

Delta Pilots' Contract Comparison

Synopsis of Scope, Compensation, Work Rules, VTS, and Benefits



Prepared by the Delta MEC Negotiating Committee and
ALPA's Economic & Financial Analysis Department

JULY 2011



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Delta Air Lines Contract Comparison

This *Contract Comparison* is designed to provide you with a factual comparison between the Delta Pilot Working Agreement (PWA) and the collective bargaining agreements (the “contracts”) in place at various other carriers.

Note that this is a generalized summary and is not intended to be a primary source document for interpretation of contract language. As such, it necessarily contains abridgements and paraphrasing from substantially larger and more detailed documents. Extensive efforts have been made to ensure its accuracy including careful consultation and coordination with other pilot groups’ Negotiating Committees or Contract Administrators and with ALPA’s Economic & Financial Analysis subject matter experts. The source documents should be referred to in resolving inaccuracies, if any, or for more depth of knowledge than presented here.

The data in this comparison is current through June 2011. Several carriers, notably American and United/Continental, are currently in negotiations. Should any of these negotiations result in a new contract, you will be provided with the updated information.

This comparison is broken into five major sections:

- Scope
- Pay
- Work Rules
- Vacation, Training, and Sick Leave (VTS)
- Benefits

For each individual comparison, the applicable provisions from the Delta PWA are shown in red for easy reference.

You are encouraged to carefully review all sections of this comparison. Soon you will have the opportunity to provide your input via a comprehensive contract survey. This *Contract Comparison* and the recently published *Delta Pilots’ Contract History* will provide you with important background information to help you provide that input.

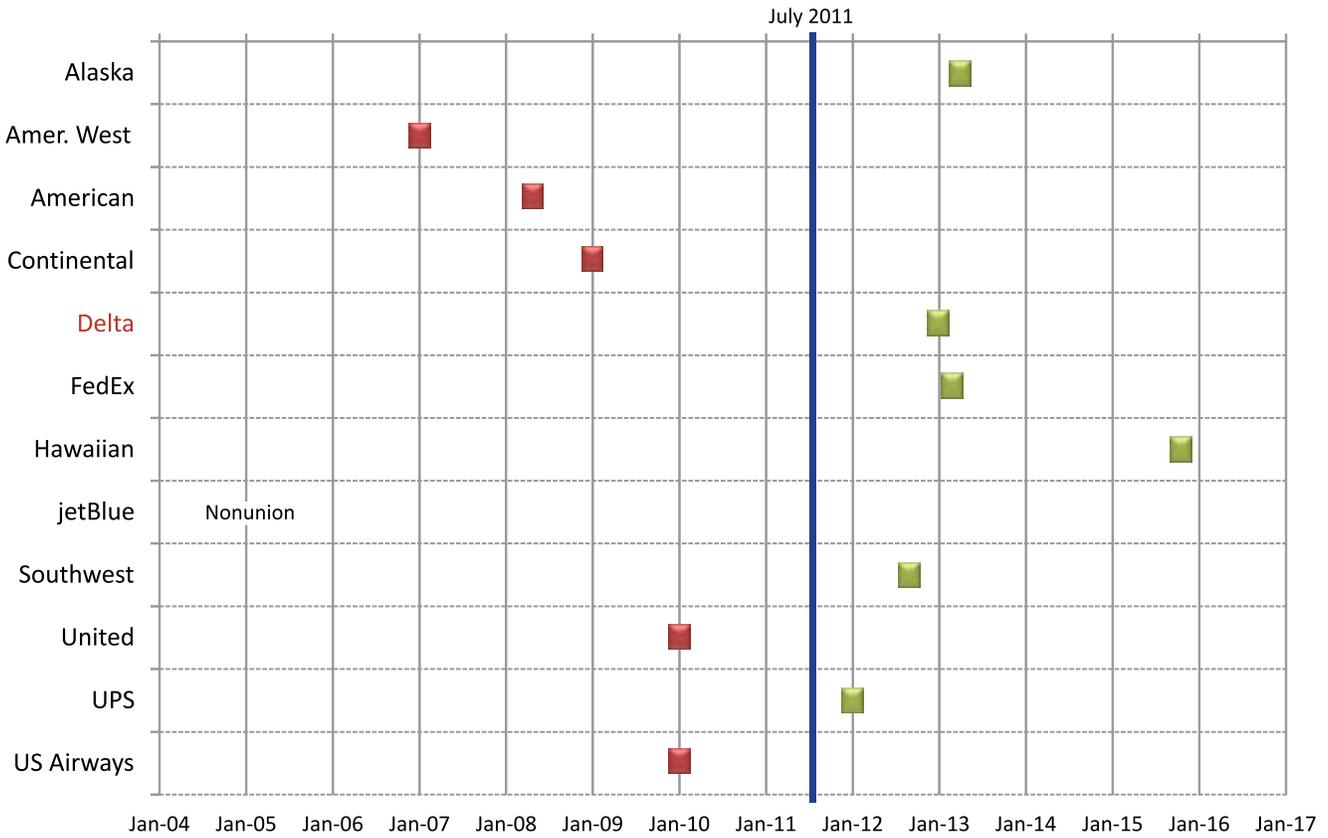
In order to provide you with a broad view of contracts within our industry, this document will compare the Delta PWA with the pilots collective bargaining agreements of various carriers across the industry—major airlines, other primarily domestic operation airlines, and cargo carriers. The carriers included in this comparison are:

MAJORS	OTHER (PRIMARILY DOMESTIC OPERATION AIRLINES)	CARGO
American	Alaska	FedEx
Continental	America West	UPS
Delta	jetBlue*	
United	Southwest	
US Airways	Hawaiian	

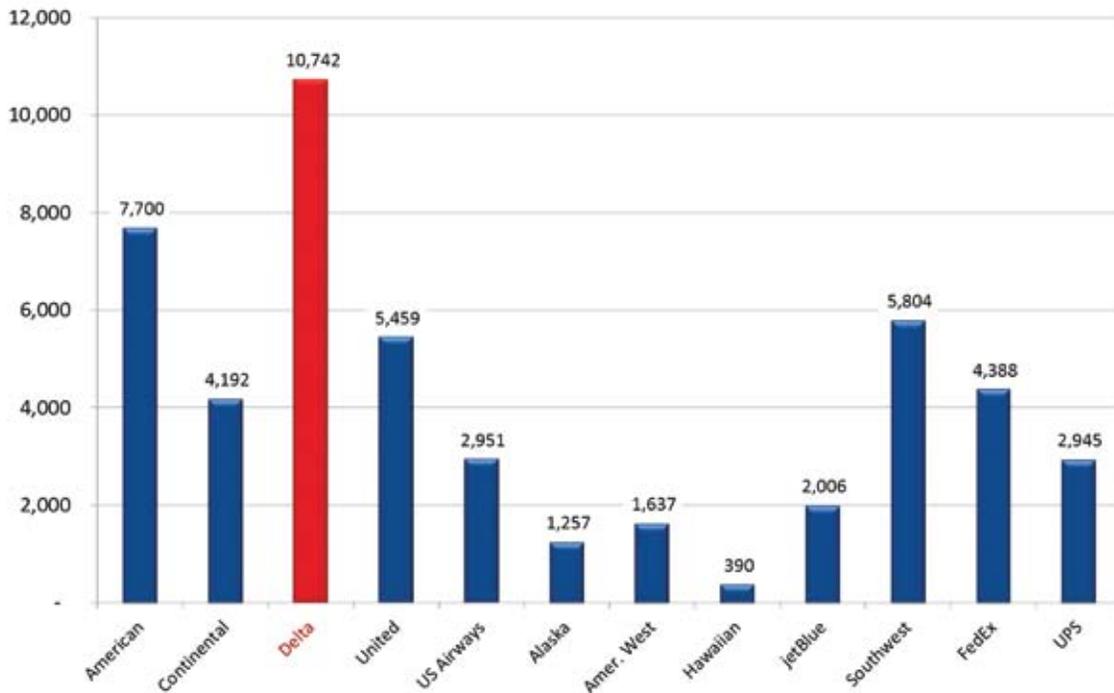
Please retain this document, along with the *Delta Pilots’ Contract History*, for ready reference when completing the Pilot Contract Survey. Continue to provide your input to your elected representatives and participate in the upcoming Contract Survey when asked to do so. If you would like to provide comments or feedback about this Contract Comparison or the recently published *Delta Pilots’ Contract History*, you may do so by e-mailing dalsection6@alpa.org.

*jetBlue pilots are currently not unionized. The comparisons with jetBlue are based on pay and working conditions currently in place at that carrier.

Contract Amendable Dates



Number of Active Pilots



Scope

Job Security Protections

- Successorship/Merger – provides certain protections to pilots, e.g., continued employment, no change in contract until operations are merged, negotiated changes to contract for merged operations, and an equitable seniority list merger, if a substantial portion of the carrier is sold to, acquires, or is merged with another entity
- Fragmentation/Transfer of Assets – provides that pilots transfer with seniority integration rights if a certain amount of the carrier’s assets are sold to another entity
- Change in Control – provides union options for contract improvements/modifications if another entity gains control over the carrier
- Cabotage – prohibits code sharing with a foreign airline that transports goods or passengers between two points in the United States
- Alter Ego – prohibits or restricts the carrier’s ability to establish a new carrier using other than the carrier’s pilots
- Subcontracting – prohibits wet leasing, subcontracting, charter flying, etc., other than by pilots of the carrier, without the consent of the union
- Board of Directors – provides that a pilot will be designated by the union to the Board of Directors, either as a voting or a nonvoting member

Job Security Summary

	Successorship- Merger Protections	Fragmentation- Transfer of Assets	Change in Control	Cabotage	Alter Ego	Sub- contracting	Board of Directors Seat
American	X	X	---	X	X	X	---
Continental	X	X	---	X	X	X	Nonvoting
Delta	X	X	X	X	X	X	Voting
United	X	X	---	---	---	---	Voting
US Airways	X	X	---	---	X	X	Voting
Alaska	X	---	---	---	---	---	---
America West	X	X	---	---	X	X	---
Hawaiian	X	X	X	---	---	---	---
jetBlue	X	X	---	---	---	---	---
Southwest	X	X	X	X	X	X	---
FedEx	X	---	X	---	---	Permitted	---
UPS	X	---	X	---	---	Permitted	---

“X” indicates language is present relating to that subject

Summary of Regional Aircraft Agreements (Majors)

	Max # of Seats	Max # of Regional Aircraft	MGTW (lbs.)	*Notes
American	70 (CRJ700) 50 (other RJ) 70 (turboprop)	Total # ≤ 110% of mainline narrow-body a/c 43 (51–70-seat turboprop) 47 (CRJ700)	64,500	
Continental	50 (RJ) 79 (turboprop)	274*	No Limit	<p>1) Max # of RJs may be increased by 3 for every single-aisle mainline aircraft with 100–149 seats added to fleet above 348</p> <p>2) Max # of RJs may be increased by 4 for every single-aisle mainline aircraft with at least 150 seats added to fleet above 348</p> <p>3) Max # of RJs may be increased by 5 for every twin-aisle mainline aircraft with at least 150 seats added to fleet above 348</p>
Delta	76 (RJ) 70 (turboprop)	153 (71–76-seat RJ)* 255 (51–76-seat RJ) No Limit (50-seat RJ) No Limit (turboprop)	89,000 (36 Compass EMB-175) 86,000 (51–76-seat RJ) 65,000 (50-seat RJ) 70,000 (turboprop)	<p>1) Max # of 71–76-seat RJs increased by 3 for every mainline aircraft added above 767, max 255 large RJs</p> <p>2) If flow down to Compass ends, max # of 71–76-seat RJs is reduced by 35</p> <p>3) If C.E. Sayer is furloughed, max # of 71–76-seat RJs is reduced to 127</p> <p>4) If C.R. Ujhazy is furloughed, max # of 71–76-seat RJs is reduced to 0</p>
United	70 (RJ) 85 (AVRO 85*) 78 (turboprop)	No Limit (≤70-seat RJ) 18 (AVRO 85*) No Limit (turboprop)	80,000 (70-seat RJ) 90,000 (AVRO 85*) 75,000 (turboprop)	AVRO 85 or equivalent
US Airways	44 (Small RJ) 50 (Medium RJ) 70 (Large RJ) 76 (EMB-170/175) 90 (CRJ900)	150 (Small RJ) 315 (Medium/Large RJ & EMB-170/175)* 93 (CRJ900)**	46,000 (Small RJ) 65,000 (Medium RJ) 75,000 (Large RJ) 82,100 (EMB-170) 86,000 (EMB-175)	<p>*Max # of medium/large RJs increased by 2 for every mainline aircraft added above 315</p> <p>**Max # of CRJ900 increased by 2 for every 3 mainline aircraft added above 360 (combined US Airways and America West)</p>

Summary of Regional Aircraft Agreements (Other)

	Max # of Seats	Max # of Regional Aircraft	MGTW (lbs.)	*Notes
Alaska	No Limit	No Limit	No Limit	
America West	84 (RJ)* No Limit (turboprop)	50 (51–70-seat RJ)** 38 (71–84-seat RJ)** 75 (All RJ)**	90,000	*Max # of seats may be increased to 86 if no first class **For every 2 aircraft added to mainline fleet above 145, 3 CRJ900s (or equivalent) may be added OR For every aircraft added to mainline fleet above 145, 2 CRJ700s (or equivalent) or 3 CRJ200s (or equivalent) may be added
Hawaiian	69	0 (RJ) No Limit (turboprop)	69,000	
jetBlue	No Limit	No Limit	No Limit	
Southwest	0	0	0	

Summary of Cargo Aircraft Agreements

	Max Payload Weight	Max # of Regional Aircraft	MGTW (lbs.)	*Notes
FedEx	No Limit	No Limit	60,000	
UPS	12,899 lbs. (19,000 lbs. International)	10 (Convair)*	No Limit	*Up to 10 Convair with 15,800 lbs. Payload may be flown by other than UPS pilots

Code Share—Domestic & International (Majors)

AMERICAN

- International Code Share:
 - If the scheduled international flying falls below 90% of block hour baselines, the pilots must agree to the Company initiating new code-share agreements. If the flying falls below 80% of the baseline, the pilots must agree to renewal or continuation of code share agreements, with exceptions.
 - Company can not reduce flying in a market while code sharing with a Foreign Carrier in that market, subject to certain conditions.
 - Block hours operated on routes involved in the code-sharing agreement can decrease by no more than 10% or by the block hours attributable to one round trip on a route.
- Compared to prior calendar year, block hours will not decrease. If block hours show a year-over-year decrease, international code share partner must show proportionate decrease.
- Foreign Partner is a Foreign Carrier which the Company or Affiliate owns more than 15% in equity. Allowed only if Company Foreign Carrier follows a “Company Baseline” determined through established criteria.

CONTINENTAL

- Company may enter into domestic and international Marketing Agreements, Code-Share Agreements, and Revenue Sharing Agreements subject to restrictions.
- Complementary Carrier System Flying: an ASM ratio will be developed (Complementary Carrier Mainline ASMs/All Company ASMs) based on the last 12 months. Measured on a rolling four-quarter period after effective date.
- Complementary Carriers with less than 80 seats: not subject to ASM ratio as long as the carrier does not operate to or from a Company hub; not an affiliate of another Complementary Carrier; does not operate any flights under the designator code of another Complementary Carrier; and does not operate any flights under a Revenue/Profit Sharing Agreement with another Complementary Carrier.
- The Company will not permit Complementary Carrier Flying between Company hubs or to or from a Company hub.
- Complementary Carrier Hub to Hub Flying: an ASM ratio will be developed (Complementary Carrier Hub to Hub Mainline ASMs/All Company Hub to Hub ASMs) based on the last 12 months. Measured on a rolling four-quarter period after effective date.
- The Company will not permit Complementary Carrier Flying on a nonstop flight operated on an International Route into or out of a Company hub.

- Foreign Air Carrier flight (allowable) differential will compare the average # of scheduled daily Company international flights with the average # of scheduled daily flights operated by the Foreign Air Carrier.
- When any Code-Share, Marketing, Revenue/Profit Agreements are in effect, there will be no reduction in scheduled block hours, average pilots, or aircraft (w/+125 seats) below the prior 12 months before agreement went into effect.
- If the Company, a Complementary Carrier or a Foreign Air Carrier merges, the ASM Ratios, the Hub ASM Ratios, and the Foreign Air Carrier Flight differential will be appropriately adjusted.

DELTA

- Company may enter into domestic and international Marketing Agreements, Code-Share Agreements, and Profit/Loss Agreements subject to restrictions.
- Aircraft under 76 seats defined by MGTOW and certificated capacity.
 - Restrictions on number of 70/76-seat aircraft
 - 76-seat aircraft can only grow with mainline fleet
 - Restrictions on flights to/from hubs, between hubs, and stage length
- Company may not place DL code on more than 50% of the passenger seats in any month on any pair of flight segments of a foreign carrier.
 - Other restrictions apply regarding seat capacity and geographic areas.
- Company may not code share out of Japan to Asia with foreign carriers unless it operates 316 weekly Narita slots.
- Neither the Company nor an affiliate will place its code on the flight of a foreign air carrier that operates a flight in which it takes on for hire persons, property, or mail at any point in the United States that is destined to be transported to any other point within the United States (Alaska cargo exceptions apply).
- The Company may only enter Profit/Loss Sharing Agreements with an International partner whose home country is served by the Company at least four round trips per week. Delta-scheduled block hours for the previous 12 months must be maintained on a three-month rolling basis between the U.S. and the home country of such international partner.
- Alaska Marketing Agreement
 - No DL code on AS segments between Delta hubs.
 - Hub-to-Hub ratio restrictions.
 - No DL code on more than 50% of AS seats or 86 seats.
 - Restrictions on minimum flying to state of Alaska.

- Delta/Air France/KLM/Alitalia Joint Venture
 - Compliance measured each April on a three-year rolling basis. Company's share of JV flying measured in EASKs (equivalent available seat kilometers) and will be 50% +/- 1.5%.
 - Joint venture area defined—generally comprises North America (Canada, U.S., Mexico) and Europe (including Moscow).
 - Restrictions on changes to geographic scope, production balance (share of flying), and competing operations.
- Permitted to place DL code on Hawaiian only within the state of Hawaii.

UNITED

- Will meet with Association prior to entering into a Code-Share Agreement to determine if terms are appropriate and to negotiate labor protections.
- May enter into Code-Share Agreements with Foreign Air Carriers that permit carriers to use Company's designator code on international flights.
- May not remove a Company flight from the Joint International Nonstop Market unless it does not pass the BIRR Test.
- Company or an Affiliate may acquire up to 50% of the Equity of a Foreign Air Carrier that is a member of the Star Alliance. Equity in the carrier must be sold if the carrier drops out of the network.
 - The investment itself cannot qualify the flight operations, aircraft, or entity to be considered Company flying, aircraft, or an affiliate.

US AIRWAYS

- Domestic code sharing is permitted except:
 - Flights between any US Airways hubs are not authorized.
 - Nonstop flights to/from a US Airways hub are not authorized, except for nonstop flights operated between a US Airways hub and "OAL hubs."
- International code sharing is permitted.
 - Minimum block hour requirements shall no longer apply.
 - No placement of the US Airways code on flights of foreign OALs or Foreign North American OALs to/from a US Airways hub, other than flights to/from a foreign hub of the Foreign OAL or Foreign North American OAL.

Code Share—Domestic & International (Other)

ALASKA

- Not Listed

AMERICA WEST

- Not Listed

HAWAIIAN

- Prohibit the Company from entering into marketing and related arrangements that permit another air carrier to utilize the Company's designator code, name, logo, or marks unless:
 - a. The Express Carrier only conducts operations (i) within Hawaii or (ii) in markets that provide passenger feed to or from company DC-10 ops on the West Coast;
 - b. The Express Carrier conducts no operations of any kind between any of HNL, LIH, ITO, KOA, and/or OGG that utilize the Company's code, name, logo, or marks; and
 - c. The Company will neither furlough any pilots nor reduce block hours of DC-9 or equivalent jets within Hawaii as a result of Code Share or Express operations.
- The Company must demonstrate that no Code-Sharing Agreement or Express Carrier operation will result in the displacement of any pilot from the pilot's category.
- The Company shall not permit any other carrier to utilize the code, name, brand, logo, trademarks, livery, or paint scheme without the express written consent of the Association (a) within Hawaii, (b) between Hawaii and any other point in the U.S./Canada, or (c) between the Hawaii and any point in the South Pacific.

JETBLUE

- Not Listed

SOUTHWEST

- Flying with a Code-Share/Marketing Agreement by non-Company pilots shall not be performed.
 - Code-Share/Marketing Agreements shall not include revenue guarantees by SWA for the benefit of a code share. Any exceptions must be agreed by the Association.
 - Company may invest in a code-share partner as long as it is not used to establish a de facto subsidiary or alter ego carrier.

- Company may provide financial assistance to a code-share partner at the prevailing market/industry rates. Any exceptions must be agreed by the Association.
- A Code-Share/Marketing Agreement shall never cause a pilot furlough.
- Domestic Code Share
 - SWA may not enter into a domestic Code-Share Agreement in the U.S. without agreement of the union.
- Code Share for Regional Aircraft Flying
 - SWA may not enter into a domestic or transborder code-share regional agreement except to provide interisland service in Hawaii/Caribbean.
- Other Code Share
 - The Company will not enter into any other Code-Share and/or Marketing Agreement without the agreement of the Association.
- The Company will meet and confer regarding any proposed/changing Code-Share and/or Marketing Agreement prior to implementing such change.
- The Company agrees to demonstrate to SWAPA that any Code-Share and/or Marketing Agreement is not being used as a substitute for Company growth.

Code Share—Domestic & International (Cargo)

FEDEX

- No code-share language

UPS

- No code-share language

Compensation

Hourly Pay Rate Chart Clarifications

- Pay rates shown in the following charts are the rates currently scheduled to be in effect as of 12/31/2012 (Delta PWA amendable date).
- Several carriers in the comparison are currently in negotiations—American, America West, Continental, United, and US Airways. Additionally, the amendable dates of the UPS and Southwest contracts fall before ours. Therefore, their rates on 12/31/12 may be different than what is presented here.
 - In addition, jetBlue does not have a collective bargaining agreement and their rates are subject to change.
- Pay rates are broken out by seat and equipment type.
 - Rates are for top-of-scale captains and first officers.
- Southwest and Hawaiian have variable pay increases (e.g., minimum and maximum raises based on financial targets), and both the minimum and maximum rates possible are shown.
- Charts are sorted alphabetically by groups (Major, Other, and Cargo) using the following abbreviations:

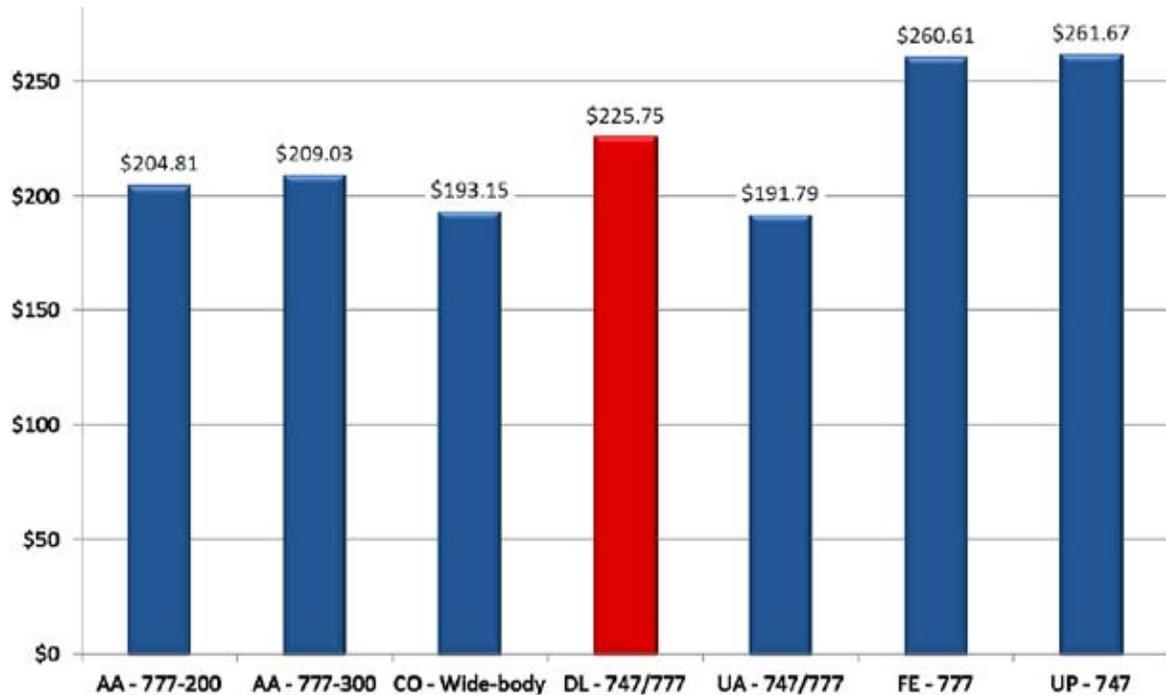
AA – American	AL – Alaska	FE – FedEx
CO – Continental	AW – America West	UP – UPS
DL – Delta	HA – Hawaiian	
UA – United	JB – jetBlue	
US – US Airways	SW – Southwest	

Notes for Hourly Pay Rates

- America West
 - Same pay rate for all aircraft
 - Pay rates go out to Year 15
- Continental
 - Wide-body (WB) aircraft include: B-787, B-777, B-747, B-767, MD-11, DC-10, L1011, A300, A330, and A340
 - Large narrow-body (LNB) aircraft include: B-757-300, B-757-200, B-737-900, B-737-800, B-737-400, B-727, MD-80, MD-90, A320, and A321
 - Small narrow-body (SNB) aircraft include: B-737-700, B-737-600, B-737-500, B-737-300, B-737-200, B-737-100, B-717, A319, DC-9, F100, and BA146
 - Blended rates for WB/LNB and LNB/SNB operations
- jetBlue
 - Pay charts show regular rate
 - All hours above 78 are paid at 150%
- Southwest
 - Hourly rates of pay converted from Trips for Pay (TFP) (1.1393 TFP = 1 hour)
 - Rate based on scheduled increase on 9/1/2012
 - ◆ Operating margin between 8.0% and 9.0% = 1% pay increase
 - ◆ Operating margin between 9.0% and 10.0% = 2% pay increase
 - ◆ Operating margin 10% or greater = 3% pay increase
- FedEx
 - Pay rates go out to Year 15
- UPS
 - Same pay rate for all aircraft
 - Pay rates go out to Year 15

12-Year Captain Rate—B-747/777

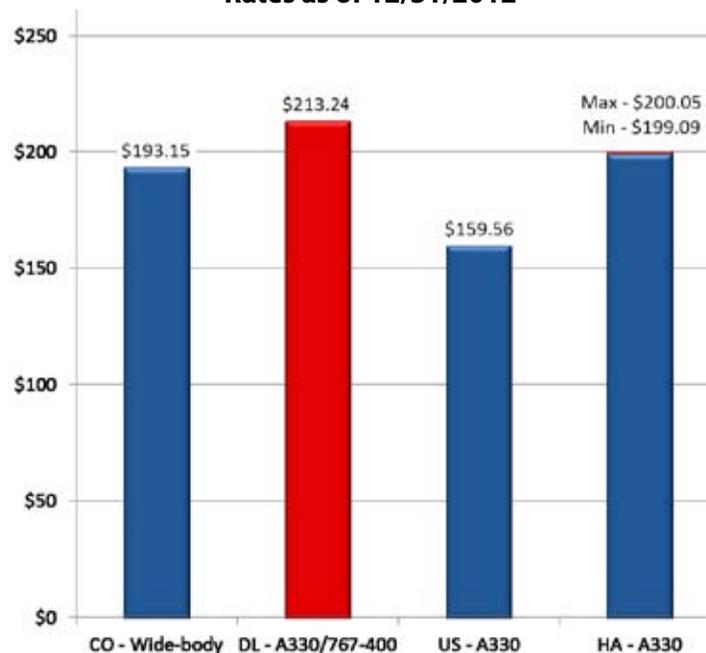
Rates as of 12/31/2012



Note: FedEx rates are for Year 15; 12-Year rate is \$253.58
 UPS rates are for Year 15; 12-Year rate is \$254.62

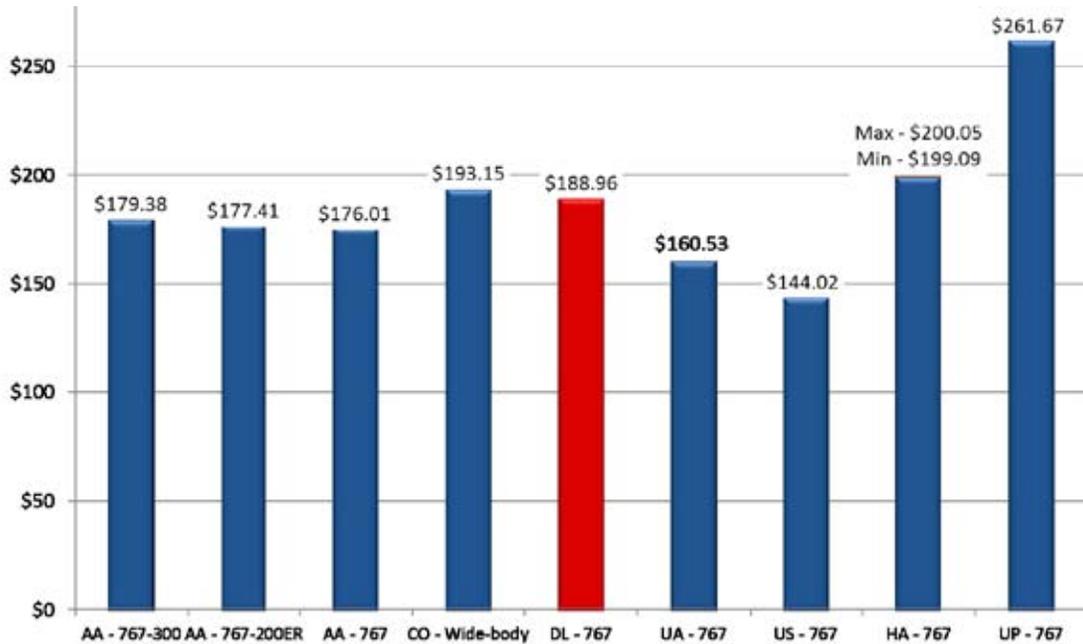
12-Year Captain Rate—B-767-400/A330

Rates as of 12/31/2012



12-Year Captain Rate—B-767

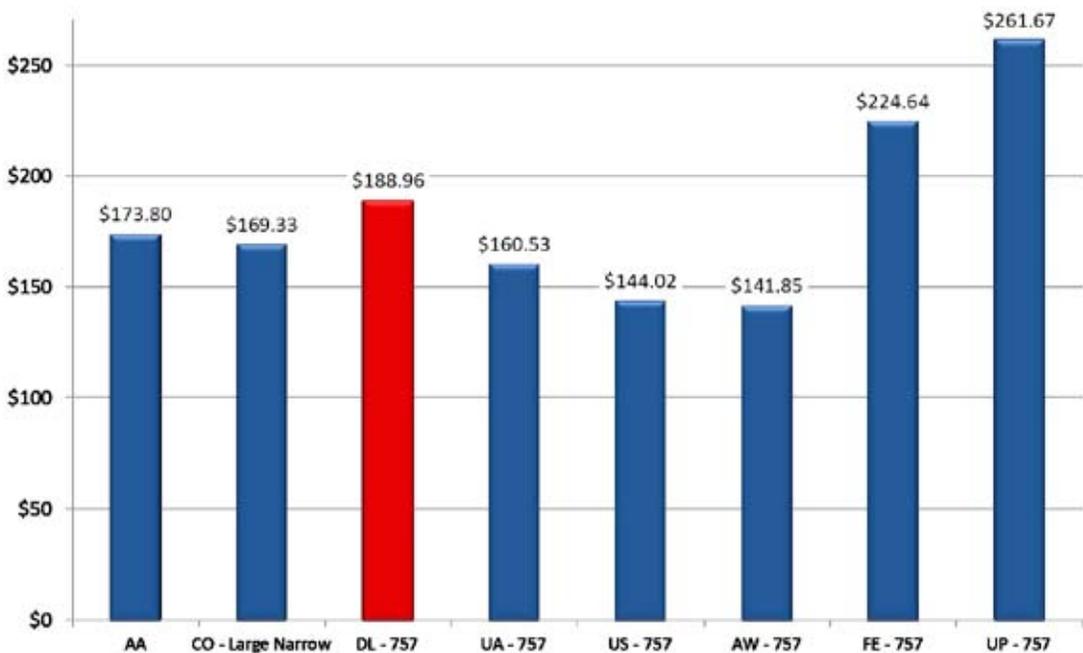
Rates as of 12/31/2012



Note: UPS rates are for Year 15; 12-Year rate is \$254.62

12-Year Captain Rate—B-757

Rates as of 12/31/2012



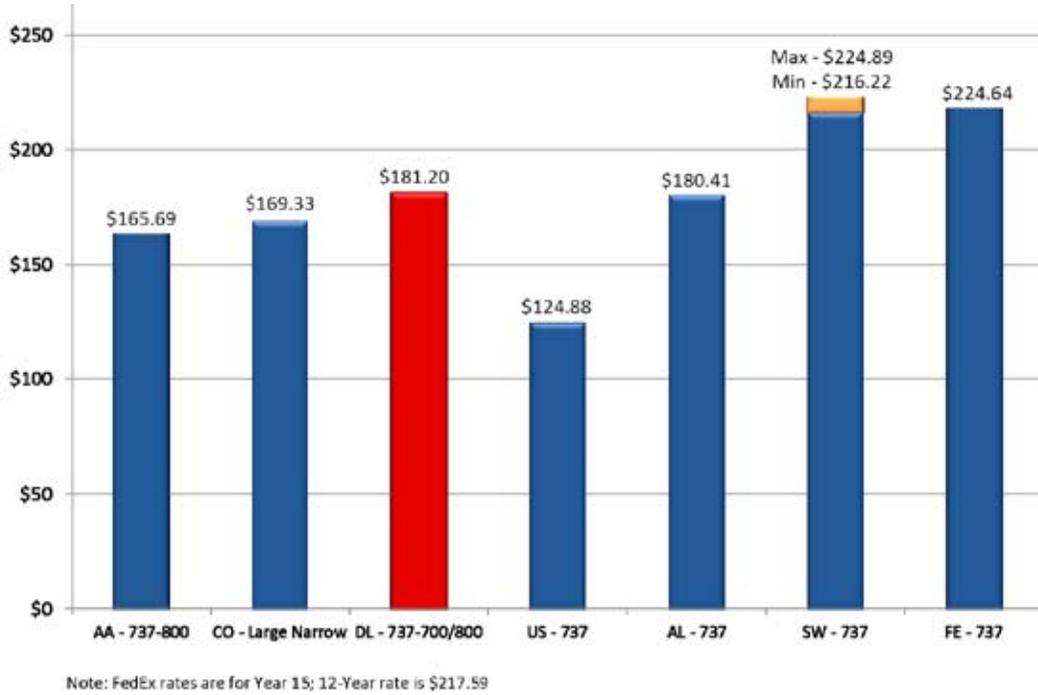
Note: America West rates are for Year 15; 12-Year rate is \$137.68

FedEx rates are for Year 15; 12-Year rate is \$217.59

UPS rates are for Year 15; 12-Year rate is \$254.62

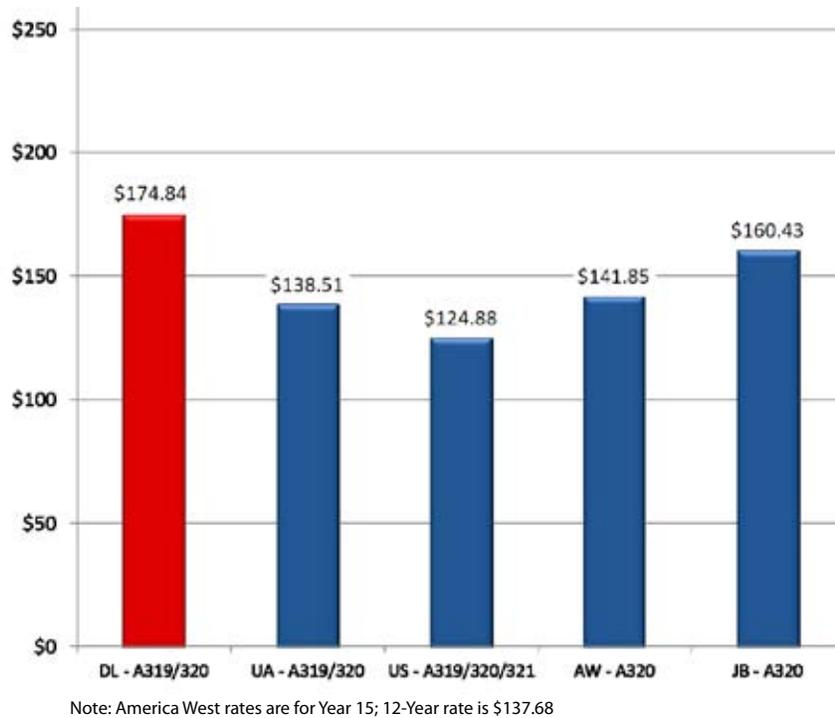
12-Year Captain Rate—B-737-700/800/900

Rates as of 12/31/2012



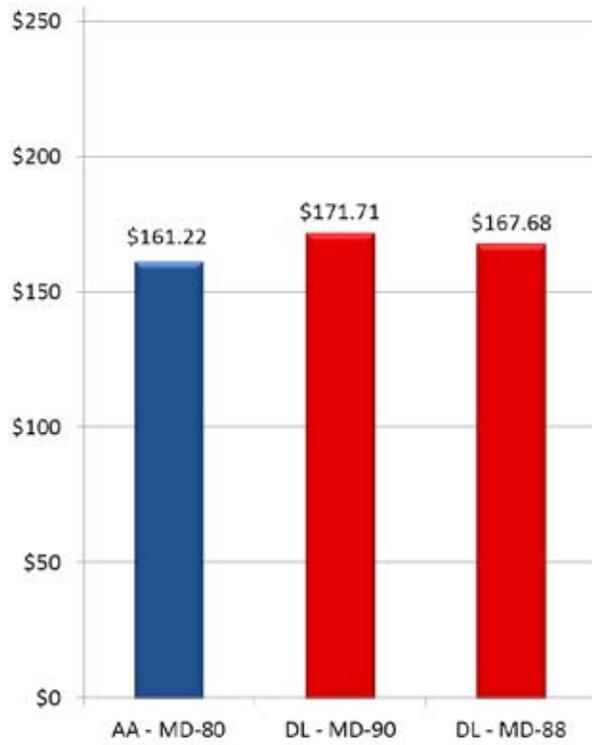
12-Year Captain Rate—A319/320/321

Rates as of 12/31/2012



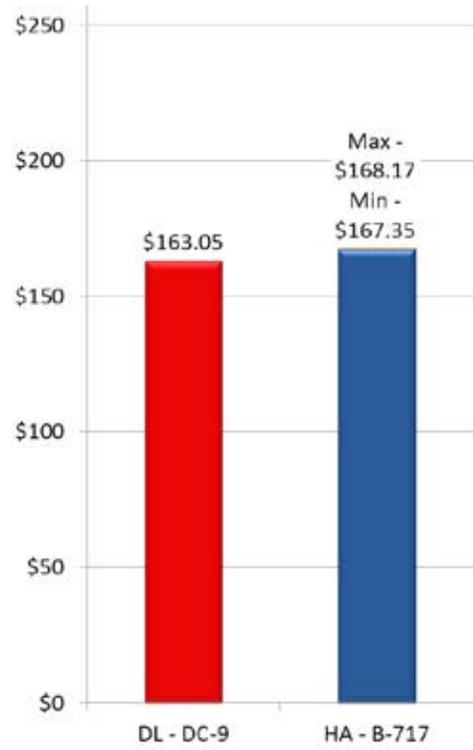
12-Year Captain Rate— MD-90/80

Rates as of 12/31/2012



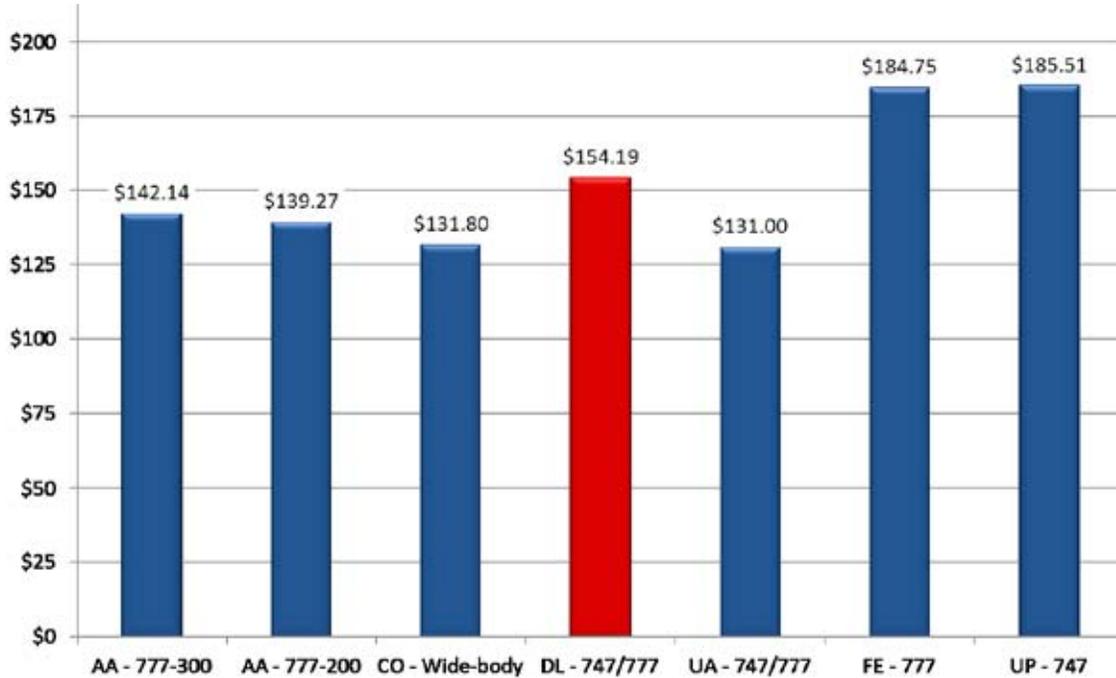
12-Year Captain Rate— B-717, DC-9

Rates as of 12/31/2012



12-Year First Officer Rate—B-747/777

Rates as of 12/31/2012



Note: FedEx rates are for Year 15; 12-Year rate is \$181.54
UPS rates are for Year 15; 12-Year rate is \$182.29

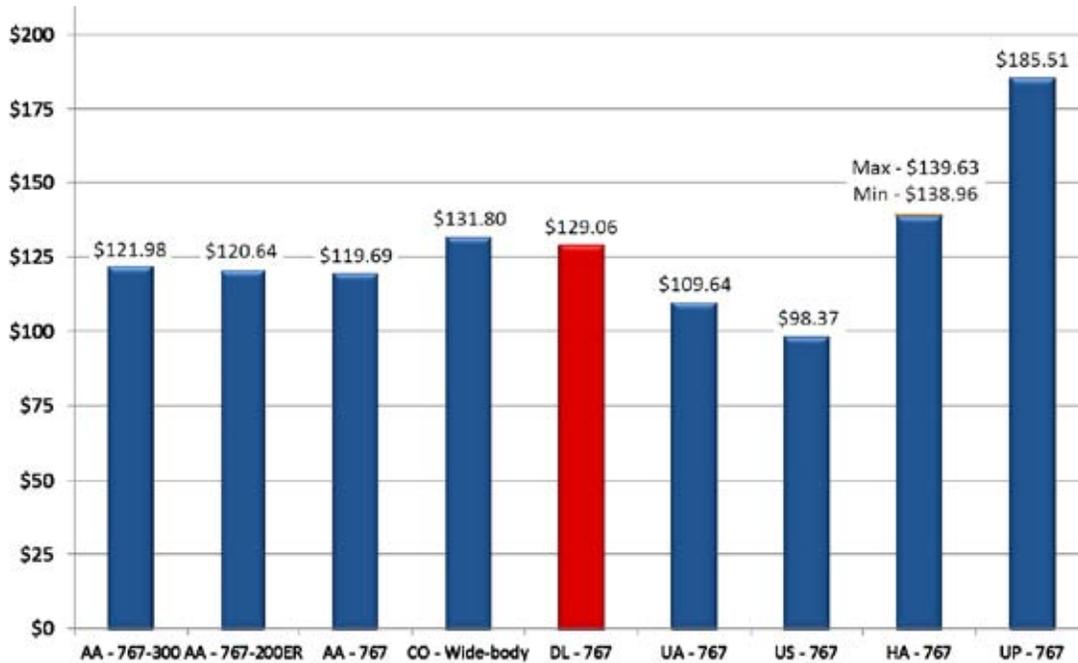
12-Year First Officer Rate—A330/B-767-400

Rates as of 12/31/2012



12-Year First Officer Rate—B-767

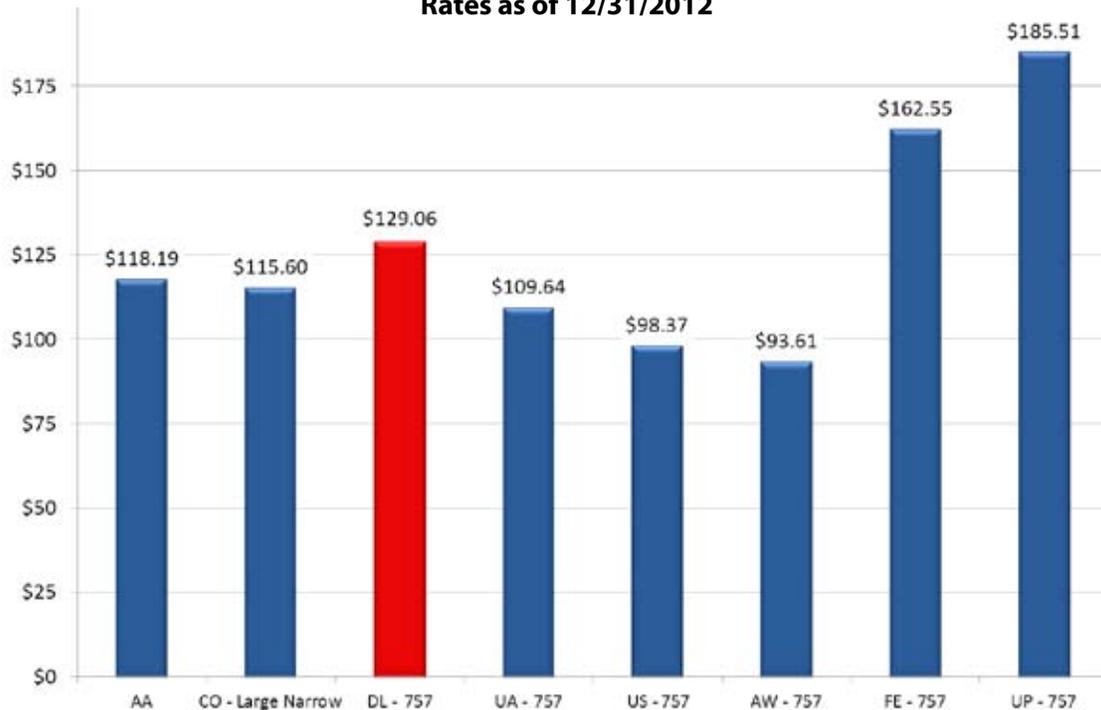
Rates as of 12/31/2012



Note: UPS rates are for Year 15; 12-Year rate is \$182.29

12-Year First Officer Rate—B-757

Rates as of 12/31/2012

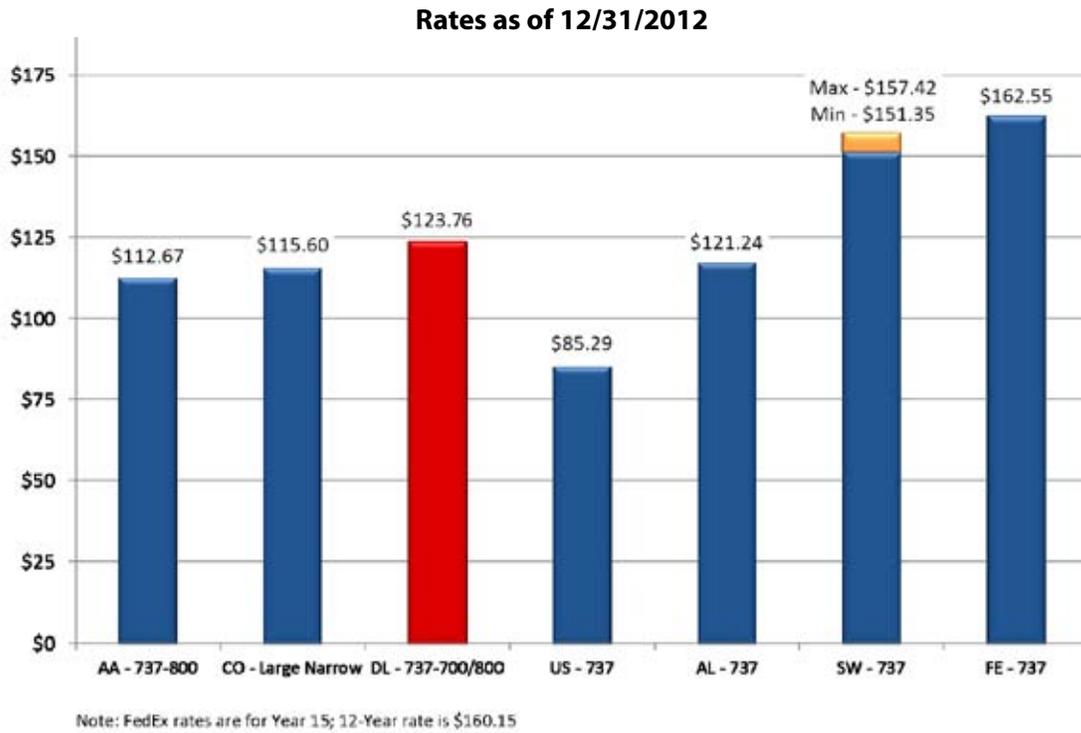


Note: America West rates are for Year 15; 12-Year rate is \$90.87

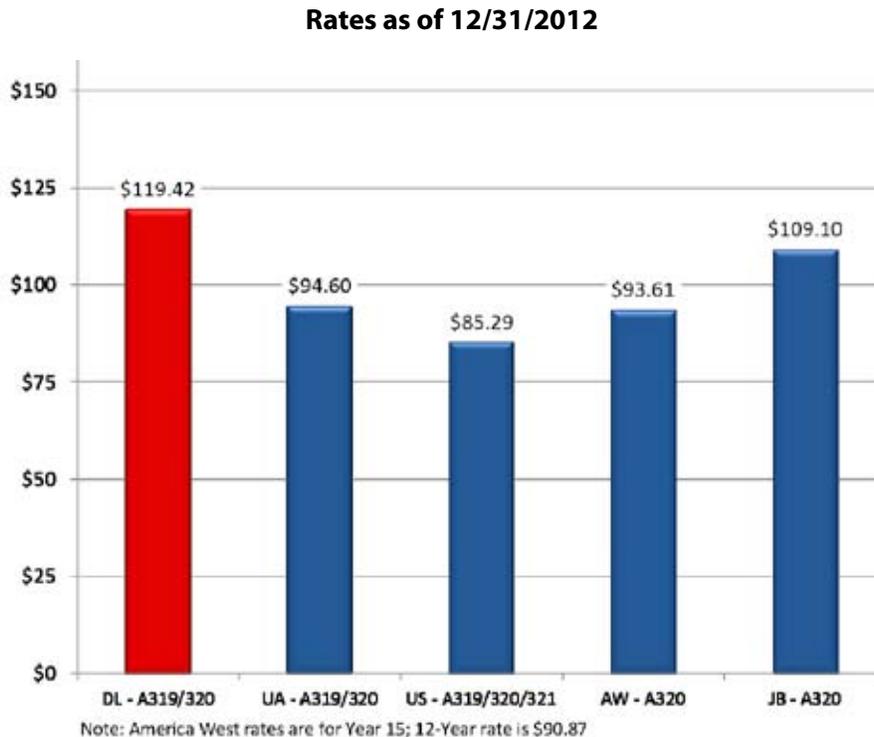
FedEx rates are for Year 15; 12-Year rate is \$160.15

UPS rates are for Year 15; 12-Year rate is \$182.29

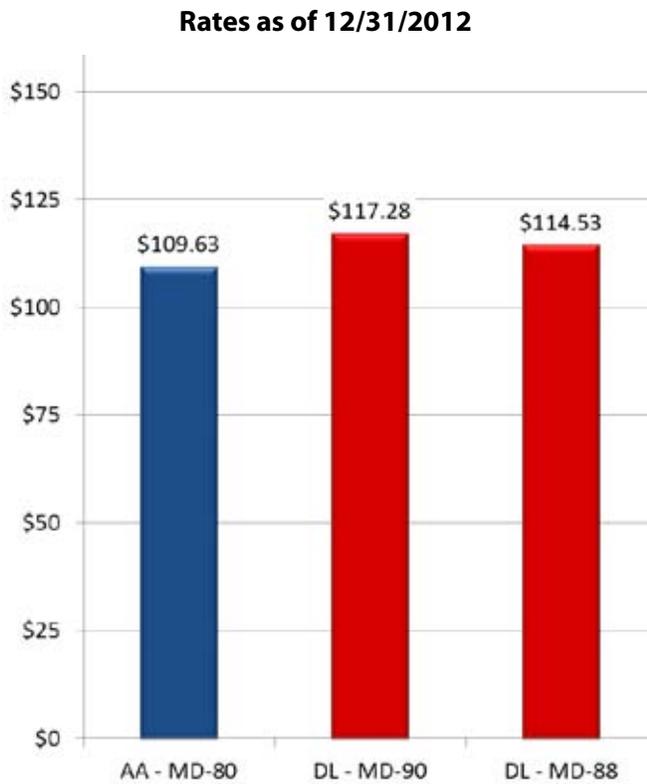
12-Year First Officer Rate—B-737-700/800/900



12-Year First Officer Rate—A319/320/321



12-Year First Officer Rate— MD-90/80



12-Year First Officer Rate— B-717, DC-9



F/O Pay as % of Captain Pay

	2	3	4	5	6	7	8	9	10	11	12	13	14	15
American	50.0	60.0	61.0	62.0	63.0	64.0	65.0	66.5	67.5	68.0	68.0	---	---	---
Continental	41.5	48.5	54.4	59.4	64.3	65.3	66.3	67.0	68.0	68.3	68.3	---	---	---
Delta	53.5	62.1	63.1	64.1	65.2	66.5	67.5	67.7	68.1	68.2	68.3	---	---	---
United	41.7	60.0	63.1	64.1	65.2	66.4	67.5	67.7	68.0	68.2	68.3	---	---	---
US Airways	50.0	54.0	63.1	64.1	65.2	66.5	67.5	67.7	68.1	68.2	68.3	---	---	---
Alaska	48.9	57.3	62.3	65.9	67.0	67.4	67.1	67.1	67.3	67.1	67.2	---	---	---
America West	50.0	55.0	60.0	65.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0
Hawaiian	46.1	54.4	57.4	60.5	63.4	66.6	67.5	68.5	68.9	69.4	69.8	---	---	---
jetBlue	49.0	57.0	61.0	63.0	65.0	66.0	66.0	67.0	67.0	68.0	68.0	---	---	---
Southwest	50.0	55.0	60.0	65.0	67.0	68.0	69.0	69.0	70.0	70.0	70.0	---	---	---
FedEx	62.1	62.0	63.0	64.0	65.0	66.1	67.1	68.2	69.3	70.4	71.6	71.4	71.1	70.9
UPS	62.1	62.0	63.0	64.0	65.0	66.1	67.1	68.2	69.3	70.4	71.6	71.4	71.1	70.9

Note: FedEx percentages are for wide-bodies

International Pay

	Captain	First Officer	*Notes
American	\$6.00	\$4.14*	Based on % of CA pay; example assumes 12-yr. F/O
Continental	---	---	
Delta	\$6.00	\$4.00	
United	---	---	
US Airways	\$5.33*	\$3.53*	Must be transoceanic
Alaska	\$5.00	\$4.00	
America West	\$4.00	\$3.00	
Hawaiian	\$5.00	IRO: \$4.00; F/O: \$3.00	
jetBlue	\$5.11	\$3.71	
Southwest	---	---	
FedEx	\$9.00	\$7.00	Paid for entire rotation \$6.00 for S/O
UPS	\$6.50	\$4.50	Paid for int'l duty only \$4.50 for S/O

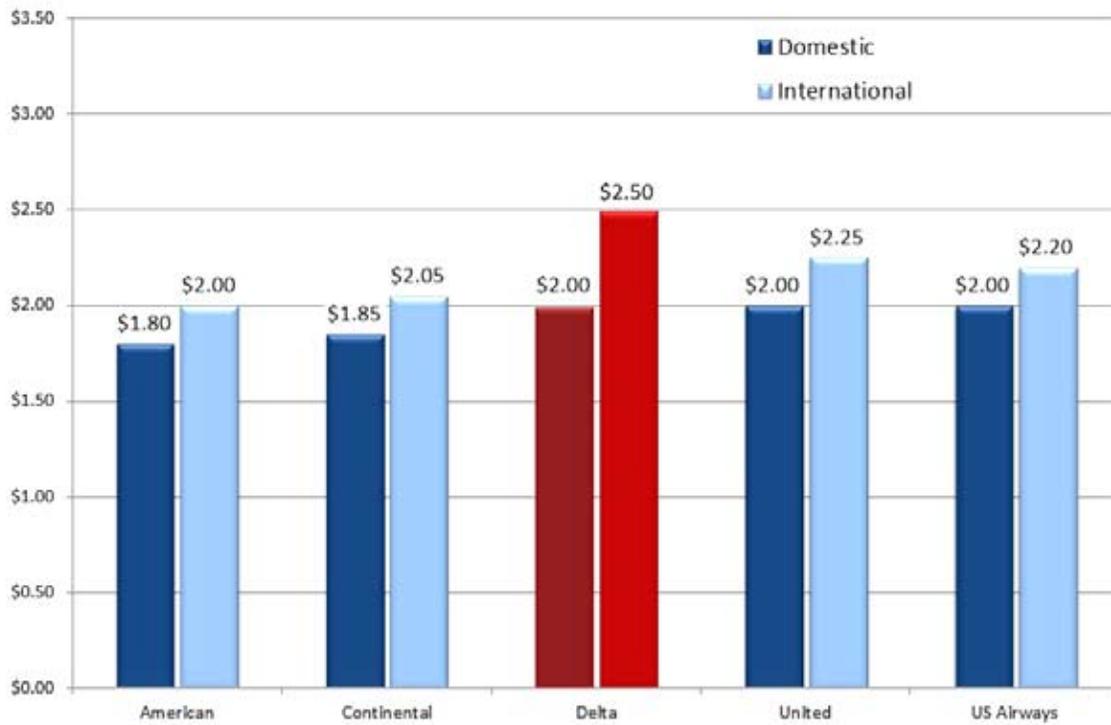
Night Pay

	Captain	First Officer	Notes
American	\$5.00	\$3.40*	2300–0559 base local time *Based on % of CA pay; example assumes 12-yr. F/O
Continental	---	---	
Delta	---	---	
United	---	---	
US Airways	---	---	
Alaska			
Alaska	---	---	
America West			
America West	---	---	
Hawaiian			
Hawaiian	---	---	
jetBlue			
jetBlue	\$13.00	\$13.00	0100–0500 base local time
Southwest			
Southwest	---	---	
FedEx			
FedEx	---	---	
UPS			
UPS	---	---	

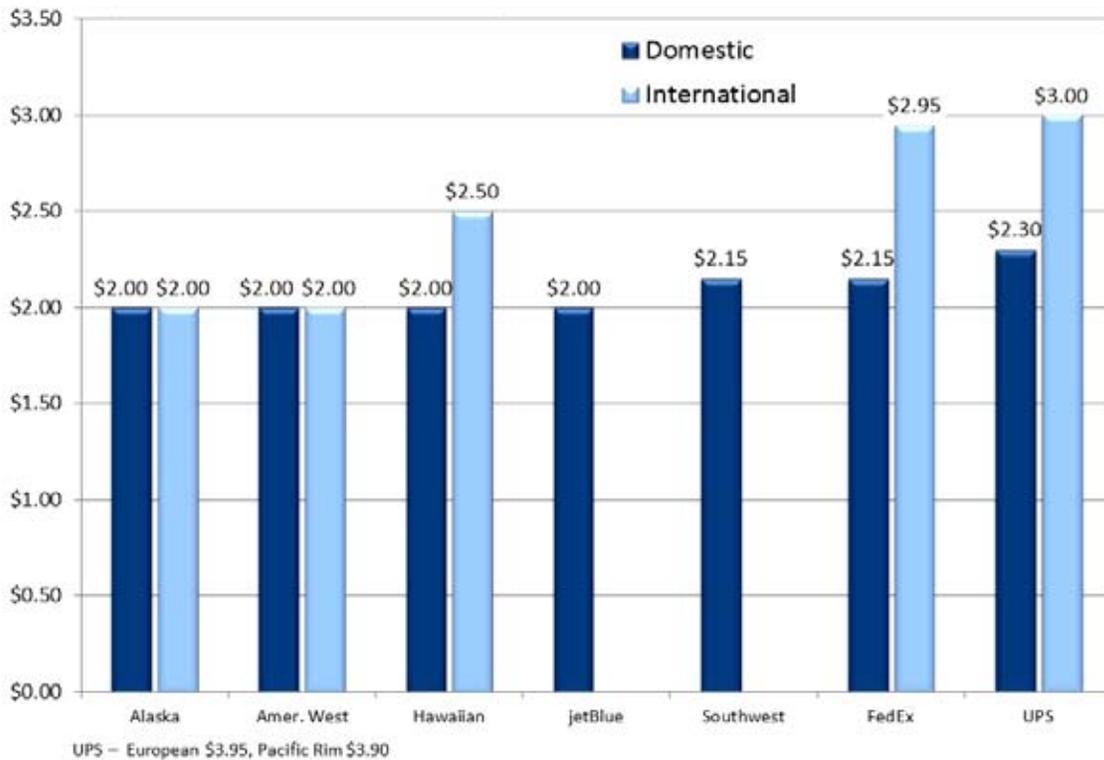
Deadhead Pay

	% Pay	% Credit	*Notes
American	100	100	
Continental	100	0*	Pay for deadhead time not credited to line value, except when credit value is less than minimum pay guarantee, in which case this deadhead time is added to credit value.
Delta	100	100	
United	100	100	
US Airways	50	0	
Alaska			
Alaska	100	50	
America West			
America West	100	100	
Hawaiian			
Hawaiian	100	100	
jetBlue			
jetBlue	100	100	
Southwest			
Southwest	100	100	
FedEx			
FedEx	100	100	
UPS			
UPS	100	100	

Hourly Per Diem (Majors)



Hourly Per Diem (Other + Cargo)



Premium Pay

	Regular % Pay	Reserve % Pay	Reroute % Pay	Notes
American	150 Or Additional 3:00/day	Additional 3:00/day	150 or 200*	*Hours over 85 depending on how assignment was made CRAF lines paid at 125% rate for 75–80 hours, paid at 150% rate for time above 80 Planned fuel stops to exceed monthly max at 150% rate Voluntary Junior Available: Up to 5 hours above
Continental	---	---	150*	*For any time scheduled past the original pairing termination
Delta	200*	100**	200***	* For GS flying over the lesser of the average line value or 75 hours ** Above reserve guarantee for the portion of such rotations that interrupt X-days (violated X-days are repaid at the end of the rotation) *** For additional duty periods extending into days off for reasons within Company control
United	---	---	*	*If crew agrees to minimum rest at layover to make on-time departure—5 hours of incentive pay
US Airways	---	---	---	
Alaska				
Alaska	150	150	---	
America West	125	125	150*	*If rerouted from and not put back on original pairing on same calendar day
Hawaiian	---	---	*	*Interisland: 1 minute pay for each minute of duty over originally scheduled duty day *International: Greater of 125% pay for greater of actual or scheduled reroute or 1:00 pay, no credit for each 6:00 past original scheduled release
jetBlue	150*	150	150	*For all hours over 78 hours per month In addition, premium pay (150%) is triggered for: <ul style="list-style-type: none"> • Voluntary day off assignments (VDA) • Extended pairing segments (EPS) • Additional reserve days (RSX) • Reserve assignments into days off (RDA) • Reserve augmentation (RSA) 200% Holiday pay
Southwest	---	---	150*	*Most reassignments, move-ups, and add-ons pay 150% Charter pay, and Holiday pay (Thanksgiving Day, Christmas Day, and New Year's Day) pay 150%
FedEx				
FedEx	125	125	3:30*	*Reroute into additional duty period Change of layover in rotation pays additional 1:30 Extra stops pays additional 0:30–1:30
UPS				
UPS	Additional 2:00/day	Additional 2:00/day	2:00*	*Reroute into additional duty period Change of layover in rotation pays additional 2:00 Extra stops pays additional 2:00
All are pay, no credit				

Inverse Assignment/Junior Manning Pay

	Regular % Pay	Reserve % Pay	*Notes
American	200*	---	Reassignments on days off for up to 5 hours over monthly scheduled maximum Premium is only paid for time above monthly scheduled maximum
Continental	150*	150*	Greater of 4:30/day, scheduled or actual flown
Delta	200	100*	Above reserve guarantee for the portion of such rotations that interrupt X-days (violated X-days are repaid at the end of the rotation)
United	150	150	Domestic reserve pilots involuntarily assigned 7+ short call periods in a month receive 2 hours pay, no credit
US Airways	---	---	
Alaska	150	150	
America West	150	150	
Hawaiian	200	200	
jetBlue	140	140	
Southwest	200*	200*	Double pay or full rigs, whichever is greater
FedEx	150	150	
UPS	150	150	
All are pay, no credit			

Profit Sharing/Bonus (Majors)

- American
 - The Plan pays all of American's employees in the participating labor groups a total of 15% of pretax income levels in excess of \$500M, less one-time events.
 - To be allocated among employees in each group based on a predetermined formula (determined by the company in consultation with each labor group).
 - Not pensionable.
- Continental
 - No profit sharing plan; previous Plan had a sunset date of 2010.
- Delta
 - The Plan pays pilots and nonpilots of the Company, except management employees 15% of pretax income levels up to and including \$2.5B and 20% over \$2.5B.
 - Awards allocated based on an individual employee's annual compensation as a percentage of total annual compensation of all eligible employees.
 - Pensionable.
 - Monthly Incentive Program—up to \$100 per month pensionable, based on operation performance criteria.
- United
 - The Plan pays all domestic UAL Corp or United Airlines employees that have completed one year of service as of Dec. 31, a total of 15% pretax income levels in excess of \$10M, less one-time events.
 - To be allocated among employees on a pro rata share based on ratio of employee's "considered" earnings to the aggregate amount of "considered" earnings of all eligible employees.
- US Airways
 - The Plan pays a total of 10% of pretax income when pretax margin is < 10% and 15% pretax income when pretax margin is in excess of 10%.
 - The allocation to the pilots of US Airways and America West will be no less than 36% of the entire profit-sharing pool.
 - Award will be paid to each pilot based on a formula determined by union.

Profit Sharing/Bonus (Other)

- Alaska
 - Performance based annual targeted payout of 5% of wages.
- America West
 - Lump sum wage adjustment if pilot productivity improves from the preceding year.
- Hawaiian
 - The Plan pays employees of the Company, except management employees, 5% of adjusted pretax income.
 - Performance bonus plan—max of \$150/quarter.
- jetBlue
 - Profit Sharing Retirement Plan.
- Southwest
 - The Plan pays 15% of Operating Profit, but at a minimum 0.1% of annual compensation for each eligible employee.
 - Established as a money purchase defined contribution plan and employee stock ownership plan.
 - A uniform percentage calculated by dividing the total contribution by the total annual compensation of all eligible employees multiplied by each employee's annual compensation.
 - Five-year vesting period.

Profit Sharing/Bonus (Cargo)

- FedEx
 - None
- UPS
 - None

Furlough Pay

	Seniority Retention	Max. Furlough Pay Yrs Svc = Months Furlough Pay	*Notes
American	No Limit*	10 Yrs = 4.5 Months	If active on 11/1/83
Continental	10 Years or Accrued Service (greater)	10 Yrs = 5 Months	
Delta	10 Years	6 Yrs = 6 Months	
United	10 Years	9 Yrs = 4.5 Months	
US Airways	No Limit	9 Yrs = 5.5 Months	
Alaska	Length of Service + 4 Years* (Max 10 Years)	5 Yrs = 2.5 Months	Minimum of 5 Years Seniority Retention
America West	10 Years*	9 Yrs = 5.5 Months	Minimum Accrued Length of Service Seniority Retention
Hawaiian	10 Years, Not less than 6 Years*	8 Yrs = 4.5 Months	Length of Service with Company + 4 Years Seniority Retention
jetBlue	---	---	
Southwest	7 Years	10 Yrs = 4.5 Months	
FedEx	7 Years	10 Yrs = 4.5 4-Week Bid Periods	
UPS	7 Years	None*	A pilot will receive at least 90 days notice of furlough, or pay in lieu thereof

Work Rules

Regular Line Monthly Guarantee, Caps, and Min Days Off

	Monthly Guarantee	Premonth Scheduling Cap	In-Month Pay Cap	Min Days Off	Notes
American	64	78:00	83:00*	Five 48-hour periods	*Pilots can pick-up and be reassigned by the Company to 83 hours
Continental	72	87:30*	122:30	12 days	*May flex 3.5 hours in maximum of 4 bid periods per year
Delta	65	79:30–89:30*	FAR**	12 days in a 30-day bid period*** 13 days in a 31-day bid period***	*Lines built to +/- 7.5 hours of published average line value (ALV)—72–82 monthly range, 74–79 hour yearly look back average premonth scheduling cap **Pilot may pick up time to FAR limits, with certain exceptions ***May be waived by pilot
United	70	89:00* Wide-body 95:00* Narrow-body	89:00** Wide-body 95:00** Narrow-body	12 days***	*Pilot selectable maximum to 87:00 wide-body and 89:00 narrow-body **Pilot may concur to a maximum of 91:00 wide-body and 97:00 narrow-body ***May flex down to 11 days 3 times per year for narrow-body
US Airways	71*	85:00, 90:00, or 95:00**	85:00, 90:00, or 95:00**	11 days	*60 hours for those selecting 75-hour pay cap **By position—Company may implement a monthly flex pay cap of up to 5 hours
Alaska	75	85:00*	85:00* (+ 5:00)**	12 days in a 30-day bid period 13 days in a 31-day bid period	*May flex to 88:00 up to 6 times/year **All pilots may over-fly by 5:00
America West	78	92:00	99:00	12 days in a 30-day bid period 13 days in a 31-day bid period	
Hawaiian	75	90:00	90:00*	12 days in a 30-day bid period 13 days in a 31-day bid period	*Pilot may flex an additional 10:00 paid to bank if bank limit of 25:00 is not reached
jetBlue	70	82:00–95:00*	97:00**	12 days	*Premonth pay +/- 7 hours of published bid target (70–88 hour bid target range) **Block Hours in a calendar month

Southwest	78*	**	FAR	15 days in a 30-day bid period*** 16 days in a 31-day bid period***	*Based on 89 trips in 31-day bid period converted to hours (87 trips or 76:20 in 30-day bid period, 85 trips or 74:40 in 28/29-day bid period) **77-hour average (28-day bid period) **79-hour average (29-day bid period) **81-hour average (30-day bid period) **83-hour average (31-day bid period) ***1 day/month and up to 7 days/year may be declared inviolable (GDO) and declared in the prior bid period
FedEx	74*	FAR	FAR	13 days in a 4-week bid period 16 days in a 5-week bid period	*Converted based on # days in bid period
UPS	81*	104:00** 130:00***	104:00** 130:00***	11 days in a 28-day bid period 14 days in a 35-day bid period	*81.3 hours (28-day bid period), 83.4 hours (35-day bid period) **28-day bid period ***35-day bid period

Rotation Guarantee and Recovery Obligation

	Rotation Guarantee	Recovery Obligation	*Notes
American	Y*	Y	Only for last 7 days of a bid period (full month for marketing/route award changes)
Continental	Y*	Y	Only if trip is cancelled within 24 hours of report
Delta	Y	Y	
United	Y	Y	
US Airways	Y	Y	
Alaska	Y*	Y	Only if the pilot is not over monthly max + 5:00
America West	N	---	
Hawaiian	Y	Y	
jetBlue	Y*	Y	Guarantee on a leg-by-leg basis
Southwest	Y	Y	
FedEx	Y	Y	
UPS	Y	Y	If a pilot's entire line is cancelled/revised he is paid for the value of the line + 6:00

Reserve Line Monthly Guarantee, Cap, and Min Days Off

	Monthly Guarantee	Scheduling Cap	Min Days Off	Notes
American	73	85:00	11 days in a 30-day bid period* 12 days in a 31-day bid period*	*3 days are inviolable
Continental	72/76*	FAR	12 days (Reserve)** 14 days (Floating Reserve)**	*"A" reserves (9 hour call out)—72 hours **"B" reserves (3 hour call out)—76 hours **8 days in 2 blocks are inviolable
Delta	70	72:00–82:00*	12 days in a 30-day bid period** 13 days in a 31-day bid period**	*Based on ALV **6 days off are inviolable (Golden) **Days off are prorated for known absences other than CQ training
United	70	89:00* Wide-body 95:00* Narrow-body	12 days**	*Pilot may concur to a maximum of 91:00 wide-body and 97:00 narrow-body **May flex down to 11 days 3 times per year for narrow-body
US Airways	72/76*	Rolling Pay Cap of 285:00	11 days**	*Regular reserve (9 hour call out)—72 hours *Short-call reserve (90 minute call out)—76 hours **May bid for up to 4 inviolable days
Alaska	75/79*	85:00** (+ 5:00)***	12 days****	*Long call (11 hour call out)—75 hours *Short call (2 hour call out)—79 hours **May flex to 88:00 up to 6 times/year ***All pilots may overfly by 5:00 ****10 day are inviolable
America West	77	FAR	12 days in a 30-day bid period 13 days in a 31-day bid period	10 days are inviolable
Hawaiian	75	90:00*	12 days**	*Pilot may flex an additional 10:00 paid to bank if bank limit of 25:00 is not reached **6 days are inviolable
jetBlue	75	97:00*	12 days in a 30-day bid period 13 days in a 31-day bid period	*Block hours in a calendar month
Southwest	78*	FAR	15 days in a 30/31-day bid period** 14 days in a 28 /29-day bid period**	*Based on 89 trips in 31-day bid period converted to hours (87 trips or 76:20 in 30-day bid period, 85 trips or 74:40 in 28/29-day bid period) **1 day/month and up to 7 days/year may be declared inviolable (GDO) and declared in the prior bid period
FedEx	74	FAR	13 days in a 4-week bid period 16 days in a 5-week bid period	
UPS	81	104:00* 130:00**	11 days in a 28-day bid period 14 days in a 35-day bid period	*28-day bid period **35-day bid period

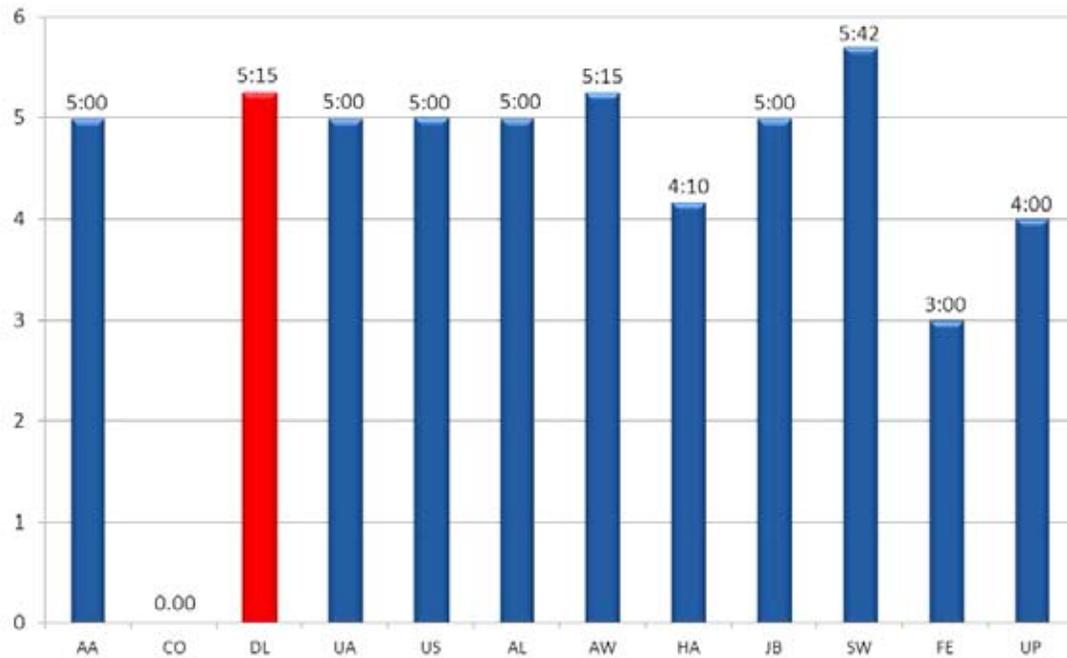
Reserve Pilot Availability Rules

	Short Call Periods Allowed	Length of Short Call (Hours)	Short Call Response Time to Report	Separate Long/Short Call Lines	Long Call Response Time to Report	Airport Standby	Notes
American	No Limit*	15	Undefined**	N	12 hours	N	*Paid an extra hour of pay for each over 7 SC assigned **"Reasonably available"
Continental	No Limit*	15	3 hours**	Y	9 hours	Y	**"B" (short call) reserve line holder **"A" (long call) reserve line holder is paid 1 hour additional toward reserve guarantee for each SC period over 2 **Response time to block out
Delta	6	12 24*	Undefined**	N	12 hours	N	*International Categories **"Promptly Available"
United	No Limit*	15	Undefined**	Y	13 hours***	Y	*Pure SC lines; Pure LC lines can be assigned to up to 7 SC periods **"Reasonable amount of time" ***Prior to departure time—May be reduced to 10 hours for domestic and further reduced for international
US Airways	No Limit	15	1.5 hours	Y	9 hours	N	
Alaska	No Limit	15	2 hours	Y	11 hours	N	
America West	4	12*	2 hours	N	12 hours	N	*12 hours or until 0300 PHX time whichever is earlier
Hawaiian	No Limit	12	2 hours*	N	N/A	Y**	*Response time may be 2, 3, or 4 hours based on reserve availability **Interisland reserves only
jetBlue	No Limit*	10	2 hours**	N	14 hours	N	*SC status dependent on days of availability and company requirements **Pilot may volunteer for 1-hour response time and will be provided a hotel for SC period
Southwest	No Limit	15	2 hours	N	N/A	N	
FedEx	No Limit	12*	1.5* or 3 hours	Y	24 hours	Y**	*1 hour response time if no airport standby available **5 hours airport standby and 11.5 hours hotel standby
UPS	No Limit	12	1.5 hours*	N	N/A	Y	*Cat D reserves called between 0400–1559 have a 2-hour response time

Duty and/or Trip Rigs

	Duty Period Minimum	Duty Rig	Scheduled Duty Time Exceptions	Trip Rig
American	> 1.75:1 or 2:00	1 for 2 (domestic) 1 for 1.75 (int'l)	---	1 for 3.5
Continental	---	---	---	1 for 4
Delta	2:00	1 for 2 1 for 1.75	0600–2159 2200 to release from duty period	1 for 3.5
United	2:00	1 for 2 1 for 1.75	0600–2159 2200–0600	1 for 4
US Airways	2:00	1 for 2.25 1 for 2	0600–2159 2200–0559	1 for 3.5
Alaska	> 1:00 or 1:2	1 for 2 1 for 1.75	0601–2159 2200–0600	1 for 3.5
America West	---	1 for 2	---	1 for 3.75
Hawaiian	2:00	1 for 1.67	---	1 for 4
jetBlue	---	1 for 2 1 for 1.75*	*If duty period touches 0100–0500	1 for 3.5
Southwest	4:23	1 for 1.54	---	1 for 3.42
FedEx	3:00	1 for 2 1 for 1.92 1 for 1.5 1 for 1.92 (int'l)	0500–1559 1600–0059 0100–0459	1 for 3.75
UPS	5:30 (reserve airport standby)	1 for 2 1 for 1.5	0500–0229 0230–0459	1 for 3.75
Southwest—Duty rig is .74 TFP for each hour and trip rig is 1 TFP for each 3 hours—converted to hours for table above				

Minimum Duty Period Average



American—Average includes 3 hours min per duty period
 Southwest—Calendar-day average per rotation; graph based on 6.5TFP converted to hours
 FedEx—3 hours minimum, 6 hours for turn from domicile
 UPS—4 minimum, 6 hours for turn from domicile

Maximum Duty Period (Majors)

AMERICAN

➤ Domestic

Report Time	Scheduled	Rescheduled	Actual	*Notes
0600–1759	12:30	13:00	14:00	
1800–2059	11:00*	12:00	13:00	*If duty period has a break of at least 5 hours or twice the number of hours of duty aloft preceding the break, whichever is greater, then the 12:30 maximum applies
2100–0559	10:00*	11:00	12:00	

➤ International

Crew Size	Scheduled	Rescheduled	Actual
2	12:30	13:00	14:00
3	14:00	---	15:00
4	16:00	---	18:00

CONTINENTAL

➤ Domestic

Crew Size	Scheduled	Actual
0600–1659	13:30	16:00
1700–2159	12:00	13:30
2200–0459	10:30	12:00
0500–0559	12:00	13:30

➤ International

Crew Size	Scheduled	Actual	At Pilot Option
2–3	16:00	17:30	19:30
4	18:00	19:30	21:30

- A pilot may elect to exceed maximum duty time limits to deadhead to his base at the end of his rotation
- Two consecutive duty periods that are separated by less than 10 hours block-to-block cannot exceed 24 hours of combined duty time without the pilot's consent

DELTA

➤ Non-transoceanic duty period

Report Time	Scheduled	Actual	*Notes
0700–1259	13:00	15:00	
1300–2059	13:00*	15:00*	Reduced by 1 minute for each 2 minutes between 1300 and report
2100–2359	9:00	11:00	
0000–0059	9:00*	11:00*	Reduced by ½ minute for each minute between 0000 and report
0100–0259	8:30	10:30	
0300–0359	8:30*	10:30*	Increased by ½ minute for each minute between 0300 and report
0400–0459	9:00*	11:00*	Increased 3 minutes for each minute between 0400 and report
0500–0659	12:00*	14:00*	Increased ½ minute for each minute between 0500 and report
MAC	13:00*	15:00*	If augmented with an additional first officer

DELTA

➤ Transoceanic duty period

Size of Crew/Number of Legs/ Type of Flying	Scheduled	Actual
2	13:00	15:00
3	14:00	16:00
4/1 or 2	16:00	18:00
4/1	Scheduled report to scheduled release	+ 2:00
4/2/MAC	20:00	22:00
Flying ending in, or consisting solely of, deadhead to pilot's base	15:00	15:00

UNITED

➤ Domestic

Report Time	Scheduled
0600 – 1329	13:00
1330 – 2359	13:00, reduced 1 minute for each 3 minutes beyond 1330
2400 – 0414	9:30
0415 – 0559	9:30, increased 2 minute for each 1 minute beyond 0415

- Exceptions:
 - 14:00 with the concurrence of the MEC Scheduling Committee
 - 10:00 following scheduled layover of less than 10:45
 - 9:00 following a scheduled layover of less than 10:45, if duty period begins between 2301 and 0035

➤ International

Size of Crew/Number of Legs/ Type of Flying	Scheduled	Actual
3/1/ Atlantic or Pacific	13:30	15:30
4/1/ Atlantic	15:00	17:00
4/1/ Pacific	17:30	19:30
4/2/ Pacific	15:30	17:30

US AIRWAYS

➤ Non-Transoceanic

- “Standard” duty period does not violate any portion of 0100 to 0500
- “Back-of-the-Clock” duty period violates a portion, but not all, of 0100 to 0459
- “ODAN” period violates all of 0100 to 0500

Duty Period Type	Scheduled	At Pilot Option	Actual
Standard	14:00	15:00—At Domicile	15:00
Back-of-the-Clock	12:00	---	15:00
ODAN	10:00	10:00	15:00
ODAN (w/4-Hour Rest Period During Duty Period)	14:00	14:00	15:00

➤ Transoceanic

Size of Crew	Scheduled	Actual
2	13:00	15:00
3	14:00	16:00
4	16:00	18:00

Maximum Duty Period (Other)

ALASKA

Report Time	Scheduled	Actual (Non-Transoceanic)	Actual (Non-Transoceanic)
0500-0159	12:30	14:00	16:00
0200-0459	10:00	11:00	16:00

AMERICA WEST

➤ Duty limitations

Report Time	Maximum Scheduled Duty Period	Max. Actual Duty Period	Maximum Scheduled Landings
0231-0400	10:00	11:00	3
0401-0500	10:30	12:00	5
0501-0600	12:00	13:00	5
0601-1300	13:00	14:30	7
1301-1400	12:30	14:00	6
1401-1500	12:00	14:00	6
1501-1600	11:30	14:00	5
1601-1700	11:00	13:30	5
1701-1900	10:30	13:00	5
1901-2200	10:00	12:30	4
2201-0230	9:30	10:30	3

Maximum Scheduled increased by 1:00 if duty period ends with deadhead

HAWAIIAN

➤ International

Size of Crew	Scheduled, Rescheduled, or Reassigned	Actual
2	14:00	16:00
3	16:00	18:00

➤ Interisland

Report Time	Scheduled, Rescheduled, or Reassigned	Actual
0500–2159	12:00	14:00
2200–0459	10:00	12:00

- A pilot may, at his option, exceed the applicable maximum actual hours above, provided he:
- is departing a station other than his domicile, and
 - has not exceeded the applicable maximum at the time of departure on any flight segment.

JETBLUE

➤ Applicable FARs

SOUTHWEST

Report Time	Scheduled	Actual
0200–0359	10:00	12:00
0400–0559	12:00	14:00
0600–1059	13:00	15:00
1100–1459	12:00	14:00
1500–1959	11:00	13:00
2000–0159	9:00	11:00

Maximum Duty Period (Cargo)

FEDEX

➤ Domestic

Report Time	Scheduled	Actual
0500–1559	13:00	14:30
1600–0059	11:30	13:00
0100–0459	9:00	10:30

➤ International

- Time Zone Differential (TZD)—The number of hours difference between the time zone in which a duty period begins and the time zone in which it ends.

Inbound Flight Segment	Crew Complement	Layover Prior	Scheduled Duty	Number of Landings	Block Hours
TZD of 5 or more	2 – Pilots	≥ 32:00	13:30	3	8
		≥ 32:00	12:00	4	
		≥ 18:00	10:00	2	
		< 18:00	8:30	2	
	3 – Pilots	≥ 32:00	13:30	2	12
		≥ 18:00	12:30	2	
		< 18:00	10:00	2	
	Augmented Crew	≥ 32:00	18:00	1	16
		≥ 18:00	16:00	1	
< 18:00		16:00	1		
TZD of less than 5	2 – Pilots	≥ 18:00	13:30	3	8
		≥ 18:00	12:00	4	
		< 18:00	12:00	4	
	3 – Pilots	≥ 18:00	13:30	2	12
		< 18:00	10:00	2	
	Augmented Crew	≥ 18:00	18:00	1	16
		< 18:00	16:00	1	

UPS

➤ Domestic

Report Time	Scheduled	Actual	*Notes
0500–0229	13:00 (14:00 Max)*	13:30 (15:00 Max)*	For a delay due to weather, mechanical, ATC, or a sort delay
0230–0459	11:00	13:00	

➤ International

- 2 – Pilots

Segments	Scheduled	Maximum
Up to 2	14:30	16:00
3	13:30	15:00
4	12:15	14:00

- 3 – Pilots (Block Hours of 8:00 – 12:00)
- Augmented Crew (Block Hours not to exceed 15:45)

Segments	Scheduled	Maximum
Up to 2	14:30	16:00
3	13:30	15:00

Minimum Break In Duty (Majors)

Segments	Scheduled	Maximum	Notes
Up to 2	17:45	19:45	One may be domestic and one must be at least 11:00 block

AMERICAN

CONTINENTAL

	Scheduled Flight Time Within 24 Hours	Scheduled Break In Duty
Away from Base	Less than 9:00	10:00
Away from Base	9:00 or more	11:00
In Base	---	12:00

DELTA

	Scheduled Break In Duty	*Notes
Away From Base	8:00 8:30*	If layover begins with arrival at one co-terminal airport and ends with departure from another (e.g., LGA-EWR)
In Base	9:00	

UNITED

	Domestic/Intra-Theater Scheduled Break In Duty	Prior to Transoceanic Scheduled Break In Duty	Following Transoceanic Scheduled Break In Duty	Between Opposite Direction Ocean Crossings	Notes
Away From Base	9:00 (8:15 actual)* 10:00 (9:00 actual)**	13:00 (11:00 actual)***	18:00 (14:00 actual)****		*Combined duty periods ≤ 20 hours **Combined duty periods > 20 hours ***After a scheduled duty period of ≤ 13 ****After a scheduled duty period of > 13 hours
In Base	9:00 (actual) 12:00 (initial line construction)	13:00 (11:00 actual)	13:00 18:00 (initial line construction)	24:00 48:00 (initial line construction and reserve*)	*Provided that another reserve pilot is available

US AIRWAYS

	Scheduled Break In Duty
Away From Base	9:30
In Base	12:45
Scheduled to Exceed 7:30 Flight Time	14:00
Exceeds 8:00 Flight Time in Consecutive 24 Hours	12:00

Minimum Break In Duty (Other)

	Scheduled Break In Duty	Transoceanic Flight Break In Duty	*Notes
Away From Base	8:30 (8:00 actual*)	14:00	Combined duty periods < 22 hours
In Base	9:00	14:00	

ALASKA

AMERICA WEST

HAWAIIAN

	Scheduled Break In Duty	Transoceanic Flight Break In Duty	*Notes
Away From or In Base	9:00 (= 3 landings) 10:00 (4 landings)* 12:00 (short call reserve in base)	14:00	All times are block-in to block-out *Increased by :30 each landing in excess of 4

	Scheduled Break In Duty
Away From Base	9:30
In Base	10:00 11:00 (reserves)

JETBLUE

	Interisland Scheduled Break In Duty	International Scheduled Break In Duty	Notes
Away From Base	10:00	2X preceding duty period immediately prior to duty* 18:00**	*If the rest period exceeds 9 hours for a regular crew or 10 hours for a heavy crew the Company may, at its discretion, limit the rest period in the hotel to 9 hours for a regular crew or 10 hours for a heavy crew **If flight is scheduled to depart between 1400 hours and 0359 hours and scheduled duty period is for 12 hours or more
In Base	12:00	11:00	

SOUTHWEST

	Scheduled Break In Duty	*Notes
Away From or In Base	11:00*	Normally limited to no less than 11 hours, but may be reduced.

	Scheduled Break In Duty	Actual Break in Duty
Away From or In Base	11:00	9:00

Minimum Break In Duty (Cargo)

FEDEX

	Domestic/Intra-Theater Scheduled Break In Duty	Prior to Transoceanic Scheduled Break In Duty	Following Transoceanic Scheduled Break In Duty	Notes
Away From Base	9:00 (8:00 actual) 12:00* 10:15 (initial line construction)	12:00	12:00 17:00 (16:00 actual)**	*After a layover <11:00 that includes the period from 0100 – 0459 **For duty periods >8:00 block or >12:00 on duty
In Base	9:00 (8:00 actual) 12:00* 10:15 (initial line construction)	24**	48**	**Trip with > 120:00 TAFB

UPS

	Domestic/Intra-Theater Scheduled Break In Duty	Prior to Transoceanic Scheduled Break In Duty	Following Transoceanic Scheduled Break In Duty	Between Opposite Direction Ocean Crossings	Notes
Away From Base	10:00 10:30 (12:00*)**	12:00	12:00	---	*Trip containing ≥10:30 duty day or 4 segments **After trip that includes the period from 0230–0459
In Base	10:30	12:00	12:00	48:00*	*Trip with > 120:00 TAFB
Augmented Crew	---	18:00*	1.5 x Block Hours* (No less than 20:00 scheduled or 19:00 actual)	---	≥ 12 Block

Maximum Scheduled Landings Per Duty Period

	Max Landings Domestic	Max Landings Ocean-Crossing	Notes
American	---	---	No maximum
Continental	---	---	No maximum
Delta	8	4* 2** 1***	*Flight segment from LAX to Hawaii, followed by intra-Hawaii flying **For 3-pilot ocean crossing ***For 4-pilot duty period greater than 16 hours
United	---	1*	*Flight segment from Hawaii to the mainland scheduled to land between 0259 and 1159 local time
US Airways	---	2*	*Duty period, other than charter, that operates between 0200 and 0500 or that contains an ocean crossing
Alaska	---	---	No maximum
America West	3 to 7*	---	*Depending on report time (see Maximum Duty Time Chart)
Hawaiian	10 7* 8**	---	*Duty period beginning between 2200 and 0459 local time **Interisland duty period beginning before 2200 local time and continuing after 0300 local time
jetBlue	---	---	No maximum
Southwest	---	---	No maximum
FedEx	5 12* 3**	5 3**	*Domestic multiple-day pairing cannot be scheduled for more than 12 landings between 0100 and 0459 **For a duty period that begins between 0100 and 0459.
UPS	4	4 3* 2**	All are flight segments which include both ground and air transportation *For 3-pilot operations **For 4-pilot operations

Crew Augmentation Requirements

	3-Pilot Crew	4-Pilot Crew	*Notes
American	1 CA, 2 F/O	1 CA, 3 F/O*	4-pilot crew for CRAF flying is 2 CA, 2 F/O
Continental	1 CA, 2 F/O	1 CA, 3 F/O	
Delta	1 CA, 2 F/O	2 CA, 2 F/O	
United	1 CA, 2 F/O	1 CA, 3 F/O	
US Airways	1 CA, 2 F/O	1 CA, 3 F/O	
Alaska			
Alaska	2 CA, 1 F/O*	---	For flights between ANC and Russia
America West	---	---	
Hawaiian	1 CA, 2 F/O	---	2 CA, 1 F/O for duty period containing more than one flight segment, each more than two hours long
jetBlue	---	---	
Southwest	---	---	
FedEx			
FedEx	1 CA, 2 F/O	1 CA, 3 F/O*	The first 3 bid periods during which a new lane segment is being developed, a double crew flying that lane segment shall consist of 2 captains and 2 first officers
UPS	1 CA, 2 F/O	1 CA, 3 F/O	

Vacation, Training, and Sick Leave

Vacation Accrual (Days)

Longevity	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30+
American	14	14	14	21	21	21	21	28	28	28	28	35	35	35	42
Continental	14	14	21	21	21	35	35	35	35	35	35	35	42	42	44
Delta	14	14	21	21	21	28	28	28	28	35	35	35	35	35	35
United	16	16	23	23	23	30	30	30	30	37	37	37	44	44	44
US Airways	7	7	7	14	14	14	14	21	21	21	21	21	21	21	21
Alaska	15	15	21	21	24	24	30	30	30	35	35	35	40	40	41
America West	21	21	22	24	26	28	30	31	31	31	31	31	31	31	31
Hawaiian	15	16	21	21	23	27	27	29	29	33	33	33	38	38	38
jetBlue	jetBlue has Paid Time Off (PTO) bank. PTO is used for vacation, sick or injury, and personal days.														
Southwest	14	14	21	21	28	28	28	28	35	35	35	35	35	35	35
FedEx	15	15	22	22	29	29	29	29	29	36	36	36	36	36	36
UPS	14	14	21	21	21	28	28	28	28	35	35	35	35	35	35

Vacation Pay per Day

	Pay per Day	*Notes
American	3:15	
Continental	3:15	
Delta	3:00	
United	2:48	
US Airways	3:45*	2:23 hours for vacations less than 7 days
Alaska		
Alaska	3:30	
America West		
America West	3:40	
Hawaiian		
Hawaiian	3:45	
jetBlue		
jetBlue	5:00*	Each vacation week is 35 hours pay and credit. Pilot may opt for either (a) or (b) below (note that [a] is the default method): (a) PTO bank is reduced by 24.5 hours if pilot opts to load 35 hours of vacation credit into PBS for schedule construction. (b) PTO bank is reduced by 35 hours if pilot opts not to load 35 hours of vacation credit into PBS during schedule construction.
Southwest		
Southwest	4:16*	Based on 3.75 TFP, converted to hours
FedEx		
FedEx	6:00	
UPS		
UPS	5:00	

Total Vacation Value—(Vacation Days x Hours)

Longevity	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30+
American	45.5	45.5	45.5	68.3	68.3	68.3	68.3	91	91	91	91	113.8	113.8	113.8	136.5
Continental	45.5	45.5	68.3	68.3	68.3	113.8	113.8	113.8	113.8	113.8	113.8	113.8	136.5	136.5	143
Delta	42	42	63	63	63	84	84	84	84	105	105	105	105	105	105
United	44.8	44.8	64.4	64.4	64.4	84	84	84	84	103.6	103.6	103.6	123.2	123.2	123.2
US Airways	26.3	26.3	26.3	52.5	52.5	52.5	52.5	78.8	78.8	78.8	78.8	78.8	78.8	78.8	78.8
Alaska	52.5	52.5	73.5	73.5	84	84	105	105	105	122.5	122.5	122.5	140	140	143.5
America West	77.1	77.1	80.7	88.1	95.4	102.8	110.1	113.8	113.8	113.8	113.8	113.8	113.8	113.8	113.8
Hawaiian	56.3	60	78.8	78.8	86.3	101.3	101.3	108.8	108.8	123.8	123.8	123.8	142.5	142.5	142.5
jetBlue	108	108	126	126	126	144	144	162	162	162	180	180	180	180	180
Southwest	59.8	59.8	89.7	89.7	119.6	119.6	119.6	119.6	149.5	149.5	149.5	149.5	149.5	149.5	149.5
FedEx	90	90	132	132	174	174	174	174	174	216	216	216	216	216	216
UPS	70	70	105	105	105	140	140	140	140	175	175	175	175	175	175

jetBlue has Paid Time Off (PTO) bank. PTO is used for vacation, sick or injury, and personal days.
 Southwest is based on TFPs that have been converted to hours.

Training Pay

	Qualification Training (per day)	Continuing Qualification Training (per day)	Distributed Training	Ground Training (per day)	Notes
American	3:00*	3:00*	---	3:00*	*Or trips missed if greater
Continental	2:24*	2:24	2:24/event	2:24*	*Or trips missed if greater
Delta	See Notes	3:15	1 minute for every 3 minutes of CD run time	See Notes	Greater of 1/30th (31st) of average line value per day or trips dropped
United	See Notes	See Notes	5:00 for each day qualification training is reduced	See Notes	Prior to line award 2:48 per day, after line award line holders receive trips missed and reserves receive 5.0 hours pay for each day of reserve availability missed
US Airways	2:50*	2:50	**	2:50	*Or trips missed if greater **Hours above 16 hours of distributed training paid at 25% of hourly rate
Alaska	2:50* 85:00**	4:40***	58% of hourly rate for credited duration of event	4:40***	*Or trips dropped whichever is greater for less than 15 days of training **For more than 15 days of training that is preposted ***3:30 per day if less than 6 hours
America West	2:45	3:00	\$40/day	2:45	Proficiency Check and/or Training—4:17 per simulator session
Hawaiian	3:00*	4:00	1:00 pay for every 2:00 period	3:00	Full month (31 days) training is paid 93:00
jetBlue	70:00*	4:00	1 minute for every 3 minutes of run time	4:00	*Minimum monthly guarantee for training
Southwest	4:23	4:23	< 4 hours—2:11 4-8 hours—4:23	4:23	
FedEx	See Notes	4:30	---	See Notes	4:30 or Prorated Bid Line Guarantee (BLG) / Reserve Line Guarantee (RLG)
UPS	See Notes	See Notes	≤ 12 hours – 0 > 12 hours – 1:1	See Notes	5 or more days of training: Trips Dropped Less than 5 days of training: greater of trips dropped or 4:00 per day

Sick Leave Accrual

	Monthly Accrual Rate (Hours)	Yearly Accrual Rate (Hours)	Year-Over-Year Rollover	Max Bank Size (Hours)	Notes
American	5	60	Y	1000	
Continental	5 7*	60 84*	Y	1300	*Rapid re-accrual when more than 255 hours utilized for single sickness
Delta	N/A	240*	N	N/A	50 hours in first year—increases annually to 240 hours at 9 years and thereafter
United	5	60	Y	1000	
US Airways	5	60	Y	1440* 60**	5-hour accrual applies to 1440 bank *Long-term sick of 21 days or more **Short-term sick/Refreshed every Jan. 1
Alaska	5.5 11*	66	Y	1000	*Rapid re-accrual commences when a pilot returns from more than 60 days of sick leave and ceases once the bank reaches the level it was prior to such illness or injury
America West	5.5/4* 4/2.5**	66/48*	Y	500	*5.5 per month if the sick bank is ≤ 154 at the end of the bid period if the pilot did not call in sick (4 per month if sick bank is between 155–500) **Accrued if pilot calls in sick during bid period
Hawaiian	7.5	90	Y	1080	
jetBlue	15	180	Y	360	Pilots accrue Paid Time Off (PTO) to use for vacations, sick leave, and personal days
Southwest	1 TFP for each 10 TFP Flown	93.7*	Y	1404**	*Based on 89 TFP monthly average converted to hours **Converted from 1600 trips for pay (TFP)
FedEx	6	72*	N**	N**	*A pilot is credited 72 sick hours the first bid period of each calendar year **Unused Sick goes to Disability Bank at year end (Max Disability Bank is 686 hours)
UPS	5.5*	71.5	Y	148	*Per pay period (4-weeks)

Sick Leave—Pay

	Regular	Reserve (On-Call Days)	Notes
American	Trips Missed	3:50	
Continental	Trips Missed	4:00	
Delta	Trips Missed*	3:53 or portion of trips missed**	*If scheduled premonth—1/30th (31st) of average line value (ALV) **If on a trip On a rolling 3-year basis, a pilot will have 300 sick leave hours paid at full pay and the rest at 75% pay
United	Trips Missed	5:00	
US Airways	Trips Missed	3:43*/3:55**	*72:00 reserve guarantee **76:00 reserve guarantee
Alaska	Trips Missed	2:50	
America West	Trips Missed*	4:17 or trips missed**	*Up to pilot's awarded line value or minimum bid period guarantee **If assigned
Hawaiian	Trips Missed*	5:00 (4:45 in 31-day bid period)	*Up to pilot's awarded line value or minimum bid period guarantee
jetBlue	Trips Missed	4:05	For known medical appointments, pilot paid 5:00 for regular and 4:12 for reserve
Southwest	Trips Missed	5:16* or trips missed**	*6 TFP converted to hours **If assigned
FedEx	Trips Missed	4:30	
UPS	Trips Missed	4:00	

Benefits

Retirement Plans—As of 12/31/2012

	A Plan (Defined Benefit)	B Plan (DC)	C Plan / 401(k) (DC)	Total (Defined Contribution)
American	1.25% x FAE (1/5 sum of highest 60 of last 120) x (years of service—1)	11%	---	11%
Continental	Frozen	12.75%	---	12.75%
Delta	Frozen/Terminated ¹	12%	2%	14% ²
United	Terminated ¹	9%	7%	16%
US Airways	Terminated ¹	10%	---	10%
Alaska	FAE (avg. of highest 60 of last 120) x 1.9% x years service (Pilots hired after 1/1/10 not eligible)	N/A	3% (hired prior to 1/1/10) 15% (hired 1/1/10 and after)	3% or 15% (Depending on hire date)
America West	N/A	N/A	10%	10%
Hawaiian	(Group A) Pilots on seniority list on 1/1/06 who were age 50+ by 7/1/05 are grandfathered into this plan (Group B) Those under age 50 will participate in target benefit replacement formula as of 1/1/08 (Group C) New hires after 6/1/05 eligible only for DC plan benefit	N/A	(Group B) 19.4% (aggregate) contribution for those pilots participating in the Target Benefit Plan (on seniority list on 1/1/06, under age 50 on 7/1/05) (Group C) 15% contribution for new hires after 6/1/05	(Group A) 0% (Group B) 19.4% (Group C) 15%
jetBlue	N/A	N/A	5% match	5% ³
Southwest	N/A	N/A	9.3% match	9.3%
FedEx	FAE (Avg. of 5 highest years earnings) ⁴ x 2% x years of service (up to 25)	7%	\$500/year match	7%
UPS	FAE x 1% x years of service (up to 30)	N/A	12% (up to the legal limit)	12%

¹Terminated plans will receive PBGC-paid benefits

²Note: Due to the differences in their pension plans at the time of the merger, PMNW pilots transition from a targeted DC plan to the Delta DC plan 1/1/14

³Add 5% profit sharing into retirement based on jetBlue profits, but company has historically paid this

⁴Maxed at \$260,000

Medical (Majors)

Airline	Plan Type	Monthly Pilot Contribution Family Coverage	Contribution Percentage	Family Deductible In-Network/ Out-of-Network	Co-Insurance In-Network/ Out-of-Network	Family (or pp) OOP Limit In-Network/ Out-of-Network
American	Indemnity (PPO overlay)	2010: Plan 1—\$137 Plan 2—\$95 Plan 3—\$45 Plan 4—\$13	2010 - 16%	Plan 1—\$400 Plan 2—\$750 Plan 3—\$1,350 Plan 4—\$3,000	80%	Plan 1—\$1,000/person Plan 2—\$1,500/person Plan 3—\$2,000/person Plan 4—\$2,500/person
	POS	2008 - \$161	2008 - 17%	N/A/\$500/person	90%/70%	\$1,500 Unlimited/person
Continental	EPO—Core Plan (BYO)	\$325	20%	None	95%	\$1,000 p/p
	EPO—Smart Choice	\$114	20%	\$3,000	80%	\$4,000
	PPO—\$350	\$471	20%	\$1,050/\$9,000	80%/60%	\$5,000/\$12,000
	PPO—\$750	\$340	20%	\$2,250/\$9,000/family	80%/60%	\$5,000/\$12,000
	PPO—\$1,250	\$286	20%	\$3,750/\$9,000	80%/60%	\$7,000/\$12,000
Delta	PPO (DPMP)	\$533	33%	\$450/\$1,000	90%/70% of 140% MMR	\$4,000/\$7,000
	PPO (DPMP—Option N)	\$366	27%	\$700	80%/70%	\$4,000
	HRA	Gold - \$214 Silver - \$79	Gold - 23% Silver - 10%	Gold - \$3,000/\$4,500 Silver - \$6,000/\$11,250	80%/60% of 140% MMR	Gold - \$5,000/\$10,000 Silver - \$13,000/\$26,000
	PPO (Option A)	\$278	27%	\$700/\$1,400	80%/60% of 140% MMR	\$4,000/\$8,000
	PPO (Option B)	\$338	26%	\$700	80%/70%	\$4,000
	HDHP-HSA	Diamond—\$128 Ruby—\$79	Diamond—14% Ruby—11%	Diamond—\$4,500/\$9,000 Ruby—\$4,800	Diamond—100%/60% of 140% MMR Ruby—70%	Diamond—\$4,500/\$18,000 Ruby—\$11,400
United	PPO	\$239	14%	\$500	80%/60%	\$3,000
US Airways	PPO	Plan 1 - \$152 Plan 2 - \$295 Plan 3 - \$559	Plan 1 - 15% Plan 2 - 21.7% Plan 3 - 26.6%	Plan 1 - \$900/\$1,800 Plan 2 - \$450/\$900 Plan 3 - \$450/\$900	Plan 1 - 80%/60% Plan 2 - 90%/70% Plan 3 - 100%/80%	Plan 1 - \$6,000/\$12,000 Plan 2 - \$3,000/\$6,000 Plan 3 - N/A/\$6,000

Delta percentages reflect 2011 amounts.

Medical (Other & Cargo)

Airline	Plan Type	Monthly Pilot Contribution Family Coverage	Contribution Percentage	Family Deductible In-Network/ Out-of-Network	Co-Insurance In-Network/ Out-of-Network	Family (or pp) OOP Limit In-Network/ Out-of-Network
Alaska	PPO	2011 - \$246 (includes dental)	20%	\$500/\$700	80%/60%	\$4,000/\$6,000
America West	PPO	Low - \$95 High - \$271	Low - 10% High - 17%	Low - \$2,000/\$6,000 High - \$1,500/\$4,500	Low - 80%/60% High - 90%/70%	Low - \$6,000/\$18,000 High - \$3,000/\$9,000
Hawaiian	PPO	\$180	18%	\$300	90%/70%	\$7,500
jetBlue	PPO	Care Plus - \$566 Care 1 - \$283 Care 2 - \$125 Care 3 - \$54	Care Plus - 50% Care 1 - 25% Care 2 - 19% Care 3 - 9%	Care Plus - None/\$1,000 Care 1 - \$800/\$1,600 Care 2 - \$1,200/\$2,400 Care 3 - \$2,800/\$5,600	Care Plus - 90%/70% Care 1 - 85%/65% Care 2 & Care 3 - 70%/50%	Care Plus - \$3,000 Care 1 - \$4,000/\$8,000 Care 2 - \$6,000/\$12,000 Care 3 - \$8,000/\$16,000
Southwest	Indemnity	None required	N/A	\$300/family	80%	\$2,500
	PPO	2007 - \$35 Plan C - None	4%	PPO - \$500/\$900 Plan C - \$1,000	PPO - 85%/65% Plan C - 80%	PPO - \$2,750/\$5,500 Plan C - \$5,500
FedEx	PPO	Base—\$122 Buy-Up—\$170	Base—9% Buy-Up—12%	Base—\$750 Buy-Up—None/\$750	Base—90%/70% Buy-Up—100%/70%	Base—\$6,000/\$9,750 Buy-Up—N/A/\$9,750
UPS	PPO	Option 1—\$372 Option 2—\$340 Option 3—\$236				

Dental (Majors)

Airline	Plan Type	Monthly Pilot Contribution Family Coverage	Contribution Percentage	Family Deductible In-Network/ Out-of-Network	Maximum Annual Benefit In-Network/ Out-of-Network	Maximum Lifetime Ortho Benefit In-Network/ Out-of-Network
American	Indemnity	2010: Plan 1—\$16 Plan 2—None	---	\$50 pp all classes	\$1,000	\$1,000
Continental	DPPO	\$117	100%	\$50 pp/\$100 pp	\$1,750/\$1,000	\$2,000/\$1,000
Delta	PPO	Preventive—\$12 Comp—\$33 DeCare—\$33 DPMP Comp—\$53 DPMP Comp Option N—\$34 Option B—\$25	Preventive—28% Comp—28% DeCare—28% DPMP Comp—42% DPMP Comp Option N—27% Option B—20%	Preventive—None Comp—\$240 DeCare—\$240 DPMP Comp—\$240 DPMP Comp Option N—\$125 Option B—\$125	Preventive—\$200 Comp—\$2,000 DeCare—\$2,500 DPMP Comp—\$2,500 DPMP Comp Option N—\$2,000 Option B—\$2,000	Preventive—N/A Comp—\$2,000 DeCare—\$2,000 DPMP Comp—\$2,500 DPMP Comp Option N—\$2,000 Option B—\$2,000
US Airways	PPO	\$15.00	15%	None/\$100	\$1,500/\$1,000	\$2,000/N/A
United	PPO	\$28	---	\$100	\$2,000	\$2,000

Delta percentages reflect 2011 amounts.

Dental (Other and Cargo)

Airline	Plan Type	Monthly Pilot Contribution Family Coverage	Contribution Percentage	Family Deductible In-Network/ Out-of-Network	Maximum Annual Benefit In-Network/ Out-of-Network	Maximum Lifetime Ortho Benefit In-Network/ Out-of-Network
Alaska	Indemnity	Included in medical contribution	---	\$50	\$1,750	\$2,000
America West	PPO	Low—\$13 High—\$30	Low—33% High—27%	Low—none/300 High—\$150	Low—\$1,000/\$500 High—\$1,000	Low—\$1,000/\$500 High—\$1,000
Hawaiian	PPO	None required	---	None	Unlimited	\$1,500
jetBlue	PPO	\$62	---	\$150	\$1,500	\$1,500
Southwest	Indemnity	Included in medical contribution	---	\$50 pp	\$1,000	\$1,000
	Indemnity	2007: Basic—None Optional—\$22	---	\$50 pp	Basic—\$1,500 Optional—\$2,000	Basic—\$1,500 Optional—\$2,000
FedEx	Indemnity	Base—\$17 Buy-Up—\$23	---	Base—\$300 Buy-Up—\$100	\$2,750 (\$30,000/lifetime)	---
UPS	PPO	Option 1—\$15 Option 2—None	---	---	---	---
	Indemnity	\$15	---	\$100	Unlimited	---

Life Insurance

Airline	Pilot Coverage	*Notes
American	\$70,000*	Additional \$105,000 payable if pilot dies prior to age 50 or after age 50 with no spouse (or married less than 12 months prior to death)
Continental	1 x earnings (pilot's pay rate x 1,026) up to \$500,000	
Delta	\$542,675*	In 2011—Based on greater of \$500,000 or 2500 times the 12-year captain hourly rate on the highest paying aircraft
US Airways	\$36,000–\$150,000	Based on earnings schedule in contract Former PAI pilots receive a minimum of \$75,000
United	Higher of \$80,000 or 1 x pay (from previous year) or fleet/seat guarantee as of Jan. 1*	Adjusted every March 1
Alaska	\$150,000	
America West	2 x base annual pay (hourly rate x 82.5 x 12) up to \$400,000	
Hawaiian	\$100,000	
jetBlue	\$100,000	
Southwest	\$50,000	
FedEx	\$800,000	
UPS	975 x hourly rate up to \$100,000	

Disability

Airline	Benefit	Maximum Amount	Benefit Period End	Pilot Cost
American	55% x FAE	\$6,000/mo.	Earlier of retirement or age 60, limited to 18 months/lifetime for substance abuse	None
Continental	50% x base pay	\$7,500/mo.	Age 65, limited to 24 months for mental illness	\$1.21/\$100 plus imputed income on company contribution
Delta	Lesser of 50% x FAE or hourly rate x 40 hrs.	---	Age 65, limited to 24 months for mental illness or substance abuse	None
US Airways	50% x FAE	---	Age 65	25% of cost up to \$100/mo.
United	55% x FAE	---	Later of age 60 or 5 years	None
Alaska	50% x FAE	\$1,000/week for first 26 weeks (pilot may purchase additional \$500/week coverage for \$20/mo.) No max thereafter	Age 65	\$20/mo. for \$500/week coverage for first 26 weeks
America West	60% x hourly rate x 82.5 hrs.	\$8,000/mo.	Age 65, limited to 24 months for mental illness or substance abuse	Monthly premium is \$1.01/\$100
Hawaiian	10% x last year earnings at 2 years of service, increased by 5% per year to 50% at 10 years of service (not to exceed retirement benefit)	---	Lifetime benefit, limited to 24 months for substance abuse	None
jetBlue	60% x average weekly base pay plus optional buy-up of 6 2/3%	\$15,000/mo.	Age 65	None for basic coverage; buy-up 100% pilot-paid with after-tax dollars \$0.23/\$100 compensation
Southwest	66 2/3% x earnings	\$10,500/mo.	Age 60 or age 65 if SSD, limited to 12 months for disability resulting from mental, emotional, behavioral or stress-related disorders or from alcohol or drug addictions	\$0.97/\$100
FedEx	60% x FAE (first 24 months) 50% x FAE thereafter	---	Age 60, then to age 65 at S/O rate (limited to 13–26 weeks for substance abuse; 60 months for mental illness)	None
UPS	66.67% x pay period guarantee	---	20 pay periods	None

Retiree Medical (Majors)

Airline	Eligibility	Benefit	Monthly Pilot Cost
American	Retired pilots age 50 with 10 years of service	<ul style="list-style-type: none"> Option 1: Plan 1 (lowest deductibles); benefits limited to \$300,000/lifetime (or remainder of active medical maximum, if less) through age 65. Annual restoration of \$3,500 applies. Option 2: POS—same plan as actives 	<ul style="list-style-type: none"> 2010: Option 1—none Option 2 (Retiree Value Plus/POS)—19% of cost
Continental	Early, normal or late retirees 55 or older	Same plans as actives	<ul style="list-style-type: none"> 100% of projected total cost unless reduced by unused sick bank at retirement (max. accrual 1300 hrs.) Sick reduction of 11 hrs./ee only, 12.2 hrs./ee + ch, 14.6 hrs./ee + sp; 15.9 hrs./family buys coverage in full for pilots w/25+ years of service Active pilot rate for pilots w/15–24 years of service
Delta	Normal and early retirees	Choice of same plans as actives	<ul style="list-style-type: none"> NR—choice between COBRA at 102% of premium (based on actives) or 100% of the retiree premium (based on pool of retirees only), thereafter, until age 65, 51% of DPMP retiree premium ER—100% of retiree premium to age 60, thereafter, until age 65, 51% of DPMP retiree premium or 100% of premium for other plans
US Airways	Early, normal or late retirees 55 or older, and dependents per active pilot dependent eligibility	Choice between same plan as actives or Catastrophic Option	Accrued sick leave at retirement (max. accrual 1500 hrs.) may be used to offset cost at up to 25 hrs./mo., valued at \$18.50/hr. (\$462.50)
United	Retired pilot age 50+ with 10 years of service	Same plan as actives	Percentage of cost based on years of service (y/s): <20 y/s—80%; 20–24 y/s—60%; 25+ y/s—40%

Retiree Medical (Other)

Airline	Eligibility	Benefit	Monthly Pilot Cost
Alaska	Retired pilots age 45 with 60 months of service (including periods while on LTD)	Same plan as actives	50% of group rate
America West	Normal retiree	Same plan as actives to age 65	100% of group rate
Hawaiian	Normal, early, and disability retirees	Same plan as actives	<ul style="list-style-type: none"> • None for normal retirees and disability retirees • 100% of group rate for early retirees
jetBlue		Same plan as actives	<ul style="list-style-type: none"> • 100% of cost • May use value of accrued paid time off to pay for coverage until exhausted
Southwest	Retired pilots age 55 or older; 15 y/s required for pilots retiring prior to age 60	<ul style="list-style-type: none"> • Early retirees—same plan as actives Plan C • Normal retirees—same plan as actives 	<ul style="list-style-type: none"> • 100% of cost • Sick leave may be traded for continued coverage as follows: 1 month of coverage for each 10 TFP accrued

Retiree Medical (Cargo)

Airline	Eligibility	Benefit	Monthly Pilot Cost
FedEx	Retired pilots age 55 or older, with 10 years of service if hired before 1/1/88 or 20 years of service if hired on or after 1/1/88, or age 60 with at least 5 years continuous service prior to age 60	Same plans as actives, plus High Deductible Plan option	<ul style="list-style-type: none"> • Average of 45% of cost (decreasing percentage as pilot contribution locked in for duration of CBA) • \$25,000 deposited to VEBA for pilots with a seniority number on 8/25/06, age 53 before 1/1/07, and expected to meet eligibility requirements for retiree health • HRA access at later of age 59 or retirement
UPS	Retirees age 55+	Choice of POS Plan 1 or PPO. \$1,000,000/pp lifetime max, not including benefits paid prior to retirement, with annual restoration	<ul style="list-style-type: none"> • POS Plan 1—\$100/family; PPO—\$100/family plus applicable active pilot contribution • Company's overall annual liability capped at \$6,250 x number of participants, with excess, if any, to be paid by participants on a pro rata basis (not applicable during duration of current agreement)

Contractual Protections for Medical Plans (Majors)

Protections	American	Continental	Delta	US Airways	United
Key plan provisions locked in (e.g., deductible, coinsurance, OOP maximum, etc.)	Yes	Yes	DPMP & Option N only	No	Yes
Fixed % pilot contribution	No	Yes	DPMP & Option N only	Yes	Yes
Fixed-dollar pilot contribution	No	No	No	No	No
Cap on year-over-year increases in pilot contribution	No	No	No	No	Yes
Consent required for administrator change	No	No	No	No	No

Contractual Protections for Medical Plans (Other)

Protections	Alaska	America West	Hawaiian	jetBlue	Southwest
Key plan provisions locked in (e.g., deductible, coinsurance, OOP maximum, etc.)	Yes	Yes	Yes	No	No
Fixed % pilot contribution	Yes	Yes	Yes	No	No
Fixed dollar pilot contribution	No	No	Yes	No	No
Cap on year-over-year increases in pilot contribution	No	Yes	N/A	No	No
Consent required for administrator change	No	No	Yes	No	No

Contractual Protections for Medical Plans (Cargo)

Protections	FedEx	UPS
Key plan provisions locked in (e.g., deductible, coinsurance, OOP maximum, etc.)	Yes	Yes
Fixed % pilot contribution	No	No
Fixed-dollar pilot contribution	Yes	Yes
Cap on year-over-year increases in pilot contribution	Yes	N/A
Consent required for administrator change	Yes	No

