>	<u>306.67</u>
<u>8</u>	<u>465.93</u>	<u>312.76</u>
<u>9</u>	<u>467.76</u>	<u>319.05</u>
<u>10</u>	<u>473.20</u>	<u>327.97</u>
<u>11</u>	<u>478.61</u>	<u>337.17</u>
<u>12</u>	<u>484.14</u>	<u>346.60</u>
<u>13</u>	<u>487.76</u>	<u>348.34</u>
<u>14</u>	<u>492.62</u>	<u>350.11</u>
<u>15</u>	<u>497.56</u>	<u>352.73</u>

b. Narrow Body Rates of Pay

<u>B-737, B-757</u>		
<u>Year Group</u>	<u>CAP</u>	<u>F/O</u>
<u>1</u>	<u>347.80</u>	<u>120.29</u>
<u>2</u>	<u>386.47</u>	<u>231.88</u>
<u>3</u>	<u>388.42</u>	<u>241.31</u>
<u>4</u>	<u>390.56</u>	<u>246.58</u>
<u>5</u>	<u>392.75</u>	<u>252.02</u>
<u>6</u>	<u>394.89</u>	<u>257.60</u>
<u>7</u>	<u>397.05</u>	<u>263.24</u>
<u>8</u>	<u>399.25</u>	<u>269.04</u>
<u>9</u>	<u>401.43</u>	<u>274.95</u>
<u>10</u>	<u>406.04</u>	<u>284.82</u>
<u>11</u>	<u>410.73</u>	<u>295.14</u>
<u>12</u>	<u>415.40</u>	<u>305.75</u>
<u>13</u>	<u>419.59</u>	<u>307.27</u>
<u>14</u>	<u>423.80</u>	<u>308.78</u>
<u>15</u>	<u>428.90</u>	<u>310.33</u>

4. Hourly Rates – Effective First Day of January 2030 Bid Period

a. Wide Body Rates of Pay

<u>MD-10/11, DC-10, B-777F, A-300/310, B767F</u>		
<u>Year Group</u>	<u>CAP</u>	<u>F/O</u>
<u>1</u>	<u>422.56</u>	<u>128.43</u>
<u>2</u>	<u>469.46</u>	<u>291.42</u>
<u>3</u>	<u>470.42</u>	<u>291.82</u>
<u>4</u>	<u>472.30</u>	<u>297.64</u>
<u>5</u>	<u>474.16</u>	<u>303.61</u>
<u>6</u>	<u>476.10</u>	<u>309.66</u>
<u>7</u>	<u>478.01</u>	<u>315.87</u>
<u>8</u>	<u>479.90</u>	<u>322.14</u>
<u>9</u>	<u>481.79</u>	<u>328.62</u>
<u>10</u>	<u>487.39</u>	<u>337.80</u>
<u>11</u>	<u>492.96</u>	<u>347.28</u>
<u>12</u>	<u>498.66</u>	<u>356.99</u>
<u>13</u>	<u>502.39</u>	<u>358.79</u>
<u>14</u>	<u>507.39</u>	<u>360.61</u>
<u>15</u>	<u>512.48</u>	<u>363.31</u>

b. Narrow Body Rates of Pay

<u>B-737, B-757</u>		
<u>Year Group</u>	<u>CAP</u>	<u>F/O</u>
<u>1</u>	<u>358.23</u>	<u>123.89</u>
<u>2</u>	<u>398.06</u>	<u>238.83</u>
<u>3</u>	<u>400.07</u>	<u>248.54</u>
<u>4</u>	<u>402.27</u>	<u>253.97</u>
<u>5</u>	<u>404.53</u>	<u>259.58</u>
<u>6</u>	<u>406.73</u>	<u>265.32</u>
<u>7</u>	<u>408.96</u>	<u>271.13</u>
<u>8</u>	<u>411.22</u>	<u>277.11</u>
<u>9</u>	<u>413.47</u>	<u>283.19</u>
<u>10</u>	<u>418.22</u>	<u>293.36</u>
<u>11</u>	<u>423.05</u>	<u>303.99</u>
<u>12</u>	<u>427.86</u>	<u>314.92</u>
<u>13</u>	<u>432.17</u>	<u>316.48</u>
<u>14</u>	<u>436.51</u>	<u>318.04</u>
<u>15</u>	<u>441.76</u>	<u>319.63</u>

57. In no event, however, shall a pilot activated in an FDA crew position have an hourly rate of pay less than ~~\$100.00 per CH~~70% of Narrow Body First Officer, Year 2 longevity group.

#### D. International Override

1. A pilot who blocks out (as a required crewmember, deadheading crewmember, SCA or LCA) on a flight segment that originates from, arrives at a destination of, or makes an intermediate stop at a location outside the contiguous 48 states, shall earn international override for the trip containing that flight segment. A pilot who shows for a standby in a location outside the contiguous 48 states shall also earn international override for that standby, regardless of whether the pilot blocks out on any flights.
2. International override shall be paid in addition to all other compensation for a trip. International override shall be paid for trip guarantee and overage credit hours earned for that trip as follows:
  - a. Captain \$10.00 per hour
  - b. First Officer/RFO \$8.00 per hour

#### E. Checks

1. Pilots shall be paid by checks issued on the 15th and last days of each month.
  - a. The check issued on the 15th day of the month shall contain:
    - i. one-half of a new hire pilot's ~~monthly salary~~credit hours earned for the bid period; or
    - ii. one-half of a pilot's BLG/RLG as awarded, adjusted for phase-in; and
    - iii. debits for compensation previously received but not earned (e.g., OTP, drop, no-show); and
    - iv. credits for compensation earned above BLG/RLG from the previous bid period but not yet received (e.g., make-up, overage); and
    - v. per diem earned in the previous bid period; and
    - vi. adjustments or reimbursements to the Company for other overpayments or underpayments. If an adjustment, other than an adjustment described in Section 3.E.1.a.iii., would reduce the pilot's check by 25% of the pilot's gross compensation or more, the adjustment may be made in a single lump sum, or in installments of 25% of the overpayment, at the pilot's option; provided, however, that:
      - (a) the pilot shall be given prior notice of any such adjustments; and
      - (b) any adjustment shall not exceed 25% of gross amount of the pilot's check without the pilot's consent; and
      - (c) the limits contained in this paragraph shall not apply to deductions the Company is required by law to make; and
      - (d) any adjustment shall not exceed the maximum adjustment permitted by law.

- b. The check issued on the last day of the month shall contain the remaining one-half of the pilot's awarded BLG/RLG, adjusted for phase-in (25.F.) and any other required deductions as described in Section 3.E.1.a. For a new hire pilot, the check issued on the last day of the month shall also contain the remaining one-half of the pilot's credit hours earned for the bid period.
2. A pilot may request automatic bank deposit of the pilot's payroll checks.

**F. Ultra Long Range (ULR) Premium**

1. If a pilot blocks out as a required crewmember, SCA, or LCA on a flight segment scheduled to exceed 16 block hours at the time the pilot was awarded/assigned the trip, the pilot shall earn the ultra-long range premium (ULR) for the trip containing that segment.  
Example: A pilot operates a ten-day trip including a revenue segment between MEM-HKG, with a scheduled block time of 16:24. All other segments in that trip have block times less than 16 hours. The pilot earns the ultra-long range premium for the entire trip containing that segment.
2. The ultra-long range premium described in Section 3.F. shall be in addition to all other compensation for that trip (e.g., BKO, International Override). This premium shall be paid for trip guarantee and overage credit hours earned for that trip as follows:
  - a. Captain                      \$24.00 per hour
  - b. First Officer/RFO        \$17.00 per hour

