



Hourly Rate Increases (3.C.):

■ Captains

Paragraph	Raise	WB CA Top of Scale Pay Rate	NB CA Top of Scale Pay Rate
DOS (July 2026 Bid Period)	39.76%	\$469.00	\$404.29
DOS + 18 Months (Jan '28 BP)	3%	\$483.07	\$416.41
DOS + 30 Months (Jan '29 BP)	3%	\$497.56	\$428.90
DOS + 42 Months (Jan '30 BP)	3%	\$512.48	\$441.76

■ First Officers

Paragraph	Raise	WB FO Top of Scale Pay Rate	NB FO Top of Scale Pay Rate
DOS (July 2026 Bid Period)	39.76%	\$332.49	\$292.53
DOS + 18 Months (Jan '28 BP)	3%	\$342.46	\$301.30
DOS + 30 Months (Jan '29 BP)	3%	\$352.73	\$310.33
DOS + 42 Months (Jan '30 BP)	3%	\$363.31	\$319.63

Other

- New hire pilots paid 2.25 CH per day (63 CH in 4 week bid month, 78.75 CH in 5 week bid month) (3.A.)
- Durable, goes up with pay rates
- FDA Minimum: not less than 70% of Narrow Body First Officer, Year 2 Longevity Group (3.C.6.)

Amendable Period Recovery Payment	
Total Estimated Possible for Captain	\$150,000
Total Estimated Possible for First Officers	\$102,500

- Based on active status by bid period during Amendable Period (November 2, 2021, through June 28, 2026).
- Pensionable (DB and DC)